

## Annexure – 1

## Business Responsibility and Sustainability Report

Indian Metals and Ferro Alloys Limited presents its second Business Responsibility and Sustainability Report for the financial year ended 31<sup>st</sup> March, 2024. For IMFA, sustainability is a key pillar to development and growth. We are dedicated to conserving our natural resources through process improvements, and investing in measures to protect the environment, the communities we interact with, employees, value chain partners and other stakeholders. In an effort to be more transparent, we have reported on relevant Leadership Indicators this year. IMFA's performance and its impact on Environmental, Social and Governance (ESG) parameters, based on National Guide Lines on responsible business conducts (NGRBC) 9 Principles is presented in this report.

## Section A: General Disclosures

## I. Details of the listed entity

1. Corporate Identity Number (CIN) of the listed entity	L27101OR1961PLC000428
2. Name of the listed entity	Indian Metals & Ferro Alloys Limited
3. Year of incorporation	1961
4. Registered office address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
5. Corporate address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
6. E-mail	<a href="mailto:mail@imfa.in">mail@imfa.in</a>
7. Telephone	0674-2611000
8. Website	<a href="http://www.imfa.in">www.imfa.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 and BSE Limited
11. Paid-up Capital	₹ 53.96 Crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Bijayananda Mohapatra Contact No.: 9777575659 Email id: <a href="mailto:bijayanandamohapatra@imfa.in">bijayanandamohapatra@imfa.in</a>
13. Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis.
14. Name of assurance provider	Not applicable
15. Type of assurance obtained	Not applicable

## II. Products/services

## 16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Metal and Metal Products	99.55%

## 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Ferro Chrome	27110	99.55%

## III. Operations

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

Location	Number of mines/Number of factories	Number of Offices	Total
National	4	8	12
International	-	-	-

**19. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	6
International (No. of Countries)	9

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

Contributions of exports as a percentage of total turnover – 94%

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

IMFA's customers are mainly manufacturers of stainless steel that require ferro chrome. Our clientele also includes international traders.

**IV. Employees**

**22. 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)	824	791	96%	33	4%
2.	Other than Permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total Employees (D + E)</b>	<b>824</b>	<b>791</b>	<b>96%</b>	<b>33</b>	<b>4%</b>
<b>WORKERS</b>						
4.	Permanent (F)	1,277	1,261	99%	16	1%
5.	Other than Permanent (G)	3,939	3,537	90%	402	10%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>5,216</b>	<b>4,798</b>	<b>92%</b>	<b>418</b>	<b>8%</b>

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	1	1	100%	-	-
5.	Other than Permanent (G)	-	-	-	-	-
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>-</b>	<b>-</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13%
Key Management Personnel	2	-	-

**24. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.53%	28.57%	12.12%	12.21%	9.52%	12.14%	9.02%	-	8.82%
Permanent Workers	7.01%	-	6.94%	6.72%	9.09%	6.74%	7.48%	9.09%	7.49%

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

### 25. (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.	IMFA Alloys Finlease Limited	Subsidiary	76.00%	No
2.	Utkal Coal Limited	Subsidiary	79.20%	No
3.	Indmet Mining Pte Limited	Subsidiary	100.00%	No

## VI. CSR Details

### 26. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

### (ii) Turnover (in ₹)

₹ 2,754.02 Crore

### (iii) Net worth (in ₹)

₹ 2,102.02 Crore

## VII. Transparency and Disclosures Compliances

### 27. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)*	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes <sup>1</sup>	252	-	-	223	-	-
Employees and workers	Yes <sup>2</sup>	-	-	-	-	-	-
Customers	Yes <sup>3</sup>	-	-	-	-	-	-
Value Chain Partners	Yes <sup>4</sup>	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

\* If Yes, then provide web-link for grievance redress policy-

<sup>1</sup> Shareholder grievances can be addressed at: <https://www.imfa.in/investor-information/investor-services.htm>

<sup>2</sup> Grievance redressal policy for Employees and Workers is available internally on the intranet.

<sup>3</sup> The mechanism is available with the Sales and Marketing Department as part of the Sales and Marketing Manual

<sup>4</sup> All contracts with Value Chain Partners have a clause that describes how to escalate grievances.

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

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

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)
1.	Air Quality	Risk	Poor ambient air quality may attract penalties and lead to cessation of operations by statutory authorities. It may also have a negative impact on the community including adverse health outcomes.	<p>The company has installed adequate numbers of Air Pollution Control Devices (APCD), such as Gas Cleaning Plants (GCP), Dust Extraction Systems (DE), Mist Cannons, Rain Guns and Dry Fog Dust Suppression Systems (DFDS).</p> <p>Regular maintenance work is done on the equipment for optimum functionality.</p> <p>Ambient air quality is monitored in accordance with a schedule as per prescribed norms, and no negative feedback has been received by the company.</p>	Negative
		Risk	The fumes generated during tapping and hot metal handling may have harmful impacts on the working crew	<p>All furnaces are fitted with Fume Extraction Systems and Mist Cannons to suppress fumes and dust.</p> <p>Reasonable levels of air ambience are being maintained and no negative feedback has been received by the company.</p>	Negative
2.	Water Management	Risk	Release of wastewater may lead to statutory violations and may also have adverse impacts on the local community.	<p>Wastewater from our operations is reused entirely, for cooling various equipment, suppressing dust, or for ash cooling. Domestic wastewater is treated through Sewage Treatment Plants (STP) and used for gardening. There is no discharge of wastewater from our Plants.</p> <p>In Mines, only seepage water are discharged to ground only after treatment.</p>	Negative
3.	Solid Waste Management	Risk converted to opportunity	Ash and slag produced during operations are environmental pollutants.	<p>The Company has a fly ash brick manufacturing plant and Low Density Aggregate Plant that utilises the ash. Ash is also supplied to local brick manufacturing units, for road construction and to cement manufacturing units.</p> <p>Slag is utilised for internal road construction and filling low lying areas.</p>	Positive

## Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	P1 to P9: Code of Conduct: <a href="https://www.imfa.in/pdfs/code.pdf">https://www.imfa.in/pdfs/code.pdf</a>  P1: Whistleblower Policy: <a href="https://www.imfa.in/pdfs/WBP.pdf">https://www.imfa.in/pdfs/WBP.pdf</a>  P1 to P6, P8 to P9: Quality, Environment and Occupational Health & Safety Policy: <a href="https://www.imfa.in/our-business/integrated-management-system.htm">https://www.imfa.in/our-business/integrated-management-system.htm</a>  P4 and P8: CSR Policy: <a href="https://www.imfa.in/pdfs/CSR-Policy.pdf">https://www.imfa.in/pdfs/CSR-Policy.pdf</a>  P3 and P5 The following are available internally: 1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy. 2. Grievance Redressal Policy								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2008								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company recognises that improving its ESG performance is a continuous process. Currently, specific commitments, goals, or targets have not been set by the Company. However, the efforts made towards maintaining and improving its ESG performance are addressed throughout the report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
<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).	<p>At IMFA we understand the importance of Environmental, Social and Governance stewardship and have long believed sustainability to be one of the key pillars to development and growth. We take cognisance of IMFA's impact on neighbouring communities, the environment and our internal culture, and as a leading corporate citizen, we are committed to adopting highest standards in operations to mitigate challenges that arise.</p> <p>We aim for organisational excellence by implementing strong corporate governance practices and embracing responsible leadership, and integrating our processes and measures throughout the value chain.</p> <p>In line with these views, we have taken several responsible business measures to protect the stakeholders that make our business possible – the environment, communities we interact with, employees, as well as our value chain. We will continue to seek ways in which our processes can be improved to positively impact the lives we touch.</p> <p>The Company is dedicated to conserving natural resources through process improvements, waste reduction and minimising pollution. These include use of air pollution control devices and fume extraction systems to reduce air pollution, efficient use of wastewater in dust suppression, cooling of equipment, and gardening to minimise water discharge and use of manufacturing byproducts and waste such as fly ash and slag for brick making, construction of internal roads. In an effort to reduce fossil fuel consumption, we also recycle carbon monoxide rich furnace off gas to the briquette and power plants. The Company also regularly invests in afforestation efforts.</p> <p>IMFA is dedicated to ensuring a safe and healthy work environment for all employees and business associates. We implement proactive measures and adhere to relevant laws and regulations to cultivate an environment for growth and development. Our CSR projects such as Arogyadhara, Adhyayan, Su-swathay, Sakshyam, etc focus on upliftment, development and meeting the needs of the community.</p> <p>Our deep commitment to ESG principles, focusing on environmental sustainability, social responsibility and corporate governance aligns with our vision to achieve global standards. We are confident that innovations based on ESG considerations and their integrations into our core business strategies will herald our success in this dynamic corporate landscape and create long-term value for all our stakeholders.</p>								

<b>8.</b> Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Subhrakant Panda, Managing Director
<b>9.</b> 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.	<p>The Company has the following Board committees to address different aspects of sustainability:</p> <ul style="list-style-type: none"> <li>• Audit Committee,</li> <li>• Whistle Committee,</li> <li>• Risk Management Committee,</li> <li>• Stakeholders Relationship Committee and</li> <li>• CSR Committee.</li> </ul> <p>Adequate internal control systems exist to oversee the implementation of related policies.</p>

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	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	Y	Y	Y	Q*	Q	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q*	Q	Q	Q	Q	Q	Q	Q	Q

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>11.</b> 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.	No	No	No	No	No	No	No	No	No

\* Y – Yes, Q - quarterly

**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)									
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)									

Not applicable as the answer to question 1 above is "Yes"

## Section C: Principle-wise Disclosures

**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	2	<ul style="list-style-type: none"> <li>Awareness program on various committees under Companies Act, 2013 and SEBI LODR.</li> <li>Familiarisation for Independent Directors</li> </ul>	100%
Key Managerial Personnel	1	Gender Sensitivity at Workplace <ul style="list-style-type: none"> <li>To understand the Fundamentals of Gender Constructs.</li> <li>Gender Inclusion for a better Workplace Environment</li> <li>Basic roles and responsibilities towards Safety and Security of Working Men &amp; Women.</li> <li>Overview of Case Studies, Recent Judgements and Supreme Court 's Guidelines</li> </ul>	100%
Employees other than BoD and KMPs	20	<ul style="list-style-type: none"> <li>Governing Self with Integrity, Ethics &amp; Accountability:</li> <li>Gender Sensitivity at Workplace</li> <li>NEO – New Employee Orientation</li> <li>POSH – Prevention of Sexual Harassment at Workplace</li> <li>Awareness on company policies and practices.</li> </ul>	69%
Workers	11	<ul style="list-style-type: none"> <li>Better WE</li> <li>Samarthya – The essence of working together, work culture and work ethics</li> <li>POSH – Prevention of Sexual Harassment at Workplace</li> </ul>	26%

**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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)**

Monetary					
	NGRBC Principle	Name of regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 6	Bhubaneswar Municipal Corporation.	10,000	Penalty for burning the waste with green garbage at the Company's premises*	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of regulatory/enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-		-	-
Punishment	-	-		-	-

\* The Company has stopped burning wastes at Office premises.

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

Case Details	Name of regulatory/enforcement agencies/judicial institutions
Appeal was not filed for the instance disclosed in Question 2.	

**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, IMFA has an anti-corruption and anti-bribery policy. The Code of Conduct for IMFA's Directors and Employees reinforces the Company's commitment towards anti-corruption and anti-bribery. The Code of Conduct is also extended to all dealings with suppliers, customers, and other business associates. Employee Manuals are available at each site, and the appointment letters also have a list of "Dos and Don'ts" addressing anti-bribery, anti-corruption and other responsible behaviour.

The code of conduct is available at: <https://www.imfa.in/pdfs/code.pdf>

IMFA has further adopted a Whistle Blower Policy that allows employees to approach the Whistle Committee or the Chairman of the Audit Committee to report concerns regarding unethical behaviour, fraud, or violation of IMFA's Code of Conduct.

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

	FY 2023-24	FY 2022-23
Directors	No such disciplinary action has been taken by any law enforcement agency for charges of bribery/corruption.	
KMPs		
Employees		
Workers		

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

Particulars	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	No such complaints have been received.			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not applicable as there are no instances of corruption or conflict of interest.

**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	59	47

No. of days of accounts payable has increased mainly due to year end expenses bookings.

**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	30.05%	22.46%
	b. Number of trading houses where purchases were made from	3	4
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA*	NA*
	b. Number of dealers/distributors to whom sales are made	NA*	NA*
	c. Sales to top 10 dealers/distributors to whom sales are made	NA*	NA*
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	2.81%	5.20%
	b. Sales (Sales to related parties/Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	7.95%	0.5%
	d. Investments (Investments in related parties/Total investments made)	-	-

\* Not applicable as IMFA sells goods directly to consumers and not to dealers/distributors.



## 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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Awareness programmes were not conducted for value chain partners on any of the principles during the financial year.		

### 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. The company has a process in place to avoid/manage conflict of interests involving members of the Board. The Code of Conduct for BoD members as well as KMPs has a clause on conflict of interest and IMFA receives declarations from all board members and KMPs that they will comply with it. The Company also annually requests the Directors for a disclosure of interest.

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

## Essential Indicators

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

Particulars	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)	Details of improvements in environmental and social impacts
R&D	100%	-	Refer to table given below for project details
Capex	6%	32%	Capital expenditure has been incurred towards specific technologies to improve air quality and prevent contamination of ground and surface water.

S. No.	Description	Location	Amount in ₹ lakhs
1.	Hydrogeological Study of both SMC & MMC	SMC & MMC	3.66
2.	Traffic study report vetting by NIT, Rourkela	MMC	2.71
3.	Scientific Study at Mahagiri Mines (Chromite) of M/s IMFA Ltd. for the following: Detail report of Cr+6 and microbiological analysis on water of ETP. Detail report on biomagnification on water on water discharge to Damsala Nala	MMC	6.58
4.	Existing ventilation system review & setting of air qty requirement for Mahagiri Mines (Chromite). Ventilation Network Modelling, extensive simulation study for Mahagiri Mines (Chromite).	MMC	6.36
5.	Scientific Study for feasibility of Slag filling in underground Stope blocks of Mahagiri Mines (Chromite).	MMC	16.50
<b>TOTAL</b>			<b>35.81</b>

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

The Company has its own captive chrome ore mines. Our mines are compliant with all the statutory requirements.

For other raw materials, like Bauxite and Quartzite, we ensure that proper mining permissions have been acquired from the mining department of the state. Furthermore, interstate despatch of materials is done from external vendors only with the permission of appropriate state authority against valid transit pass, which is obtained prior to transporting materials from the vendor to the plant.

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

64% of the Company's raw materials are sustainably sourced.

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

The Company is a manufacturer of ferro chrome, a product used as raw material by steel manufacturers. As our product is completely consumed in the production of stainless steel, there is no scope for reclaiming the product for reuse, recycling, or disposal at end of life. Therefore, this question is not applicable for the Company's product.

Tarpaulins are used as packaging while transporting chrome ore. These tarpaulins are re-used as many times as possible. When they become unusable, they are disposed through State Pollution Control Board (SPCB) authorised vendors.

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

No. Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

**Leadership Indicators**

**1. 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 web-link
No Life Cycle Perspective/Assessments (LCA) have been conducted by the entity for any of its products.					

**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 risk/concern	Action Taken
Ferro Chrome	Air Quality	<p>To address the risk of air quality, the organisation has installed adequate numbers of the following Air Pollution Control Devices (APCD):</p> <ul style="list-style-type: none"> <li>• Gas Cleaning Plant (GCP)</li> <li>• Dust Extraction system (DE)</li> <li>• Mist Cannons</li> <li>• Rain Guns</li> <li>• Dry Fog Dust Suppression system (DFDS)</li> </ul> <p>These devices are regularly maintained to ensure that they function efficiently and effectively. All furnaces are fitted with Fume Extraction Systems and Mist Cannons to control and suppress fumes and dust.</p> <p>Ambient air quality is being measured regularly and is within the prescribed norms. The company has not received any negative feedback regarding the same.</p>
	Water Management	All wastewater generated is being completely reused. Treated water is being used in metal cooling, slag cooling, ash conditioning & dust suppression. Any domestic wastewater is being treated through a sewage treatment plant and then being used for gardening. Therefore, there is no discharge of wastewater.

**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).**

Nil

**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:**

The material produced by the Company is used as a raw material for the manufacture of stainless steel. Therefore, there is no scope for reclaiming the product at end of life.

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

Refer question 4.

**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.**

### Essential Indicators

#### 1. a. Details of measures for the well-being of employees:

Category	Total (A)	Health 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	791	791	100%	791	100%	-	-	-	-	-	-
Female	33	33	100%	33	100%	33	100%	-	-	33	100%
<b>Total</b>	<b>824</b>	<b>824</b>	<b>*100%</b>	<b>824</b>	<b>100%</b>	<b>33</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>33</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Health insurance provided by the Company covers only critical illnesses.

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

Category	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	1,261	1,261	100%	1,261	100%	-	-	-	-	-	-
Female	16	16	100%	16	100%	16	100%	-	-	16	100%
<b>Total</b>	<b>1,277</b>	<b>1,277</b>	<b>100%</b>	<b>1,277</b>	<b>100%</b>	<b>16</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>16</b>	<b>100%</b>
<b>Other than Permanent Workers</b>											
Male	3,537	3,537	100%	3,537	100%	-	-	-	-	-	-
Female	402	402	100%	402	100%	402	100%	-	-	402	100%
<b>Total</b>	<b>3,939</b>	<b>3,939</b>	<b>100%</b>	<b>3,939</b>	<b>100%</b>	<b>402</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>402</b>	<b>100%</b>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.22%	0.24%

All expenses related to staff welfare including Employee Insurance, Benefits, Rewards, Reimbursements and other staff related expenses. These expenses exclude salary/wages and contributions to PF.

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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 employee	No. of Workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
Others – please specify	-	-	-	-	-	-

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

Yes.

**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. Clause No. 3.6 under Labour Human Rights Policy. The same is available internally on the intranet.

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

Parental leave (Maternity Leave) has not been availed in the current or previous financial year. Hence, this question is 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.**

Category	Yes/No	If yes, give details of the mechanism in brief
Permanent Workers		
Other than Permanent Workers		Refer note below
Permanent Employees		
Other than Permanent Employees		

The Company has a "Grievance Redressal Policy" applicable to all permanent employees. It seeks to promote practices and procedures that ensure creation and sustenance of healthy relationships and expeditious settlement of employee grievance, thereby improving productivity and overall efficiency of the organisation.

As per the policy there are three stages to addressing an employee grievance:

**Stage I:** The grievance must be submitted with requisite documents to the aggrieved employee's immediate supervisor ("relevant authority" at this stage). On receipt, the supervisor will discuss the matter with the aggrieved employee and redress the grievance if it is within their power to do so. A formal response has to be communicated to the employee within ten days of receipt of the grievance with a copy to the HR department.

**Stage II:** If at Stage I the aggrieved employee is not satisfied with the outcome, they can approach the Department/Functional/Business Unit Head ("relevant authority" at this stage) within seven days of receipt of the decision. The reasons for taking the grievance to the next stage have to be indicated clearly in the prescribed form. The relevant authority will also meet the aggrieved employee to discuss the grievance in detail. Within ten days of receipt of the grievance the relevant authority has to communicate their response to the employee with a copy to the HR department.

**Stage III:** If dissatisfied with the outcome at Stage II, the employee can approach the Grievance Redressal Committee within seven working days of receipt of formal communication of the outcome, clearly stating the reasons. This Committee will further discuss the matter in detail with the employee. The Committee has to respond within thirty working days of receipt of the grievance with a copy to the HR department.

The decision of the Committee in Stage III is final, and no further appeal can be entertained against their decision.

However, unresolved grievances recorded in the monthly reports have to be referred to the Managing Director for a final decision.

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>						
Male	791	-	-	787	-	-
Female	33	-	-	23	-	-
<b>Total</b>	<b>824</b>	<b>-</b>	<b>-</b>	<b>810</b>	<b>-</b>	<b>-</b>
<b>Total Permanent Workers</b>						
Male	1,261	1,199	95%	1,307	1,098	84%
Female	16	13	81%	11	8	73%
<b>Total</b>	<b>1,277</b>	<b>1,212</b>	<b>95%</b>	<b>1,318</b>	<b>1,106</b>	<b>84%</b>

IMFA Shramik Sangha, IMFA Employees Association, IMFA Shramik Patinidhi Mandali and Sukinda Region Chromite Khadan Mazdoor Sangha are the associations/unions recognised by IMFA.

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

Category	FY 2023-24					FY 2022-23				
	Total	On Health & Safety Measures		On Skill Upgradation		Total	On Health & Safety Measures		On Skill Upgradation	
		No.	%	No.	%		No.	%	No.	%
<b>Employees</b>										
Male	791	613	77%	749	95%	787	473	60%	759	96%
Female	33	26	79%	33	100%	23	11	48%	18	78%
<b>Total</b>	<b>824</b>	<b>639</b>	<b>78%</b>	<b>782</b>	<b>95%</b>	<b>810</b>	<b>484</b>	<b>60%</b>	<b>777</b>	<b>96%</b>
<b>Workers</b>										
Male	1,261	1,052	83%	939	75%	1,307	1,041	80%	1,026	79%
Female	16	2	13%	3	19%	11	6	55%	6	55%
<b>Total</b>	<b>1,277</b>	<b>1,054</b>	<b>83%</b>	<b>942</b>	<b>74%</b>	<b>1,318</b>	<b>1,047</b>	<b>79%</b>	<b>1,032</b>	<b>78%</b>

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	791	791	100%	787	787	100%
Female	33	33	100%	23	23	100%
<b>Total</b>	<b>824</b>	<b>824</b>	<b>100%</b>	<b>810</b>	<b>810</b>	<b>100%</b>
<b>Workers</b>						
Male	1,261	1,261	100%	1,307	1,307	100%
Female	16	16	100%	11	11	100%
<b>Total</b>	<b>1,277</b>	<b>1,277</b>	<b>100%</b>	<b>1,318</b>	<b>1,318</b>	<b>100%</b>

This information relates to employees on the direct rolls of the company does not include contractual workers.

## 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?

All of IMFA's manufacturing units and mines have implemented a health and safety management system to ensure health and safety of employees and workers. The Quality, Environment, Health and Safety policy shows the Company's commitment to providing a healthy and safe workplace. The ferro alloy plants at Choudwar and Therubali are also ISO 9001 certified (Quality Management System).

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

The Company has implemented Hazard Identification and Risk Assessment (HIRA) and Standard Operating Procedures (SOP) for performing routine jobs safely. The Task Risk Assessment and six directions hazard identification systems are also in place to identify and control hazards for non-routine activities. Permit to Work (PTW) system is also in place to ensure effective controls exist for safe execution of work. Leadership and frontline executives conduct Safety Observation and Interaction (SOI) rounds to identify gaps in the working environment, thus providing a platform to workers to express their needs on safety related issues. Monthly Job Cycle Checks are conducted on critical tasks to ensure that the SOPs are up to date and all hazards and risks associated with the activities are controlled effectively.

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

Yes. We use the Look Stop Act method of identifying and controlling work-related hazards and near misses. The hazard will be identified are controlled before start of work, and reported to supervisor concerned if specific is action required. Workers are empowered to stop work in case working conditions are unsafe. Nominated Safety Captains conduct a monthly assessment on the hazards reported in the work place. The Company also conducts third party safety audits, such as Electrical Safety Audit conducted by the National Safety Council across all locations and the Arc Flash Assessment conducted M/s Sparrow Risk Consultants, to improve the safety of electrical systems.

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

Yes, employees/workers have access to non-occupational medical and healthcare services through the Company's First Aid Centre, where qualified doctors provide non-occupational medical or healthcare services as well. At the factories, pre-employment and basic health check-ups are conducted annually. Annual audiometry and spirometry tests are conducted for workers exposed to high decibel noises and heavy dust work environments respectively. At the mines, pre-employment checks are done for all workers. Health check-ups are conducted once in five (5) years for workers below the age of 45, and once in the three (3) for workers above the age of 45. For drivers and operators, an additional eye refraction test is also conducted. Food handlers are tested for infectious diseases based on FSSAI requirements.

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

Safety Incident	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employee	0.213	-
	Workers	0.340	0.181
Total recordable work-related injuries	Employee	1	0
	Workers	3	3
Number of fatalities	Employee	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Workers	0	0

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

The Company has implemented HIRA, SOP, Task Risk Assessment, PTW, Incident Investigation, Emergency Plan and Response Plan at each site. IMFA encourages a positive safety culture and creates a free atmosphere to discuss safety through regular Leadership Rounds, Safety Committee meetings, Monthly Mass meetings, Contractor Safety Assessment and other review meetings. The company also promotes health and safety through various campaigns and programmes like the National Safety Week, Road Safety Month etc. Employees are also provided training on health and safety matters to develop safety competency for safe job execution.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-		-	-	
Health & Safety	2,801	219	The complaints were received close to year end and are still within the Company's prescribed timeline for resolution.	2,384	51	The complaints were received close to year end and are still within the Company's prescribed timeline for resolution.

**14. Assessments for the year:**

Category	% 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.**

The factories are assessed every year by the Central Inspection Coordination Group (CICG). This group comprises the Directorate of Factories and Boilers of Odisha, the Regional Officer Environment and the Assistant or Deputy Labour Officer. Similarly, mines are assessed by the Directorate General of Mine Safety – Electrical and Mechanical, every year.

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The recommendations and Observations are implemented effectively and responses are submitted to Authorities and closed.

The Company has also engaged organisations such as the National Safety Council to conduct Safety Audits across its operations. An Arc Flash Assessment was conducted at electrical installations across all manufacturing plants and mines to protect staff from arc flash while working in high voltage electrical systems. All ferro alloy manufacturing plants implemented an effective access control program at the hot metal handling area and were provided high quality PPE conforming to international standards.

### Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

a. **Employees (Y/N)** – Yes

b. **Workers (Y/N)** – Yes

**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 only engages contractors that are registered with appropriate statutory authorities such as PF, ESI, etc. As the principal contractor, it is ensured that all statutory dues are deducted and deposited to the government on time by the labour contractors/civil contractors in the value chain. As per the established standard procedure, the contractor is required to submit proof of deposit along with monthly bills. In case proof is not submitted, the Company retains the amount corresponding to the amount to be deposited, from the vendor's payment. Payments are released only on submission of proof of deposit.

**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 or whose family members have been 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	-	-	-	-
Workers	-	-	-	-

**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)**

Yes. After retirement, we offer retainership contracts to the employees on a need basis.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety Practices	100%
Working Conditions	

**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.**

Monthly review meetings are conducted to evaluate the effectiveness of the Corrective actions implemented based on the inputs received from contractor performance assessment

**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.**

The key internal and external stakeholders of the Company have been identified based on an assessment of all stakeholders in consultation with the management. These stakeholder groups add value to the organisation and also have an immediate impact on the operations and workings of the Company. Given this, we constantly engage with our stakeholders to meet their expectations, identify and manage risks, thus contributing to sustainable decisions.

The identified internal and external stakeholder groups are listed in response to Question 2 and broadly include – Employees, Shareholders, Customers, Communities, Suppliers, Partners, and Vendors.

**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 & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	Community Meetings	Other – Continuous	The purpose of engaging with the local community is to provide them the opportunity to discuss local issues such as health, sanitation, livelihood, and infrastructure development, with IMFA's CSR teams.
Investors (Other than Shareholders)	No	Other – Press Release, Earnings Interviews, In-person Meetings, Conference Calls.	Quarterly & Other – Continuous	To educate investors about IMFA's values and business and long-term business strategy. It also helps investors voice their concerns regarding company policies, reporting, company strategies, etc.
Shareholders	No	Other – E-mails, Personal Telephone Calls, Press Release, Earnings Interviews, In-person Meetings, Conference Calls, Website Disclosure, Advertisements.	Other – Continuous	To educate shareholders about IMFA's values and business and long-term business strategy. Shareholders are also able to voice their concerns regarding company policies, reporting, company strategies, etc.
Employees and Workers	No	Other – Company's Journal, Open House Meetings etc.	Quarterly & Other – Continuous	For career management and growth. To identify learning opportunities, and also for discussions on compensation structures.
Customers	No	E-mails, In-person Meetings, Conferences	Quarterly	The purpose of interacting with customers is to identify opportunities to improve our product and also to understand our customers' needs and identify industry and business challenges.
Value Chain Partners	No	E-mails, Meetings	Other – Continuous	To ensure compliance with statutory, health and safety requirements and to build long lasting sustainable relationships.

**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.**

The Company does not have a formal process of consultation between stakeholders and the Board on economic, environmental, and social topics. However, the management engages with stakeholders as and when required.

**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.**

Not applicable

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

Not applicable



**PRINCIPLE 5: Businesses should respect and promote human rights.****Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (A)	No. of employees/workers covered (B)	% (B/A)
<b>Employees</b>						
Permanent	824	381	46%	810	157	19.4%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>824</b>	<b>381</b>	<b>46%</b>	<b>810</b>	<b>157</b>	<b>19.4%</b>
<b>Workers</b>						
Permanent	1,277	179	14%	1,318	25	2%
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	<b>1,277</b>	<b>179</b>	<b>14%</b>	<b>1,318</b>	<b>25</b>	<b>2%</b>

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (E)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent Employees</b>	824	-	-	824	100%	810	-	-	810	100%
Male	791	-	-	791	100%	787	-	-	787	100%
Female	33	-	-	33	100%	23	-	-	23	100%
<b>Other than permanent employees</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent Workers</b>	1,277	-	-	1,277	100%	1,318	-	-	1,318	100%
Male	1,261	-	-	1,261	100%	1,307	-	-	1,307	100%
Female	16	-	-	16	100%	11	-	-	11	100%
<b>Other than permanent workers</b>	3,939	2,501	63%	1,438	37%	3,943	3,371	85%	577	15%
Male	3,537	2,099	59%	1,438	41%	3,490	2,918	83%	577	17%
Female	402	402	100%	-	-	453	453	100%	-	-

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ in lakhs)	Number	Median remuneration/salary/wages of respective category (₹ in lakhs)
Board of Directors (BoD):				
(a) Executive Directors	3	2,036.07	0	NA
(b) Non-Executive Non-Independent Directors	2	7.21	0	NA
(c) Non-Executive Independent Directors	3	14.67	1	14.42
Key Managerial Personnel	2	147.75	0	0
Employees other than BoD and KMP	804	7.34	18	5.28
Workers	1,262	3.12	15	3.11

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	1.47%	0.85%

**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)**

The Company has established committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy and Grievance Redressal Policy to address various issues. The Grievance Redressal Policy addresses grievances relating to bias, favouritism, victimisation, and humiliation.

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

The organisation has various policies such as "Whistleblower Policy", "Grievance redressal Policy", "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy" that address various human rights issues. Written complaints received from aggrieved persons are addressed in accordance with the procedures laid down in these policies.

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

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

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees/workers	0%	0.2%
Complaints on POSH upheld	0	0

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

The Company has a zero-tolerance policy towards harassment of any kind, including sexual harassment.

As per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (the policy), in order to conduct a free and fair enquiry and avoid adverse consequences to the complainant the Internal Committee constituted under this policy may recommend any of the following to the management:

- Transfer the aggrieved woman (complainant) or respondent to any other workplace.
- Grant leave to the complainant up to a period of 3 months. Such leave shall be in addition to the leave otherwise entitled to;
- Restrain the respondent from reporting on the work performance of the complainant or writing her confidential report and assign the same to another officer.

In addition:

- In case the respondent is a member of the Internal Committee, they are required to step down as a member during the enquiry of the complaint; and
- During the enquiry proceedings the complainant and/or their witnesses shall be called separately to ensure an atmosphere free of intimidation.
- In case of redressal of other grievances (related to supervision, viz bias, favouritism, etc. or victimisation, humiliation and disputes with other employees, covered under the Company's "Grievance Redressal Policy"), the policy strictly stipulates that an "aggrieved employee" shall not be victimised for raising a grievance.

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

Yes, human rights requirements do form a part of our business agreements and contracts. Contracts with service providers and material suppliers mandate that the vendor must not engage child labour while providing services/material. The Company also ensures that all contractual workers are paid a minimum wage.

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	50%
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/concerns arising from the assessments.

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

Human Rights Policy is in place and reviewed regularly.

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

It covers all human rights aspect such as Health and Safety of employees, Wellbeing at the workplace, Channels of communications, Learning and Development, Child Labour, Modern slavery and human trafficking & Diversity, Equity and Inclusion.

**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

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

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

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

Based on response to Q-4 above, this question is not applicable.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**

**Essential Indicators**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	18,881	22,554
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>18,881</b>	<b>22,554</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	136,692	2,13,095
Total fuel consumption (E)	18,354,235	15,164,860
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>18,490,927</b>	<b>15,377,955</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/revenue from operations)	<b>0.00067</b>	<b>0.00058</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumption/revenue from operations adjusted for PPP)*	<b>0.01538</b>	<b>0.01330</b>
<b>Energy intensity in terms of physical output</b> (total energy consumption/ferro chrome produced in metric tonnes)	<b>70.08</b>	<b>62.99</b>

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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.

The Company's energy consumption or energy intensity were not assessed in the current or previous financial year by any external agency.

**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.**

Yes, the entity has sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

Targets set: 1.3673 TOE/T in PAT – II cycle

Achieved: 1.2836 TOE/T

(As per directives of the Ministry of Power and in consultation with the Bureau of Energy Efficiency, our Choudwar Plant is a designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India)

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	4,046,212	3,921,069
(ii) Groundwater	150,704	141,488
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others*	1,510,100	790,603
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>5,707,016</b>	<b>4,853,160</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>4,591,081</b>	<b>4,853,160</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/revenue from operations)	<b>0.00017</b>	<b>0.00018</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/revenue from operations adjusted for PPP)	<b>0.00381</b>	<b>0.00419</b>
<b>Water intensity in terms of physical output</b>	<b>17.38</b>	<b>19.85</b>

\* Mine seepage water and surface run-off water.

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.

The Company's water consumption or water intensity were not assessed in the current or previous financial year by any external agency.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	1,115,935	761,194
– No treatment		
– With treatment – please specify level of treatment (Primary, Secondary and Tertiary treatment)	1,115,935	761,194
(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>1,115,935</b>	<b>761,194</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.

The Company's water discharge was not assessed in the current or previous financial year by any external agency.

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

Yes, the Company has implemented a mechanism for Zero Liquid Discharge. Effluent Treatment Plants (ETP) have been set up to treat the industrial waste water at all manufacturing locations as per norms. We have two (2) Effluent Treatment Plants (ETP) (one has a capacity of 240 m<sup>3</sup>/hr and the other of 200 m<sup>3</sup>/hr) and the treated water is used for metal cooling, slag cooling, ash conditioning and dust suppression. No effluent water is discharged outside. Apart from these, the Company has two (2) sewage treatment plants (STP) (one has a capacity of 150 m<sup>3</sup>/day and the other 3 m<sup>3</sup>/day) for treatment of waste domestic water. Treated water is used in gardening and plantation.

At the mines, two (2) ETPs, with capacities of 360 m<sup>3</sup>/hr and 900 m<sup>3</sup>/hr, have been set up within the Sukinda Mines lease area. The water generated from mines seepage and runoff is treated at these ETPs. Treated water is used for mining dust suppression and plantation activities as per prescribed norms. During the monsoon season, the water is discharged to the land outside the lease area as per prescribed norms. The quality of the treated water is monitored through a real-time telemetry system at the ETP and it is ensured that no effluent water is discharged from the mines.

Also the Company has implemented rainwater harvesting projects at Sukinda and Mahagiri Mines (Chromite) to augment ground water resources in the core and buffer zone in consultation with Regional Director, Central water Board. The rainwater harvested is accumulated in the harvesting pit from where it recharges the ground water, and the water is utilised for dust suppression after monsoon.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Metric Tonnes	872.33	926.57
SOx	Metric Tonnes	1,842.58	1,580.73
Particulate matter (PM)	Metric Tonnes	477.36	658.79
Persistent organic pollutants (POP)		-	-
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.

The Company's air emissions or emission intensity were not assessed in the current or previous financial year by any external agency.

**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)	Metric tonnes of CO <sub>2</sub> equivalent	1,132,863	1,005,739.64
<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)	Metric tonnes of CO <sub>2</sub> equivalent	26,959	41,179
<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)		<b>0.000042</b>	<b>0.000039</b>
<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)		<b>0.000964</b>	<b>0.000902</b>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		<b>4.39</b>	<b>4.28</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.

The Company's greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity were not assessed in the current or previous financial year by any external agency.

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

The Company has undertaken various measures to reduce Green House Gas emissions:

- 4.5MW solar plants have been installed at Therubali and roof top solar plants have been installed at mines.
- The Furnace off gas has higher Carbon Monoxide content which is recycled to Briquette plant and 30MW power plant to reduce fossil fuel consumption
- Energy audits have been carried out across locations, and energy saving motors were installed subsequently.
- Further the Company focuses on afforestation.

**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>		
Plastic waste (A)	91.33	176.68
E-waste (B)	2.15	0.36
Bio waste (C)	0.01	0.03
Construction and demolition waste (D)	-	-
Battery waste (E)	6.91	3.09
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G) (waste oil, oil-soaked cotton waste, containers, GCP Residue, spent resin)	6,553.42	7,540.89
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Fly Ash, Charge chrome Slag, Overburden from mines)	3,032,900.42	3,092,948.34
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3,039,554.25</b>	<b>3,100,669.40</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations)	0.00011	0.00012
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/Revenue from operations adjusted for PPP)	0.00253	0.00268
<b>Waste intensity in terms of physical output</b>	<b>11.51</b>	<b>12.68</b>

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Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<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	6,469	14,506.00
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>6,469</b>	<b>14,506.00</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	1.69	2.28
(ii) Landfilling	2,581,521.91	591,726.34
(iii) Other disposal operations	440,403.45	231,458.44
<b>Total</b>	<b>3,021,927.04</b>	<b>823,187.06</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.

The Company's waste generation and management practices were not assessed in the current or previous financial year by any external agency.

**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.**

Hazardous waste is collected, stored and disposed as per the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 (as amended from time to time).

Plastic waste is collected, segregated and handed over to authorised recyclers. E-waste and used battery are disposed through authorised recyclers.

Ash and solid waste generated from the power plant are utilised in our brick factory and LDA plant. The Company also supplies to other brick manufacturers, cement manufacturers, for road making, mine void filling and for reclamation of waste and degraded land.

Slag as solid waste generated from Charge Chrome plant is utilised in making internal roads and filling low-lying areas.

No toxic chemicals are used in our processes.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Sukinda Mines (Chromite) M/s IMFA Ltd.	Chrome Ore Mining	Yes
2.	Mahagiri Mines (Chromite) M/s IMFA Ltd.	Chrome Ore Mining	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web-link
Mahagiri Mines (Chromite) of M/s IMFA Ltd. - Chrome Ore Mining, with EC capacity 6.0 LTPA in the year 2023	S.O. 1533 (E) 14.09.2006	10.10.2023	Yes - M/s Perfect Enviro Solutions	Yes	<a href="http://www.imfa.in/">http://www.imfa.in/</a>
High Carbon Ferro chrome Manufacturing unit of Capacity 96,000 TPA & 10 MW Power Generation of M/s Indian Metals and Ferro Alloys - Setting up a greenfield project at Kalinga Nagar Industrial complex, Jajpur District, Odisha by installing 2 nos. of Submerged Closed top Arc Furnaces & Furnace off-gas based power plant.	SO 1533 (E) 14.09.2006	-	Yes - M/s. Global Tech Enviro Experts Pvt. Ltd. Bhubaneswar.	Yes	<a href="#">Link</a>

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

Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder are all applicable to IMFA and the Company is compliant with all related regulations.

**Leadership Indicators**

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility/ plant located in areas of water stress, provide the following information:**

- a. Name of the area
- b. Nature of operations
- c. Water withdrawal, consumption, and discharge in the following format:

The Company does not operate in areas of water stress; hence this question is not applicable.

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

Parameter	Unit	FY 2023-24	FY 2022-23*
Total Scope 3 emissions (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)	Metric tonnes of CO <sub>2</sub> equivalent	23,731	-
<b>Total Scope 3 emissions per rupee of turnover</b>		<b>0.00000086</b>	-

\* The Company has started recording Scope-3 emissions from the Current Year.

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.

The Company's Scope 3 emissions have not been assessed in the current or previous financial year by an external agency.

**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.**

Activities of the Company directly or indirectly impact the biodiversity of ecologically sensitive areas in several ways. These are:

- Clearing of forest cover for mining;
- Shifting of wildlife from the area;
- Breaking of land;
- Air, water, soil and noise pollution due to mining activities.

Prevention activities undertaken by the Company include the following:

- Plantation as per approved mining plan and wild life conservation plan;
- Installation of solar fencing to avoid entry of wild animals into mine quarries, preventing falls and reducing man-animal conflict;
- Soil conservation activities such as providing check weirs, settling pond sand retaining walls for surface run-off management;
- Creation of fire lines;
- Maintaining safety zones;
- Green belt development.

Remediation activities include the following:

- Activities as per site specific wild life management plans approved by Divisional Forest Officer;
- Block Plantation;
- Creating water harvesting structures;
- Creating fire line to prevent forest fires;
- Creating anti-depredation squads as approved by the Divisional Forest Officer;
- Reporting any events to the Forest Department;
- Arranging/conducting awareness programmes.



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**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:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Reduction of LDO consumption at Briquetting plant and ladle preheating.	Replacing LDO with LPG at briquetting plant and use of slag waste heat for ladle preheating.	Change in fuel leads to reduced GHG emissions.
2.	Installation Dust Extraction Systems at coal handling plants.	Installation of 30 MW CHP screen house to minimise fugitive dust emission during coal feeding.	Reduction of fugitive dust emission reduces air pollution and risks to air quality.
3.	Installation of energy efficient motors	Replacement of conventional motors with energy efficient motors	Saving of up to 2MWh energy due to the new motors.
4.	Procurement of electric vehicles	Electric vehicles procured for passenger and material transportation within plant premises	Reduction of CO <sub>2</sub> emissions.
5.	Ash utilisation in underground mines	Use of ash in underground mines for stope filling in place of river sand with all required permissions from DGMS and state pollution control board.	Natural resource conservation by reducing use of river sand. Waste utilisation without any impact on the environment.

The Company has won the following awards in FY 2023-24 at both mines – Sukinda & Mahagiri (Chromite) pertaining to the use of innovative technologies, improvements in resource efficiency and reduction of impacts due to emissions, effluent discharge or waste generated:

S. No.	Name of Mine	Awarding Authority	Award Name
1.	Mahagiri Mines (Chromite)	Institute of Quality & Environment Management Services-Bhubaneswar	5-Star Category -Kalinga Environment Excellence Award-Environment Excellence
2.	Sukinda Mines (Chromite)	Institute of Quality & Environment Management Services-Bhubaneswar	5-Star Category -Kalinga Environment Excellence Award-Environment Excellence
3.	Mahagiri Mines (Chromite)	25 <sup>th</sup> Mines Environment & Mineral Conservation Week-23-24 by Indian Bureau of Mines, Bhubaneswar Region	Overall Performance on Environment & Mineral Conservation- 1 <sup>st</sup> prize in group 4 category mines.
4.	Sukinda Mines (Chromite)	25 <sup>th</sup> Mines Environment & Mineral Conservation Week-23-24 by Indian Bureau of Mines, Bhubaneswar Region	Overall Performance on Environment & Mineral Conservation-2 <sup>nd</sup> prize in Group-4 Category mines.
5.	Sukinda Mines (Chromite)	25 <sup>th</sup> Mines Environment & Mineral Conservation Week-23-24 by Indian Bureau of Mines, Bhubaneswar Region	1 <sup>st</sup> prize in Waste Dump Management in Group-4 Category mines.
6.	Sukinda Mines (Chromite)	25 <sup>th</sup> Mines Environment & Mineral Conservation Week-23-24 by Indian Bureau of Mines, Bhubaneswar Region	2 <sup>nd</sup> prize in Systematic and Scientific Development in Group-4 Category mines.
7.	Individual from Mahagiri Mines (Chromite)	25 <sup>th</sup> Mines Environment & Mineral Conservation Week-23-24 by Indian Bureau of Mines, Bhubaneswar Region	Paryavaran Bandhu Award in Group-4 Category mines by Mr. Yudhistar Mohanta

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

The Company has prepared an Onsite Emergency Response Plan at all locations for disaster management. It contains a detailed rescue action and communication plan for each type of emergency identified. The Company also maintains the resources required for fire safety management, rescue and emergency ambulance services etc. as identified in the Plan. The sites also conduct regular mock drills to check for preparedness in conjunction with the State Government and NDRF.

**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.**

Nil

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

Nil

**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.**

7

**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 of Commerce and Industry (FICCI)	National
2.	Confederation of Indian Industry (CII)	National
3.	Utkal Chamber of Commerce and Industry (UCCI)	State
4.	Federation of Indian Mineral Industries (FIMI)	National
5.	International Chrome Development Association (ICDA)	International
6.	Indian Ferro Alloys Producers' Association (IFAPA)	National
7.	Federation of Indian Export Organisations (FIEO)	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.**

No adverse orders have been received from regulatory authorities related to anti-competitive conduct by the entity.

**Leadership Indicators**

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

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others – please specify)	Web Link, if available
No public policy positions were advocated by the entity in the current financial year.					

**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 notifications	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
High Carbon Ferro Chrome Project, Kalinga Nagar	-	-	Yes	Yes	NA (refer note)

Note: A socio-economic survey has been conducted as a part of Environment Impact Assessment for obtaining Environment Clearance.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
1.	High Carbon Ferro Chrome Project, Kalinga Nagar	Odisha	Jajpur	NA	NA	3,72,78,000

The Company has taken the land on long term lease for its project from Industrial Development Corporation, Odisha (IDCO). Accordingly, the payment of compensation to project affected families comes under purview of IDCO. The aforesaid amount has been deposited with IDCO for distribution to project affected families.

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

Grievances of the community are reported to officers concerned at respective locations, whether plant or mine. These grievances are escalated to senior management, who resolve the matter after careful deliberations.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	15.27%	8.38%
Directly from within India	63.23%	71.28%

Note: The percentages provided are based on approximations.

**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	42.87%	41.91%
Semi-urban	40.19%	42.50%
Urban	15.09%	13.78%
Metropolitan	1.86%	1.81%

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

■ Classification is based on the RBI Guidelines and Census 2011.

**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:**

S. No.	State	Aspirational District	Amount Spent (in ₹)
1.	Odisha	Rayagada	1,96,03,751.00

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

(b) From which marginalised/vulnerable groups do you procure?

(c) What percentage of total procurement (by value) does it constitute?

Currently the Company does not have any such preferential procurement policy.

**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:**

The Company does not own and has not acquired any intellectual properties based on traditional knowledge in the current financial year and therefore, this question is not applicable.

**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.**

Based on the response to Q4, this question is not applicable.

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

S. No.	CSR Projects	No. of persons benefiting from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Project Arogyadhara (Healthcare)	121,167	70%
2.	Project Adhyayan (Community Education)	20,098	60%
3.	Project Su-Swathay (Water & Sanitation)	31,578	60%
4.	Project Sakshyam (Women Empowerment & Skill)	7,787	65%
5.	Promotion of Sports, Culture & Community Development	700	65%
6.	Environment Protection	500	70%
7.	Natural Calamities & Disaster Management	1,500	60%

**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.**

**Customer Complaints:** The mechanisms in place to receive and respond to customer complaints on export and domestic sales are described below:

**Export Sales:** Customers notify the Sales and Marketing Department (S&M) of any non-conformity, which is recorded in the Customer Complaint Register. The Department analyses the complaint and:

- (a) if it pertains to quality (chemical and size of the product), it is forwarded to the Head of Manufacturing, Production in-charge, Quality Control (QC) in-charge at the plant for investigation.
- (b) Other complaints are investigated by the S&M department.

If the issue (related to size deviation and Chromium difference) can be resolved as per the provisions of the contract at the destination, the Head of S&M shall try to do so with the customer after consultation with the Ferro Alloys Business Unit Head. If required, a Company representative(s) may visit the customer to assess and determine the cause of the non-conformity. The Company representative's report is submitted to the Head of Sales & Marketing, who in turn in consultation with the Ferro Alloys Business Unit Head, takes suitable corrective and preventive actions (as per prescribed protocols), that are acceptable to the customer as well.

Records of non-conformities and their resolution are maintained in the prescribed form and suitable corrective action is taken to avoid future occurrences.

**Domestic Sales:** Customers can submit their complaints in writing or verbally at Corporate Head Quarters (CHQ), Branches or at IMFA Therubali/Choudwar. Complaints received at CHQ and Branches are acknowledged in the prescribed Customer Complaint Acknowledgement form. Complaints received at Works are forwarded to CHQ for acknowledgement. In case complaints are acknowledged at Branches, a copy of the acknowledgement is forwarded to S&M in Bhubaneswar.

Once the complaint is acknowledged a preliminary investigation carried out by an executive of the S&M department, which involves: a) Understanding the complaint and customer expectations; b) Ascertaining if the entire consignment related to the complaint is segregated and untampered; and c) Any other aspect.

The preliminary investigation report is submitted to the S&M Head along with the Customer Complaint Acknowledgement. The S&M Head then determines whether a further detailed investigation is required. If so, an executive of the S&M Department carries out the said investigation. On completion, the Domestic Sales in-charge disposes the complaint based on the terms of the Purchase Order and/or mutual agreement between the customer and the Company.

For issues arising from customer complaints, corrective action is taken by the designated personnel to avoid similar occurrences in the future.

The "Review of Customer Complaint" and "Cost of Poor Quality" are recorded in the prescribed forms and copies are shared with the branches concerned. A brief of all the steps taken between the acknowledgement of the complaint and corrective action is recorded in the Customer Complaint Register maintained by the S&M Department.

**Customer Feedback:** Feedback is collected from customers with each consignment, where customers rate IMFA's product quality, delivery and personal interaction on a scale of 0 to 10. These feedback forms are either sent to customers via email or hand-delivered during sales visits. Feedback can also be collected over the telephone. All feedback forms are compiled and analysed on a half-yearly basis, for any corrective action.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy						
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Customer complaints						

No complaints have been received in any of the given categories in the current or previous financial year

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

Instances	Number	Reasons for recall
Voluntary Recall		
Forced Recalls		

Product recalls are not applicable to the company\*

\* IMFA's product Ferro Chrome is a non-hazardous, non-toxic item used as a raw material in the steel industry. It does not pose any threat to the customer, i.e. steel manufacturers and therefore, there are no product recalls on account of safety issues.

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

Yes, the entity has a policy on cyber security and risks related to data privacy. The policy is available with the IT department.

**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.**

Not Applicable

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches – Nil

b. Percentage of data breaches involving personally identifiable information of customers – Nil

c. Impact, if any, of the data breaches – Nil

## Leadership Indicators

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

Information regarding our product can be accessed on our website - <http://www.imfa.in/company/manufacturing-cycle.htm>

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

IMFA's product Ferro Chrome is non-hazardous and non-toxic and does not require any labelling. However, the Company provides a Material Safety Data Sheet (MSDS) which contains information about safe and responsible usage of the product, including – stability and reactivity, information on basic physical and chemical properties, ecological information, handling and storage, exposure control, hazard identification, firefighting measures, and first aid.

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

Our product cannot be considered as essential; therefore, this question is not applicable. However, in the event of any disruption/discontinuation of operations the consumers are informed in accordance with the "Force Majeure" clause in their contracts with the Company.

**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 regard 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)**

Local laws do not mandate display of specific product information on the Ferro Chrome, therefore this question is not applicable. However, our bags mention the product name.

Regarding consumer satisfaction surveys: The Company does not conduct separate customer satisfaction surveys. However, feedback is collected from customers with each consignment, where customers rate IMFA's delivery and personal interaction on a scale of 0 to 10. These feedback forms are either sent to customers via email or hand-delivered during sales visits and collected over the telephone. Such feedback is compiled and analysed on a half-yearly basis, for any corrective action.