

Ref. No.: Sec/48/2024-25

July 2, 2024

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai – 400 001 Scrip Code: 543334 Scrip ID: NUVOCO	The National Stock Exchange of India Limited Exchange Plaza, C–1, Block G, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 Trading Symbol: NUVOCO Scrip Code: NVCL 25, NVCL 77, NVCL77A
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Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2023-24, which forms part of the Integrated Annual Report for FY 2023-24.

You are requested to take the same on record.

Thanking you,

Yours faithfully,
For **Nuvoco Vistas Corporation Limited**



Shruta Sanghavi
SVP and Company Secretary

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L26940MH1999PLC118229
2.	Name of the Listed Entity	Nuvoco Vistas Corporation Limited
3.	Year of incorporation	1999
4.	Registered office address	Equinox Business Park, Tower 3, East Wing, 4 th floor, LBS Marg, Kurla (West), Mumbai - 400 070
5.	Corporate address	
6.	E-mail	investor.relations@nuvoco.com
7.	Telephone	022-6769 2500
8.	Website	www.nuvoco.com
9.	Financial year for which reporting is being done	April 01, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited The National Stock Exchange of India Limited
11.	Paid-up Capital	₹357.16 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Shruta Sanghavi Company Secretary and Compliance Officer Equinox Business Park, Tower 3, East Wing, 4 th floor, LBS Marg, Kurla (West), Mumbai - 400 070 Email - investor.relations@nuvoco.com
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).	Consolidated basis The reporting boundary for FY 2023-24 has been revised as compared to FY 2022-23. Accordingly, there are certain restatements in FY 2022-23, due to change in reporting boundary. These restatements would enable consistency and comparability of information.
14.	Name of Assurance provider	NA
15.	Type of assurance obtained	NA

Note: The Company has undertaken Limited Assurance from Ernst & Young Associates LLP (EY) for the Environmental indicators as per the GRI Standards. The Environmental Indicators as per GRI Standards and the Assurance Report forms part of the Integrated Annual Report.

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	Other manufacturing	100

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	Cement and Ready-Mix Concrete	239	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5 - Integrated Units	1 - Head Office	85
	6 - Grinding Units	14 - Regional Sales Office	
	58 - RMX Plants	1 - Construction Development and Innovation Centre	
	69 - Total manufacturing units	16 - Total offices	
International	Nil	Nil	NA

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	Nil

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

Nil

c. A brief on types of customers

The Company caters to a diverse range of customers, from Individual Home Builders to Small Housing Contractors, Entities undertaking Turnkey Projects and Infrastructure Companies.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	3,849	3,731	97	118	3
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	3,849	3,731	97	118	3
Workers						
4.	Permanent (F)	243	242	99.59	1	0.41
5.	Other than Permanent (G)	7,600	7,305	96.12	295	3.88
6.	Total workers (F + G)	7,843	7,547	96.23	296	3.77

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	6	6	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	6	6	100	-	-
Differently Abled Workers						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)				Nil	

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BOD)	6	1	16.67
Key Managerial Personnel (KMP)	4	2	50

22. Turnover rate for permanent employees and workers (in %)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.6	25.1	17.8	17.3	16.9	17.4	14.5	15.8	14.9
Permanent Workers	16.3	-	16.3	13.55	-	13.55	7.52	-	7.52

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether 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	Niyogi Enterprise Private Limited ("NEPL")	Holding	60.16*	No
2	NU Vista Limited	Wholly owned subsidiary	100	Yes
3	Wardha Vaalley Coal Field Private Limited	Joint Venture	19.14	No
4	AMP Energy Green (C&I) Two Private Limited#	Associate	26.36**	No

No equity pick-up

*Held by NEPL in the Company

**Held by NU Vista Limited

VI. CSR Details

24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in ₹) (Consolidated revenue from operations)	10,732.89 crores
	(iii) Net worth (in ₹) (Consolidated)	8,983.52 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has a mechanism in place for periodic meetings with community members to discuss the progress of projects and also to receive feedback on outcomes of the project	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Complaint can be lodged by the investors and shareholders on the SEBI SCORES Platform (www.scores.gov.in) and by email on our investor relations email id: investor.relations@nuvoco.com	Nil	Nil	NA	Nil	Nil	NA
Shareholders		3	Nil	NA	9	Nil	NA
Employees and workers	The Company has a Vigil Mechanism and Whistleblower Policy which can be accessed at www.nuvoco.com/Policies/Vigil-Mechanism-and-Whistleblower-Policy	6	Nil	NA	20	Nil	NA
Value Chain Partners		Nil	Nil	NA	22	Nil	NA
Customers	The Company's Customer service team is responsible for the complaint handling process. Customers can register their issues / feedback / queries through various modes like dealers, employees, Company Website, Contact Centre	2,429	65	NA	2,116	36	NA
Other (please specify)	-	Nil	Nil	NA	Nil	Nil	NA

Note: Number of customer complaints includes complaints received /addressed of any nature

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

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

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)
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Please refer 'Tracking Performance on Material Issues' of the <IR>

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
Policy and management processes										
1.	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes
	c. Web Link of the Policies, if available	www.nuvoco.com								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company expects its value chain partners to adhere to the listed policies in all their dealings.								
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 14001; ISO 9001; OHSAS; BIS; United Nations Sustainable Development Goals (“SDGs”); Global Reporting Initiative (“GRI”) standards; Green Product Certification Standard by CII - Godrej GBC								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	Yes*	-	No	No
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance of each of the principles is reviewed periodically by the sustainability team along with the senior management team.								

*2% carbon emissions intensity reduction on a Y-o-Y basis, Reducing water use by 5% on a Y-o-Y basis, Installing >15 MWp solar capacity by 2025

Governance, leadership and oversight

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	Please refer ‘From the Desk of Managing Director’ of the <IR>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Jayakumar Krishnaswamy, Managing Director E-mail id: investor.relations@nuvoco.com								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Jayakumar Krishnaswamy, Managing Director E-mail id: investor.relations@nuvoco.com								

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
Performance against above policies and follow up action	The Company’s business responsibility policies are reviewed by the senior leadership team, including the Managing Director, periodically or when needed. During these assessments, the effectiveness of the policies is evaluated, and any required modifications to the policies and procedures are made.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is compliant with applicable rules and regulations on an ongoing basis.									

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								

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)	NA								
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)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
BOD	22	During the year, the Company’s Board of Directors (including Committees) have invested time on various updates comprising matters relating to the business, economy, industry, health and safety, risk management framework, IT processes, environmental, social and governance, legal and regulatory parameters, among others.	100
KMP	39	a. POSH	100
Employees other than BOD and KMP		b. COBC	
Workers	5	a. POSH b. COBC	100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMP) 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 the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement					
Compounding fee					

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Nil

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. The policy states that all stakeholders are strictly prohibited from providing or offering any improper financial or non-financial benefits, either directly or indirectly through intermediaries, to public and/or private officials. Engaging in such activities is against the law, and any stakeholder found guilty of bribery while fulfilling their duties may face legal consequences, civil or criminal liabilities, and disciplinary actions, including termination of employment. It is imperative to avoid obtaining information through illegitimate methods, such as bribery or espionage targeting the Company's competitors.

Web-link: www.nuvoco.com/Policies/Code-of-Business-Conduct

5. Number of Directors/ KMP/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	Nil	Nil
KMP		
Employees		
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of conflict of interest of the KMP				

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

Not applicable.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	73	71

9. Openness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	73.46	73.69
	b. Number of dealers / distributors to whom sales are made	8793	9535
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.2%	6.5%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.00046%	0.00748%
	b. Sales (Sales to related parties / Total Sales)	0.15%	0.08%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	34.55%	38.92%
	d. Investments (Investments in related parties / Total Investments made)	93.73%	Nil

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

Essential Indicators

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

	FY 2023-24 (in %)	FY 2022-23 (in %)	Details of improvements in environmental and social impacts
R&D	3.40	2.00	Kindly refer to Annexure 5 of the Board's Report
Capex	25.38	25.35	

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes, the Company continues to drive its initiatives defined under its sustainability program called Protect Our Planet ("POP").
- b. If yes, what percentage of inputs were sourced sustainably?**
 ~13%
 This includes the sourcing of alternative fuels, alternative raw materials, waste recovery-based fuel and raw materials.
- 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.**

Plastics (including packaging)	The Company follows circularity principles in the manufacturing and end use stage of the product lifecycle through RDF co-processing for energy recovery. The Company has surpassed its EPR (Extended Producer Responsibility) obligations related to plastic waste. The Company has also processed 1.4 KT of plastic waste.
E-waste	All electronic waste (e-waste) generated by the Company is diligently collected and stored at designated facilities for sorting purposes, after which it is dispatched to authorised vendors for proper disposal.
Hazardous waste	The Company's integrated units are authorised to co-process hazardous waste from other industries, provided it meets acceptable calorific values. Internal hazardous waste is stored and disposed of in compliance with regulatory standards. Collected hazardous waste is sent to approved recyclers, reinforcing our commitment to responsible waste management.
Other Waste	Fly ash generated from Captive Power Plants is reused to produce cement. Additionally, other wastes such as canteen waste, horticulture waste, and municipal solid waste (MSW) are collected using color-coded bins, then stored and disposed of sustainably.

- 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.**
Yes, The Company, as a cement manufacturer, operates under Extended Producer Responsibility (EPR) regulations, aligning its waste management plan with EPR submissions to Pollution Control Boards. This approach ensures compliance with regulations and emphasises responsible waste management practices.

Leadership Indicators

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (in %)	FY 2022-23 (in %)
Slag	16	13.55
Fly Ash	14	10.97
Chemical Gypsum	3	1.43

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastics	The Company has demonstrated its commitment to sustainability by reclaiming and recycling over 79.4 lakhs of polypropylene bags representing around 2.3% of the total packaging bags consumed.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	3,731	3,731	100	3,731	100	Nil	NA	3,731	100	Nil	NA
Female	118	118	100	118	100	118	100	Nil	NA	Nil	NA
Total	3,849	3,849	100	3,849	100	118	100	3,731	100	Nil	NA
Other than Permanent employees											
Male	Nil										
Female	Nil										
Total	Nil										

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	242	242	100	242	100	Nil	NA	242	100	Nil	NA
Female	1	1	100	1	100	1	100	Nil	NA	Nil	NA
Total	243	243	100	243	100	1	100	242	100	Nil	NA
Other than Permanent Workers*											
Male	7,305	7,305	100	7,305	100	NA	NA	7,305	100	Nil	NA
Female	295	295	100	295	100	295	100	Nil	NA	Nil	NA
Total	7,600	7,600	100	7,600	100	295	100	7,305	100	Nil	NA

*The said benefits are provided by the Independent Contractor

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.14	0.13

2. Details of retirement benefits, for current financial year and previous financial year.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	N.A.	100	100	N.A.
ESI*	100	100	Yes	100	100	Yes
Others – please specify	Nil			Nil		

*Eligible employees and workers.

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.

The Company acknowledges the significance of inclusivity and accessibility for specially-abled individuals across its operational sites. The Company has implemented specific measures to provide the required support and infrastructure for employees with disabilities, enabling them to navigate the premises with ease.

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

The Company has a Human Rights Policy whereby it commits to ensuring equal opportunity across the Organisation in all matters of employment and creating a workplace free from discrimination on the basis of ethnicity, nationality, region or social origin, social background, social class, lineage, religion, disability, gender, sexual orientation, family responsibilities, marital status, group membership, political affiliation, age, or other status protected by the local laws or laws of other countries. The Policy is available on the Company's website at www.nuvoco.com/Policies/Human-Rights-Policy.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate (in %)	Retention rate (in %)	Return to work rate (in %)	Retention rate (in %)
Male	100	100	100	100
Female	100	100	NA	NA
Total	100	100	100	100

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The Company has implemented a Vigil Mechanism and Whistleblower Policy. The stakeholders can lodge a complaint through an e-mail/letter to the Whistle Officer or directly to the Chairman of the Audit Committee by sending a letter.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	The Vigil Mechanism and Whistleblower Policy can be accessed at www.nuvoco.com/Policies/Vigil-Mechanism-and-Whistleblower-Policy .

7. Membership of employees and workers 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)
Total Permanent Employees	Nil			Nil		
- Male	Nil			Nil		
- Female	Nil			Nil		
Total Permanent Workers	243	243	100	287	287	100
- Male	242	242	100	286	286	100
- Female	1	1	100	1	1	100

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	3,731	3,731	100	3,576	95.85	3,541	3,195	90.23	3,038	85.79
Female	118	118	100	113	95.76	113	113	100	90	79.65
Total	3,849	3,849	100	3,689	95.84	3,654	3,308	90.53	3,128	85.60
Workers										
Male	242	242	100	221	91.32	286	286	100	193	67.48
Female	1	1	100	1	100	1	1	100	1	100
Total	243	243	100	222	91.36	287	287	100	194	67.83

Note: a. Health and Safety training has been provided to all other than permanent workers, and hence, will not be comparable with the headcount figures as at March 31, 2024.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,731	3,731	100	3,541	3,541	100
Female	118	118	100	113	113	100
Total	3,849	3,849	100	3,654	3,654	100
Workers						
Male	242	242	100	286	286	100
Female	1	1	100	1	1	100
Total	243	243	100	287	287	100

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 of such system?

Yes, Safety is a non-negotiable tenant for the Company. The primary focus is on ensuring the well-being and safety of its employees and workers in offices and plants across all locations. To achieve this, the Company has established regular training programs that cover a wide range of areas, including general safety awareness, road transport guidelines, handling hazardous substances or equipment, emergency response protocols, and periodic refresher courses. These training initiatives aim to equip the workforce with the necessary knowledge and skills to navigate potential risks and respond effectively to various safety situations.

Further, to enhance the focus on safe project execution amid multiple ongoing projects, a Safety Observation and Resolution Procedure (“SORP”) was introduced as a supplement to the existing safety management systems. SORP ensures that any high-risk observations made are promptly addressed and resolved on the same day of their recording. The Company has well established process of Design Safety Review (“DSR”) & Pre-Startup Safety Review (“PSSR”).

The Company has further extended its commitment to safety beyond its direct employees and ensures that subcontractors working on the Company’s premises adhere to the same high health and safety standards that the Company upholds. This approach guarantees a consistent level of safety across all activities taking place within the facilities.

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

To thoroughly evaluate the risks associated with the identified hazards, the Company conducts a detailed risk assessment and prioritises risks based on their level of severity and potential impact on employee health and safety. This helps the Company allocate appropriate resources and prioritise control measures for high-risk hazards that require immediate attention.

Further, the Company has an in-house developed STARS (SHE Tracking Analysis and Reporting System) in which incidents such as unsafe act, unsafe condition, near-miss etc. are reported. The reported incidents are investigated in detail, and appropriate corrective and preventive actions are implemented to prevent its recurrence.

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

Yes.

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

Yes

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

Safety incident/number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.74	0.37
	Workers	0.16	0.14
Total recordable work-related injuries	Employees	10	8
	Workers	17	15
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	6	3
	Workers	4	3

*Including in the contract workforce.

Note: Only those injuries have been reported where in medical treatment beyond first aid was required

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

The Company prioritises safety and ethical practices in its operations. It has implemented a comprehensive safety management system and adheres to the highest corporate standards in its interactions with employees, consumers, and the community. For further details, kindly refer to Health and Safety (“H&S”) para forming part of the Board’s Report.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	NA	NA	Nil	NA	NA
Health & Safety	Nil	NA	NA	Nil	NA	NA

14. Assessments for the year:

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

Note: Internal assessment on health and safety practices was 100% and assessment conducted by the third parties was 73%.

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.

There were no significant risks identified from the assessments.

Leadership Indicators

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

(A) Employees (officer and non – officer) – Yes

(B) Workers (third party & contract)– No

2. 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 or are being 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	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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.

Key stakeholders are those who contribute value to the Company's business and significantly influence it. The Company's key stakeholders include employees, shareholders/investors, distributors, customers, channel partners, research analysts, vendors, suppliers, regulators, and government agencies. The identification of these key stakeholders is carried out by considering both financial resources (capital) and the influence of stakeholders in relation to their duties, obligations, and the provision of discretionary assistance and services.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
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Please refer to 'Fostering a Comprehensive Engagement Strategy' of the <IR>

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 engages with stakeholders such as - Investors, Analysts, Lenders, Customers, Dealers and Local communities. Also the awareness sessions are being held at the local level, followed by meetings. The insights, feedback, and information obtained from these interactions are then communicated to the management comprehensively. This helps to take informed decisions.

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

Yes, The Company had conducted a materiality assessment during the previous financial year by engaging internal and external stakeholders to identify key environmental, social & governance issues. This process informs the development of the Company's environmental and social policies, which are continuously refined through ongoing engagement with employees, government authorities, distributors, suppliers, and the local community.

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

The Company actively engages with vulnerable and marginalised stakeholder groups, including women, children, unemployed youth, and marginal farmers, through its CSR initiatives. For example, initiatives such as Project Nuvo Mason and Project Daksh offer skill development opportunities to youth, enhancing their employability and quality of life. Under Project Samriddhi, the Company supports marginal farmers by helping them adopt new agricultural technologies and providing specialised training to enhance land productivity, benefiting over 500 farmers. Through Project TARA, the Company delivers essential healthcare services and nutritional support to women and children. Its Mobile Medical Service offers free consultations and medicines, benefiting over 9,000 individuals from more than 36 villages. Project Aakriti empowers women by teaching them stitching skills, promoting financial independence. Additionally, the Company equips government schools attended by economically backward children with advanced educational technology, such as smart classes.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	3,849	2,655	68.98	3,654	2,740	75
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
Total Employees	3,849	2,655	68.98	3,654	2,740	75
Workers						
Permanent	243	76	31.28	287	287	100
Other than permanent	7,600	7,600	100	7,310	7,310	100
Total Workers	7,843	7,676	97.87	7,597	7,597	100

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

Category	FY 2023-24					FY 2022-23				
	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. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	3,849	Nil	3,849	100	3,654	Nil	3,654	100		
Male	3,731	Nil	3,731	100	3,541	Nil	3,541	100		
Female	118		118	100	113		113	100		
Other than Permanent										
Male	Nil				Nil					
Female	Nil				Nil					
Workers										
Permanent	243	Nil	243	100	287	78	27.18	209	72.82	
Male	242	Nil	242	100	286	78	27.27	208	72.73	
Female	1		1	100	1	0	0	1	100	
Other than Permanent*										
Male	Nil				Nil					
Female	Nil				Nil					

*Note: The remuneration to contractual workers is paid by the independent contractor.

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

a. Median Remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
BOD	5	14,37,500	1	23,25,000
KMP	2	6,16,63,601	2	2,38,37,161
Employees other than BOD and KMP	3,731	9,89,351	118	11,86,740
Workers	242	13,53,472	1	13,53,472

Note - a. Remuneration of Non Executive Directors includes sitting fees and commission

b. The remuneration of Directors does not include the remuneration paid to Mr. Berjis Desai, Independent Director who has resigned with effect from August 17, 2023

c. Remuneration of MD has been included in KMP

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	3.73	3.60

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)

Yes.

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

To ensure the reporting of human rights concerns, a dedicated grievance channel has been established for individuals, including employees, suppliers, and external stakeholders.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	Nil	NA	5	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	5
Complaints on POSH as a % of female employees / workers	1.69	4.42
Complaints on POSH upheld	2	5

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

The Company incorporates a section in its Vigil Mechanism and Whistleblower Policy and Code of Business Conduct that emphasises safeguarding the complainant's identity. Additionally, the Company strictly prohibits any form of retaliation against individuals who exercise their right to file a complaint in good faith.

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

No

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of the Company's offices and plants were assessed internally for the mentioned issues.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	NA

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

NA

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 (in GJ)	FY 2022-23 (in GJ)
From renewable sources		
Total electricity consumption (A)	9,21,176	9,16,531
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	8,328	10,151
Total energy consumed from renewable sources (A+B+C)	9,29,504	9,26,682
From non-renewable sources		
Total electricity consumption (D)	9,69,046	25,66,731
Total fuel consumption (E)	4,05,35,159	3,68,87,685
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	4,15,04,205	3,94,54,416
Total energy consumed (A+B+C+D+E+F)	4,24,33,709	4,03,81,098
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in crores)	3,954	3,815
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	PPP adjustment is not applicable as the Company does not have any exports	
Energy intensity in terms of physical output (GJ/tonne of cementitious material)	2.28	2.14
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

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. Yes, the Company has obtained Limited Assurance from EY for the Environmental indicators as per the GRI Standard.

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.

Company's integrated units have been classified as Designated Consumers under the Perform, Achieve, and Trade (PAT) scheme, aimed at enhancing energy efficiency. Noteworthy, these units have consistently achieved the targets set in previous PAT cycles, showcasing the Company's commitment to conserving energy and streamlining resource consumption.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	11,19,123	11,41,910
(ii) Groundwater	9,66,534	9,96,414
(iii) Third party water	3,76,114	3,45,648
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	4,60,601	4,95,423
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	29,22,372	29,79,395
Total volume of water consumption (in kilolitres)	29,22,372	29,79,395
Water intensity per rupee of turnover (Total water consumption / revenue from operations in crores)	272	281
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	PPP adjustment is not applicable as the Company does not have any exports	
Water intensity in terms of physical output (liters of water consumption/tonne of cementitious material)	157	158
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

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. Yes, the Company has obtained Limited Assurance from EY for the Environmental indicators as per the GRI Standard.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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. Yes, the Company has obtained Limited Assurance from EY for the Environmental indicators as per the GRI Standard.

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

Yes, the implementation of Sewage Treatment Plants (STPs) guarantees zero liquid discharge, with treated water efficiently utilised for plantation and dust suppression purposes. This approach fosters sustainable water management and environmental conservation, aligning with the Company's commitment to responsible resource utilisation.

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	FY 2022-23
NOx	tonnes/year	7,990	12,175
SOx	tonnes/year	1,084	871
Particulate matter (PM)	tonnes/year	835	1,024
Persistent organic pollutants (POP)	NA	Nil	Nil
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. Yes, the Company has obtained Limited Assurance from EY for the Environmental indicators as per the GRI Standard.

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
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	85,01,933	61,47,691
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,69,250	3,85,866
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in crores)	Metric Tonnes/ ₹ crores	808	617

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		PPP adjustment is not applicable as the Company does not have any exports	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		466	346
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	Nil	Nil

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. Yes, the Company has obtained Limited Assurance from EY for the Environmental indicators as per the GRI Standard.

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

The Company has launched several projects aimed at reducing greenhouse gas (GHG) emissions, including:

- Increasing the solar capacity from 1.5 to 5.3 MWp at Odisha Cement Plant & Bihar Cement Plant
- The Nimbol Cement Plant (NCP) and Rirda Cement Plant (RCP) project which focuses on co- processing to increase the AFR% through feeding systems and has achieved 7.1 to 16.37 AFR % and 5.4 to 12.52 AFR % respectively.

These initiatives, alongside other programs, collectively contribute to the Company's efforts in mitigating GHG emissions and promoting environmental sustainability.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in tonnes)		
Plastic waste (A)	300.42	204.4
E-waste (B)	12.43	10.66
Bio-medical waste (C)	0.17	0.21
Construction and demolition waste (D)	52	Nil
Battery waste (E)	25.89	4.19
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	48.34	46.39
Other Non-hazardous waste generated (H) - Fly ash from Captive Power Plant	2,43,663.52	4,20,861
Total (A+B + C + D + E + F + G + H)	2,44,102.78	4,21,126.85
Waste intensity per rupee of turnover (Total waste consumption / revenue from operations in crores)	23	40
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	PPP adjustment is not applicable as the Company does not have any exports	
Waste intensity in terms of physical output (kg/tonne of cementitious material)	13.13	22.31
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	10.16
(ii) Re-used	2,43,663.52	4,20,861
(iii) Other recovery operations	Nil	Nil
Total	2,43,663.52	420871.16
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.0012	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	4,949.5	1,020
Total	4,949.5	1,020

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. Yes, the Company has obtained Limited Assurance from EY for the Environmental indicators as per the GRI Standard.

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

The Company has implemented various strategies to reduce the usage of hazardous and toxic chemicals and effectively manage waste. These practices include:

1. Co-processing processed incinerable waste to generate energy, increasing renewable energy by installation of new solar plant.
2. Blending fly ash, a by-product, into cement for manufacturing Pozzolana Portland Cement (PPC), minimizing waste and optimising resource utilisation.
3. Responsibly dispatching hazardous waste requiring specialised treatment to authorised vendors for proper disposal, ensuring compliance with environmental regulations.
4. Engaging in research and development efforts to substitute hazardous materials with safer alternatives, promoting a safer working environment and mitigating potential environmental risks associated with hazardous substances.
5. Hazardous waste generated viz. lube oil, grease and oily cotton, is managed through authorised recyclers as per provisions of Hazardous Waste Rules, 2016.
6. Implementation of Sewage Treatment Plants (STPs), with treated water efficiently utilised for dust suppression purposes.

These initiatives underscore the Company's commitment to sustainable practices and responsible waste management.

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.
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Not Applicable

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
Enhancement in Clinker production from 1.94 MTPA to 2.24 MTPA through process optimisation in the existing Clinker Kiln	The project is listed under activity 3(b), Cement Plants under the Schedule of EIA Notification, 2006 and categorised as Category-A. The proposed enhancement will be as per MoEFCC OM dated 11.04.2022	11.04.2022	Yes	Yes	www.parivesh.nic.in

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:

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Yes. The Company is compliant with all applicable environmental law/regulations/guidelines in India.

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.**
The Company has affiliations with 5 (five) trade and industry chambers and associations.
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Cement Manufacturing Association	National
2.	Confederation of Indian Industry	National
3.	Global Cement and Concrete Association (GCCA - India)	National
4.	Federation of Indian Mineral Industries (FIMI)	National
5.	BIS (Bureau of Indian Standards) Cement And Concrete Sectional Committee (CED 02)	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.**

Name of Authority	Brief of the case	Corrective action taken
NA		

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
There is no public policy advocated by the Company.					

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.**

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
There were no projects undertaken by the Company which required Social Impact Assessments. The Company actively contributes to the social and economic development of the communities in which it operates.						

- 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 ₹)
NA						

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

The Company maintains a structured communication process with community members through periodic meetings. These gatherings serve as a platform to update the community on project progress and gather their valuable feedback on project outcomes. Based on this feedback, appropriate corrective measures are implemented during project execution, or new projects are designed in-line with Company's CSR Framework to address any concerns raised by the community. These actions are carried out within the approved budget framework, with the aim of addressing grievances and meeting community expectations.

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	13%	12.5%
Directly from within India	94.48%	92%

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	37	35.55
Semi-urban	1.6	1.31
Urban	21.7	22.63
Metropolitan	39.7	40.51

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):

Details of negative social impact identified	Corrective action taken
There were no projects undertaken by the Company which required Social Impact Assessments.	

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	Jharkhand	East Singhbhum	28.66 lakhs

3. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Shikshit Bharat	10,765	100
2.	Saksham Bharat	2,136	80
3.	Swasth Bharat	35,000	60
4.	Sangrahit Bharat	12,000	30
5.	Sanrachit Bharat	52,000	30

Note: All the CSR activities are carried out in the Programme mode. Accordingly, the information has been provided for the CSR Programmes undertaken.

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 Service” is part of the operating philosophy of the Company, and it is driven through Operation Excellence as core value. The Company is having structure to address customer concerns and provide on-site support and demonstrations through highly experienced technical team.

There’s a well-structured complaint handling process which effectively facilitates complaint logging, investigation, resolution, and closure.

Customers can register their issues / feedback / queries through various modes such as Dealers, Employees, Company website, Contact Centre and designated Email id. The query is attended to and addressed. Most of the complaints are closed within 72 hours. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation. Customer Care Contact Centre –The Company has a Customer Care Centre which seeks feedback from customers after any transaction (Product Query, complaint service).

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	100% of the products conform to all applicable statutory parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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 Company has Cyber Security Policy which also handles the risks related to data privacy. The Policy forms part of its internal documentation.

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.

NA

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).

The information on Company’s products and services can be accessed using these links and details:

- www.nuvoco.com
- www.nuvonirmaan.com
- Indiamart: Details on RMX MBM & Cement
- Individual Toll-Free numbers for NuvoNirmaan & cement bags to solve/share information with channels and customers

The information on the Company’s products and services are also available at:

LinkedIn: <https://www.linkedin.com/company/nuvocovistas/>

Youtube: <https://www.youtube.com/@NuvocoVistasCorpLtd>

Facebook: <https://www.facebook.com/Nuvoco>

Instagram: <https://www.instagram.com/nuvocovistasofficial>

Twitter: <https://x.com/nuvocovistas>

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

Detailed information about the Company’s products, including specifications, scope, usage guidelines, and other relevant details, can be found on the Company’s website. To ensure utmost customer satisfaction, the Company maintains a dedicated Business Development & Technical team across all its operational states. These professionals possess extensive knowledge about the Company’s products, application techniques, and guidelines. They actively educate consumers on the safe usage and application of the products, providing valuable insights and recommendations throughout the construction processes.

The Company also has the first direct-to-customer home assist app - NuvoNirmaan. This is an all-in-one digital platform that covers a wide range of information and points of guidance throughout the home building and construction stages, with minimum

turnaround time and dependence. In addition to providing knowledge about construction, NuvoNirmaan shares expertise about stages of construction, informs consumers about the latest and most innovative products and offers financial guidance to consumers. Using this app, consumers including Individual Home Builders (IHBs) can view a variety of floor plans, calculate the cost of building materials, and learn about the various stages of construction through articles and videos and products available along with its usage. Through NuvoNirmaan, Nuvoco aims to fill this void by providing all customers with access to up-to-date information and tools about home building at their fingertips. The NuvoNirmaan app aims to engage and simplify the home-building journey and help to plan effectively from execution through completion.

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

Not Applicable

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)

The Company is compliant with all the statutory requirements mandated by the Bureau of Indian Standards (BIS) as well as all weights and measures norms. As a statutory compliance, the Company's bags display the contact details for customers to communicate any complaint, observation, and query. Product quality complaints are managed through a customer complaint handling system accessed through a toll-free number, printed on all packs. The test report on the cement supplied is available and produced on demand for the customers. The Company also has a professional Business Development & Technical team across all its operating states that works with customers to address their concerns.

Driven by engaging communication, customer engagement initiatives, superior product quality, and strong technical support for consumers, the Company has consistently tried to retain the trust of its customers. The Company has carried out a brand health study across various states covering both urban and rural markets. The study is conducted by a globally renowned research agency - Kantar, for tracking performance of brands on various metrics across multiple segments (consumers and channel partners). The Company also conducts an in-house satisfaction study for its supplier partners and B2B customers. These studies are carried out to better understand its target viz; customers, dealers, retailers, individual house builders and suppliers, identify areas in which the Company can further increase their engagement and positive disposition towards it. The Company continuously refines its customer strategy based on insights from surveys, market feedback and research reports.