

8 July 2024

BSE Limited
Department of Corporate Services
25th Floor, Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai - 400 001

National Stock Exchange of India Limited
5th Floor, Exchange Plaza
Bandra Kurla Complex
Bandra (East)
Mumbai - 400 051

Ref: 505355

Ref: NESCO

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24.

Please find enclosed the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24.

The BRSR forms an integral part of the Annual Report 2023-24 and is also available on the website of the Company at www.nesco.in

This is for your information and records.

Thanks and Regards,

For Nesco Limited

Shalini Kamath
Company Secretary & Compliance Officer
Mem No. A14933

Encl: as above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (“BRSR”)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN)	L17100MH1946PLC004886
2.	Name of the Listed Entity	Nesco Limited
3.	Year of Incorporation	1946
4.	Registered office address	Nesco Center, Western Express Highway, Goregaon (East), Mumbai – 400 063
5.	Corporate address	Nesco Center, Western Express Highway, Goregaon (East), Mumbai – 400 063
6.	E-mail	companysecretary@nesco.in
7.	Telephone	(022) 66450123
8.	Website	www.nesco.in
9.	Financial Year for which reporting is being done	1 April 2023 to 31 March 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 1,409.20 lakhs
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. Shalini Kamath Company Secretary & Compliance Officer Email: companysecretary@nesco.in Mobile: +91 9137500282
13.	Reporting Boundary	Standalone Basis (please refer to question no. 23(a))
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

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.	Realty - IT Park	To build a private IT park and to provide space on a license basis	40.65%
2.	Exhibition and Events- Bombay Exhibition Center (“BEC”)	To provide space for trade fairs, events, exhibitions, conventions, and conferences	26.70%
3.	Engineering goods and services- Indabrator	Manufacture of machinery, equipment, and capital goods in the surface preparation and allied segments	6.58%
4.	Hospitality and MICE - Nesco Foods	To carry on the business of Kitchens, Food Courts, Food Kiosks, Mass Catering, etc	12.68%

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.	Office Buildings	99531223	40.65%
2.	Exhibition halls	99531222	26.70%
3.	Other food products n. e. c.	99611299	12.68%
4.	Machinery for metallurgy and parts thereof – Other special-purpose machinery n.e.c.	99611881 and 99611889	6.58%

Note: Income from Investments accounts for 13% of the Company’s Total Turnover.

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	2	5*	7
International	0	0	0

* The Company has not considered offices at plant locations separately.

19. Markets served by the entity:

The Company’s Nesco IT Park, Nesco Foods (Exhibition Food Court, Banquets, Restaurants and Outlets Operations), Bombay Exhibition Center (Guest Exhibitions, Guest Events, own exhibition and own events businesses) are run out of its Goregaon, Mumbai premises. Customers are from across India as well as from global locations, however, the service delivery is in Mumbai.

Indabrator division based in Gujarat sells machinery, spares and abrasives to customers across India and also exports to clients in other countries.

a. Number of locations:

Locations	Number
National (No. of States)	21
International (No. of Countries)	5 (UAE, Sri Lanka, Uganda, South Africa and Oman)*

* Countries to which goods have been exported in FY 2023-24.

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

The total contribution of exports to the total turnover is 0.23%.

Note: Export contribution is from the Indabrator business.

c. A brief on types of customers:

The Company has distinct customer categories depending on the nature of its businesses. Customers for Nesco IT Park include occupiers who lease office space from the Company. The occupiers include leading multinational companies, IT/ITES, and BFSI companies, among others. For the Bombay Exhibition Center, customers include exhibition organisers and exhibitors. The Company also organises its own events as well as its exhibitions where the common public is the consumer. For Nesco Foods (exhibition food courts, restaurants, outlets) customers include consumers at the food courts and visitors at exhibitions and corporate/family events.

The Indabrator business provides specialised capital goods machinery including shot blasting machines, paint booths, abrasives, and spare parts of shot blasting machines. These products meet the demands of various industry verticals, including Foundry, Indian Railway, Automotive, Defence, Shipbuilding, Chemical, and numerous other industries.

IV. Employees:

20. Details as at the end of the 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)	220	185	84.09%	35	15.91%
2.	Other than Permanent (E)	12	11	91.67%	1	8.33%
3.	Total employees (D + E)	232	196	84.48%	36	15.52%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	133	106	79.70%	27	20.30%
6.	Total workers (F + G)	133	106	79.70%	27	20.30%

Note: All employees of Mumbai business and Indabrator are considered in the permanent employee count. Other than permanent employees include employees working on a contractual basis. Workers other than permanent include the contractual workers at Nesco food courts who are employed on Fixed-Term Contracts (“FTC”). This count does not include headcount from completely outsourced contracts for example security, facility management, etc or daily wage workers.

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	0	0	0	0	0
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	0	0	0	0	0

Note: Nesco does not currently have any differently-abled employees or workers, though the Company encourages a diverse and inclusive workplace.

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10*	2	20%
Key Management Personnel	2	1	50%

* The Chairman & Managing Director, Mr. Krishna S. Patel, is included in the Board of Directors and excluded from Key Managerial Personnel.

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

Particulars	Turnover rate in FY 2023-24			Turnover rate in FY 2022-23*			Turnover rate in FY 2021-22*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	11%	16%	17%	5%	12%	3%	20%	2%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

* Data on the turnover rate in FY 2022-23 and FY 2021-22 has been restated based on regrouping and recategorisation from BRSR 2022-23 to ensure comparability over the years.

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	Nil	NA	NA	NA

Note: Nesco Hospitality Private Limited, a wholly owned subsidiary of Nesco Limited is under voluntary liquidation process as reported in the Company's FY 2022-23 BRSR. Nesco Foundation for Innovation and Development, another wholly owned subsidiary has opted for voluntary liquidation in FY 2023-24 and the process is currently in progress. The Company does not have any joint venture or associate companies.

VI. CSR Details:

24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes

(ii) Turnover (in ₹): 78,312.87 lakhs

(iii) Net worth (in ₹): 2,29,650.51 lakhs

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 the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Customers*	Yes. A Stakeholder's Grievance Management Policy including a grievance mechanism for all the stakeholders is in place. The link is provided below.	97	11	2 complaints are pending due to limited access to customer premises. The balance complaints will be resolved within the established turnaround time.	139	5	Pending as of 31 March 2023**
Employees and Workers		0	0	-	0	0	-
Investors and Shareholders		6	1	Resolved on 1 April 2024	6	0	-
Government Entities and Regulatory Bodies		0	0	-	0	0	-
Contractors and their Workers		0	0	-	0	0	-
Communities		0	0	-	0	0	-
Suppliers, Business Partners	0	0	-	0	0	-	

<https://www.nesco.in/resources/images/pdf/policies-on-brsr/Grievance-Management-System.pdf>.

* Includes customer grievances for all Business Units.

** Customer complaints pending resolution were closed satisfactorily in FY 2023-24.

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

The Company undertook a structured materiality assessment exercise in the financial year 2022-23 which was reviewed in 2023-24. The process involved peer benchmarking and one-to-one interactions with the executive leadership, business unit heads, and functional heads to obtain the priorities of the specific stakeholder groups they interface with. These were then aligned with the Board and leadership's ESG ambitions. Indicated below are critical material responsible business conduct and sustainability issues about environmental and social matters that present a risk or an opportunity to the Company's businesses.

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
1.	Energy and GHG Emissions	Risk and Opportunity	(Risk): Dependence on non-renewable energy sources coupled with inefficient energy use poses a significant challenge for businesses. Energy prices also impact the costs of the operations. Implementation of a carbon tax could escalate costs further, exacerbating financial burdens. Real estate activities contribute to greenhouse gas emissions which can lead to displaced communities and make them vulnerable to climate-related risks. (Opportunity): Green Buildings and low GHG emissions are crucial for current as well as potential occupiers. Occupiers, Exhibitors and Indabrator customers prefer more sustainable facilities and operations. Focus on GHG reduction enhances business opportunities and builds resilience amid climate change adaptation needs.	As part of the BRSR disclosure, Nesco has initiated the inventory and calculation of GHG emissions. The IT Parks business is the Company's largest business and purchases only Green Energy for its energy requirements. The Company is developing a strategy for reductions in energy usage and GHG Emissions for its other business units. The risk mitigation efforts will protect the Company from downside risks. The Company's approach to reducing energy consumption and GHG Emissions is discussed in Annexure C of the Annual Report and Principle 6, Essential Indicator 8.	Positive
2.	Waste Management	Risk	Efficient waste management is essential to optimise resource usage and mitigate environmental impact. Compliance with waste management and disposal regulations is an essential component of ensuring smooth business operations. Waste management is also a social impact issue for the communities within which the Company operates. Non-compliance may result in fines, and litigation, and could also harm its reputation and social 'licence to operate'. Nesco's Goregaon facilities are accessed by a variety of stakeholders and hence the coverage goes beyond activities within its direct control.	The Company has adopted streamlined waste management protocols to ensure compliance. In addition, there is an emphasis on awareness of waste segregation supported by disposal with recycling and reuse as the intended end use. The Company is evaluating expanding Organic Waste Composting, for improving soil quality and fostering green cover and biodiversity. The Company's strategy for Waste Management has been discussed in detail in Principle 6, Essential Indicator 10.	Negative
3.	Water Management	Risk	Ensuring compliance with water regulations is crucial to safeguard groundwater resources and avoid regulatory penalties. Uncontrolled consumption can impact water availability for the Company's communities and its own operations while non-compliance can undermine occupier confidence, and impede future project approvals.	The Company has implemented initiatives for reducing water consumption and conservation of water. Nesco has invested in rainwater harvesting, Sewage Treatment Plants ("STP"), and adding water meters as well as IoT solutions to improve monitoring and drive efficiencies. The Company will be refreshing its water balance to reassess its water requirements due to the impact of the new infrastructure being added to its operational footprint. Through the implementation of water-saving technologies and responsible usage, the Company aims to mitigate resource depletion risks. Additional details are mentioned in Principle 6, Essential Indicator 5.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
4.	Health Safety and Well-being	Risk	Ensuring the health and safety of employees, workers, and contractual workforce is imperative for all Nesco businesses. The health and safety context for the Company is broader due to its obligation to ensure safety for employees of occupiers, their visitors as well as other visitors for Exhibitions, Events, Restaurants and the food court. Adherence to safety regulations, incident prevention, mitigation and response to hazards help address concerns about negligence claims, compensation requests, and reputational harm to the Company. The intensity of activity during exhibitions and events heightens the risk of accidents, potentially resulting in accidents, and/or injuries.	Nesco invests in infrastructure, systems and a safety team besides training its employees and workers across its businesses. The Company takes the responsibility to create a safe environment for all internal and external stakeholders on its premises. It invests in the infrastructure and awareness of safety protocols through appropriate signages related to a variety of hazards. Nesco also provides training to its outsourced security and facility management personnel who engage with visitors and are accessible to address any safety risks. Health and Safety Risk Management Processes are detailed in Principle 3, Essential Indicators 10-15.	Negative
5.	Human Capital Management	Opportunity and Risk	(Opportunity): Effective management of a diverse workforce results in increased resilience and productivity. The areas of concern include fair compensation, learning opportunities, career development and fostering inclusivity in the work environment. (Risk): There is significant reliance on contractual labour within Nesco's operations which introduces compliance and operational risks.	Human capital management, covering benefits, training, career development, retention, safety, and other pertinent aspects are discussed in detail in Principle 3 and Principle 5. Nesco has set processes to mitigate labour-related risks by ensuring appropriate labour compliance covering its workers and monitoring compliance by its third party providers of contractual workforce.	Positive
6.	Customer Centricity, Operational Excellence and Innovation	Opportunity	Customers across Nesco's diverse businesses are a key area of focus for the client-facing and operational teams. Investments in innovative technologies drive improvement in customer experience while improving operational efficiency and effectiveness.	Nesco is refining its systems and governance to maximise customer satisfaction across businesses. The Company invests in improving its sustainability performance while actively engaging with customers to identify and address issues, and maintaining operational agility to improve service levels. The use of new technologies (including digital) helps improve user experience across stakeholders while improving profitability.	Positive
7.	Sustainable Supply Chain Management	Risk	Disruptions, within the supply chain, can impact the Company's operations. A lack of attention to ethical and sustainable sourcing practices can lead to non-adherence to LEED certification requirements, increasing specific-supplier and overall supply chain risks.	Nesco has renewed its commitment to a sustainable supply chain to build operational resilience, achieve cost savings, and foster long-term relationships with suppliers. The individual businesses engage suppliers from marginalised/vulnerable communities wherever possible and localise the supply chain. The Company has rolled out a Supplier Code of Conduct which lays out its ESG, regulatory compliance and other expectations from its suppliers. The Company's approach to Sustainable Sourcing is discussed in Principle 2.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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	No#	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)*	Yes	Yes	Yes	Yes	Yes	Yes	No#	Yes	Yes
c. Web Link of the Policies, if available@.	Yes	Yes	Yes	Yes	Yes	Yes	No#	Yes	Yes
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever relevant, policies have defined procedures for stakeholders to respond to situations defined in the policies.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. These policies are made available to the value chain partners through Nesco's website. The Company also has a Code of Conduct for Suppliers which is a part of its purchase orders/invoices.								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	<ul style="list-style-type: none"> Platinum LEED Certification for Core and Shell at all IT Park Buildings covers Principles 2,3,6 and 9 ISO 9001:2015 at Indabrator Division, plants at Vishnoli and Karamsad, Gujarat covers Principles 2 and 9 ISO 14001:2015 and ISO 45001:2018 cover Principle 2, Principle 3, and Principle 6 at Vishnoli Plant 								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> Define ESG FY2030 Roadmap by FY 2025 Standard Safety Procedures and Protocols to be rolled out to vendors appointed by Bombay Exhibition Center ("BEC") customers ISO 14001:2015 Certification for IT Parks by FY2025 70% of spend with confirmation of adherence to the Supplier Code of Conduct by FY2026 Learning and Development - Training of 8 hours per permanent employee by 2025 100% Training for all Employees on the Code of Business Conduct and Ethics, ("CoC") Whistleblower Policy and Prevention of Sexual Harassment at Workplace ("POSH") by 2025 Maintain IT Parks Customer NPS >80% Conduct Customer ESG Expectations Survey in FY2025 for IT Parks and BEC Conduct Annual Customer Satisfaction Surveys across all B2B businesses from FY 2025 								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> Baseline Energy and Emissions data for FY2023 and FY 2024 calculated IT Parks ISO 14001:2015 Certification internal assessment conducted and certification body engaged Developed Supplier Code of Conduct in FY2024 IT Parks Customer NPS >80% 								
Governance, leadership, and oversight									
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) The Chairman & Managing Director's message on Page no. 13 include ESG-related ambitions, challenges, targets, and achievements.	The Risk Management Committee of the Board is responsible for oversight of the BRSR and ESG matters. Progress on ESG, Sustainability, and BRSR is presented to the Board and Risk Management Committee periodically. The implementation of the BRSR principles and policies is carried out by the Business/Functional heads under the supervision of the Managing Director.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	The Risk Management Committee of the Board is responsible for oversight of the BRSR and ESG matters. Progress on ESG, Sustainability, and BRSR is presented to the Board and Risk Management Committee periodically. The implementation of the BRSR principles and policies is carried out by the Business/Functional heads under the supervision of the Managing Director.								
9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability-related issues? (Yes/ No). If yes, provide details.	The Risk Management Committee of the Board is responsible for decision-making on sustainability-related issues.								

Subject for Review	Indicate whether a review was undertaken by the 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 the above policies and follow-up action.					Yes									Annual			
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.					Yes									Annual	(The Company follows the requirements of the relevance principles to the extent applicable)			

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

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).						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).						Yes#			
The entity does not have the financial or human and technical resources available for the task (Yes/No).	NA	NA	NA	NA	NA	No	NA	NA	NA
It is planned to be done in the next financial year (Yes/No).						No			
Any other reason (please specify).						No			

@ Web links of all the policies aligned with the BRSR Principles are provided below.

- <https://www.nesco.in/resources/images/pdf/policy/code-of-business-conduct-and-ethics-for-directors-&-senior-management-personnel.pdf>
- <https://www.nesco.in/resources/images/pdf/policies-on-brsr/anti-bribery-corruption-and-gifting-policy.pdf>
- <https://www.nesco.in/resources/images/pdf/policy/whistle-blower-policy.pdf>
- <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-capital-management.pdf>
- <https://www.nesco.in/resources/images/pdf/policy/nomination-and-remuneration-policy.pdf>
- <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-rights.pdf>
- <https://www.nesco.in/resources/images/pdf/policy/policy-on-sexual-harrasment-at-workplace.pdf>
- <https://www.nesco.in/resources/images/pdf/policies-on-brsr/suppliers-code-of-conduct.pdf>
- <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-of-stakeholder-relationships.pdf>
- <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-n-environment-management-and-protection.pdf>
- <https://www.nesco.in/resources/images/pdf/policy/CSR-policy.pdf>
- <https://www.nesco.in/resources/images/pdf/policies-on-brsr/quality-and-customer-centricity.pdf>

#Nesco seeks to engage with public policy only through industry associations wherever applicable. However, the Company currently does not see the need for a dedicated policy on this matter, as Nesco's viewpoints are expressed through various forums.

*The Board of Directors on the recommendation of the Leadership team including the Chairman & Managing Director reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and any policy or procedure adjustments needed are identified. If any amendments are needed, these are made and shared with the Board for approval.

**The Company's certifications on Quality, Health and Safety (IS) 9001, 14001, and 45001 are certified by URS India and Green Building status has been assessed by the certifying body Indian Green Buildings Council ("IGBC").

***Nesco has identified the key policies for the Company from a compliance and materiality perspective. Independent assessment/evaluation for the working of specific aspects of policies and businesses is carried out periodically by certifying bodies as explained above. The Company will plan for an external assessment of the working of the policies in due course.

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total No. of training and awareness programmes held	Topics/principles covered under the training and its impact	% coverage by awareness programmes
Board of Directors	4	Familiarisation Training covers key business aspects and ESG and BRSR Overview (all principles)	100%
Key Managerial Personnel	6	1. ESG and BRSR Overview (all relevant principles) 2. Prevention of Sexual Harassment at Workplace ("POSH") and Human Rights (Principle 5) 3. Whistleblower Policy (Principle 1) 4. Prevention of Insider Trading (Principle 1) 5. Financial Planning for Women (Principle 3) 6. Human Resource Management System ("HRMS") (Principle 3)	100%

Segment	Total No. of training and awareness programmes held	Topics/principles covered under the training and its impact	% coverage by awareness programmes
Employees other than BoD and KMPs	8	1. Prevention of Sexual Harassment at the Workplace ("POSH") and human rights (Principle 5) 2. Whistleblower Policy (Principle 1) 3. Prevention of Insider Trading (Principle 1) 4. Mac training (Principle 3) 5. Human Resource Management System (HRMS) (Principle 3) 6. Training awareness sessions covering Health and Safety (Principle 3) 7. Financial planning for women (Principle 3)	100%
Workmen	2	1. Health and Safety (Principle 3)	100%

2. Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, as specified in regulation 30 of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015) and that was 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					
Settlement			Nil		
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					
Punishment			Nil		

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

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

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 Company unequivocally maintains an anti-corruption and anti-bribery stance, as articulated in its Anti Bribery, Corruption, and Gifting Policy which is available at the Company's website and can be accessed at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/anti-bribery-corruption-and-gifting-policy.pdf>.

All employees and stakeholders are mandated to adhere to the highest standards of honesty and integrity in their business dealings. Bribery, in any guise, is strictly prohibited, with no tolerance for the use of intermediaries or illicit payments. Furthermore, the policy explicitly prohibits the offering or acceptance of gifts, hospitality, or entertainment to influence business decisions. Third parties are also held accountable to uphold ethical standards and refrain from engaging in any form of corruption. Incidents related to corruption can be reported as per the Whistle Blower Policy accessible at <https://www.nesco.in/resources/images/pdf/policy/whistle-blower-policy.pdf>.

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

Particulars	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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:

There have been no instances of fines, penalties, or disciplinary actions against any of the Company's directors, KMP, employees, or workers for cases related to conflict of interest or anti-bribery and anti-corruption.

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

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	34	37

9. Openness of business: Provide details of the concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances and 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	14.74%	16.27%
	b. Number of trading houses where purchases are made from	29	27
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	61.10%	65.72%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.35%	0.48%
	b. Number of dealers/distributors to whom sales are made	10	8
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	0.16%	0.23%
	b. Sales (Sales to related parties/ Total Sales)	0.02%	0.03%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	-	-
	d. Investments (Investments in related parties/ Total Investments made)	-	-

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:

Nesco is committed to driving efficiency and quality, and minimising the environmental and social impacts of its activities. All the Company's businesses excluding Indabrator are services businesses so R&D expenditures are currently not applicable. In the Indabrator business, the Company provides machinery that is customised to customer requirements leaving little need for product-specific R&D. The capital expenditure incurred along with details of improvements in terms of minimising environmental or social impacts are listed below:

Particulars	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	34.20%	Nil	Investment in equipment for improved maintenance worker safety, working conditions, access control for security and improvement of facilities for employees and occupiers.

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

Yes – Sustainable Sourcing is an emerging priority for Nesco and it is in the process of defining its procedures. In FY 2023-24, the Company drafted a Supplier Code of Conduct to define and govern ESG practices for its vendors and suppliers. Nesco is in the process of rolling this out for formal acceptance from its suppliers. The Company currently has an initial definition which considers the following:

- All of the Company's vendors are contractually obligated to meet all government regulations related to wages, health and safety and environmental compliance.
- IT Parks - All products sourced for civil construction and renovation adhere to LEED certification guidelines.
- Bombay Exhibition Center (BEC) – Any Capex would be driven by safety and energy efficiency criteria.
- Nesco Foods – Preference for marginalised/vulnerable groups where possible.
- Indabrator - Input materials and components are sourced from certified partners who are compliant with relevant standards that may apply to them from time to time.

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

Nesco will be defining and monitoring the % of products that are sourced sustainably moving forward.

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

Nesco IT Parks, Bombay Exhibition Center, and Nesco Foods are service businesses and the reclamation at the end-of-life stage of products does not apply to the Company. The mechanisms that are used to manage and dispose of waste (including recycling and disposal) that are generated as part of its operations have been mentioned in Principle 6, Essential Indicator 10. At Indabrator, the Company produces machinery and abrasives which are B2B in nature and reclaiming is beyond its scope.

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, EPR does not apply to any of Nesco businesses.

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:

Categories	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
1. Permanent											
a. Male	185	185	100%	185	100	NA	NA	185	100	185	100%
b. Female	35	35	100%	35	100	35	100%	NA	NA	35	100%
c. Total	220	220	100%	220	100	35	100%	185	100%	220	100%
2. Other than Permanent											
a. Male	11	11	100%	11	100	NA	NA	11	100%	11	100%
b. Female	1	1	100%	1	100	1	100%	NA	NA	1	100%
c. Total	12	12	100%	12	100	1	100%	11	100%	12	100%

Note:Maternity/paternity benefits (health insurance cover for hospitalisation of the mother including the spouse of the employee covered as well as paid leave benefits as per the Maternity Benefit Act), health/accident insurance applies to all permanent and non-permanent employees across all Nesco's businesses.

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

Categories	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
1. Permanent											
a. Male	0	0	0	0	0	0	0	0	0	0	0
b. Female	0	0	0	0	0	0	0	0	0	0	0
c. Total	0	0	0	0	0	0	0	0	0	0	0
2. Other than Permanent											
a. Male	106	106	100%	106	100%	NA	NA	106	100%	106	100%
b. Female	27	27	100%	27	100%	27	100%	NA	NA	27	100%
c. Total	133	133	100%	133	100%	27	100%	106	100%	133	100%

Note: For Indabrator (Gujarat Manufacturing Location), the Workers are covered by the Workmen's Compensation Insurance policy, and workers in Mumbai are covered by ESIC. Employees in Mumbai whose compensation level is above the ESIC coverage are being covered as per the organisation's insurance policy.

c. Spending on measures towards the 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*	0.04%	0.02%

* The Company took Group Term Life Insurance for all its employees and workers excluding daily wage and piece rate workers at Indabrator in the financial year 2023-24. Includes Group Term Life Insurance, Group Medical Coverage, Group Personal Accident, Workmen Compensation, and Maternity benefits/Paternity benefits.

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	86%	98%	Y	87%	100%	Y
Gratuity	100%	100%	N*	100%	100%	N*
ESI	0%	66%	Y	0%	65%	Y
Others	0%	0%	NA	0%	0%	NA

*The Company doesn't deduct gratuity from employees' CTC. It makes provisions in its books of account and pays when required. PF is not paid for those who have opted out or those non-permanent employees on a retainer as consultants.

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:

Nesco remains committed to inclusivity and adherence to legal mandates concerning persons with disabilities ensuring accessibility for differently-abled individuals within its own offices and premises. Proactive measures have been instituted. Nesco's facilities in Mumbai have the requisite infrastructure such as ramps, walkways, turnstiles, and elevators with braille-friendly switches. Essential facilities such as washrooms, staircases, and pedestrian walkways have railings and support structures. A wheelchair is readily available in the lobby, with designated parking spaces provided for differently abled individuals. Additionally, a dedicated "P" gate streamlines access to respective floors.

Based on feedback from the Company's occupiers' community, Nesco has also created a dedicated drop-off point to facilitate ease of access for persons with disabilities. Nesco's manufacturing plants and offices in Gujarat are all on the ground floor and accessible.

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 Human Capital Management Policy, approved by the Board, ensures equal opportunities at Nesco, both in recruitment and employment. Discrimination based on age, region, caste, creed, race, colour, gender, religion, national origin, social groupings, disability, or marital status is strictly prohibited, as per relevant local, state, and national laws. Employment and promotion decisions are merit-based, considering qualifications, experience, and demonstrated capacity for enhanced performance, aligning with the principle of equal opportunity.

The Company's Human Capital Management Policy can be accessed at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-capital-management.pdf>.

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

Category	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Nil	Nil
Female	Nil	Nil	Nil	Nil
Total	100%	100%	Nil	Nil

Note: In the reporting year, one male employee opted for paternity leave, and subsequently returned to work. During the same period, no female employees availed maternity leave. No employees availed parental leave in the previous year.

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

	Yes/No – (If Yes, then give details of the mechanism in brief)
Permanent Workmen	The Company implements an open-door policy, facilitating employee access to HR and Management for addressing concerns. The Human Resource Management System ("HRMS") introduced in this fiscal year manages issue resolution via a ticketing system, directing them to relevant internal functions within stipulated timelines. An escalation mechanism ensures timely resolution. This system has been recently introduced and will be strengthened in the coming years. Grievance Redressal Mechanisms for Human Rights are discussed in Principle 5, Essential Indicator 5.
Other than Permanent Workmen	
Permanent Employees	
Other than Permanent Employees	

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

Employees and workers are not members of any recognised unions or associations.

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	196	196	100%	196	100%	163	163	100%	163	100%
Female	36	36	100%	36	100%	25	25	100%	25	100%
Total	232	232	100%	232	100%	188	188	100%	188	100%
Workers										
Male	106	106	100%	106	100%	78	78	100%	78	100%
Female	27	27	100%	27	100%	18	18	100%	18	100%
Total	133	133	100%	133	100%	96	96	100%	96	100%

Note: The data above excludes safety training provided to contractual workers and mandatory training conducted by third-party vendors for their staff (such as security and facility management personnel).

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	196	196	100%	163	163	100%
Female	36	36	100%	25	25	100%
Total	232	232	100%	188	188	100%
Workers						
Male	106	106	100%	78	78	100%
Female	27	27	100%	18	18	100%
Total	133	133	100%	96	96	100%

Performance review of Key Management Personnel ("KMP") and Senior Management Personnel ("SMP") is done by the Managing Director ("MD") and approved by the Board of Directors as recommended by the Nomination and Remuneration Committee ("NRC"). The Nomination and Remuneration Policy can be accessed at: <https://www.nesco.in/resources/images/pdf/policy/nomination-and-remuneration-policy.pdf>.

All other employees are assessed by the MD, Chief Human Resources Officer ("CHRO"), and functional heads as per their reporting structure. The assessment framework covers learning, processes, customer relations, and financial performance. It is informed by market analyses, competitiveness assessments, and industry trends for compensation adjustments. Factors guiding these assessments include talent identification and retention, alignment with the organisation's compensation philosophy and guiding principles, financial feasibility of proposed increments, and adherence to a balanced scorecard approach.

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?

Nesco has implemented a comprehensive Occupational Health and Safety Management System ("OHSMS") to address the criticality of safety within its operations. As discussed in Section A Question 26, Nesco makes investments in the infrastructure, processes and manpower necessary to address safety for all external stakeholders who have access to our facilities at the IT Parks, Foods, BEC and Event.

A monthly review for Total Facility Management ("TFM") services is in place. Standard Operating Procedures ("SOPs") are outlined for Emergency Response Mitigation ("ERM"), Fire Life Safety ("FLS") and Occupational Safety and Health ("OSH") Policies, Nesco Care and Maintenance, Preventive Maintenance, Fire Life Safety and Security Procedures, and Total Facility Manager charter, among others. These SOPs ensure clarity and adherence to safety protocols across various operational areas. Nesco's remote monitoring system ensures regular oversight of critical parameters such as STP water parameters, Lift visual inspection, Exhaust and Ventilation, HVAC chilled water BTU monitoring, water tank levels, and AHU status. As part of infrastructure investments, a Fire Suppression Gas Detection System was installed for critical electrical panels and kitchen as auto fire detection and fighting to ensure safety.

Nesco's Indabrator manufacturing plants are certified for Occupational Health and Safety. We are in the process of obtaining ISO-45001 certification at IT Parks.

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

Nesco's Enterprise Risk Management ("ERM") system, inclusive of safety and health, conducts periodic reviews and assessments, highlighting areas for improvement across its businesses. The Company has implemented a comprehensive training regimen and formulated hazard identification and risk assessment processes. To maintain a safe working environment, the Company employs robust systems for identifying and evaluating work-related hazards, including factors such as lighting, air quality, fumes, noise levels, and ease of movement throughout its facilities. These hazards are systematically assessed and prioritised based on significance, with mitigation strategies implemented as necessary. The Company's internal documentation outlines its safety protocols while highlighting significant health and safety risks, ensuring that all stakeholders are well-informed and adequately trained on safety procedures and control measures. There is a process defined for employee, customer and visitor complaints related to safety that are reviewed and acted upon for redressal.

c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks: (Yes/No)

Yes, the Company has established processes for reporting and removal from work-related risks and hazards for all internal and external stakeholders. Communication protocols have been established to ensure rapid and efficient dissemination of information. A dedicated WhatsApp group enables immediate reporting of incidents, complemented by onsite maintenance of incident reports to document and mitigate work-related hazards. Regular training sessions and awareness programs are conducted for all stakeholders to facilitate hazard reporting and mitigation efforts. Furthermore, a comprehensive reporting and escalation system, accessible via WhatsApp, telephone, or email, allows for detailed incident reporting to senior management. These hazards are addressed based on the urgency, sensitivity, and impact of each situation.

At the Company's Indabrator premises, a structured system is in place for employees to report work-related hazards and promptly remove themselves from such situations. Comprehensive training enables the workers to recognise potential dangers and utilise available communication channels within their workplaces, including suggestion boxes. These reports are promptly reviewed and addressed, with forms provided in the local regional language (Gujarati) and incentives are in place to encourage active participation from both permanent and contractual employees and workers.

Additionally, Nesco conducts semi-annual joint fire drills for all offices and staff at Nesco and Indabrator plants to educate the personnel on emergency preparedness and fire evacuation procedures.

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

Yes, employees and workers have access to non-occupational medical and healthcare services through Company-operated and external healthcare facilities, in line with Nesco's compensation policy. In addition, the Company offers access to recreational areas, a gymnasium and a rooftop turf for weekend team games as part of its commitment to employee well-being. For emergencies, the Company ensures 24x7 availability of ambulance services on the office premises, affiliated with a nearby hospital.

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	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

* Including the contract workforce.

Note: There were no fatalities or high-consequence incidents of injuries or ill health at Nesco for either year. In FY 2022-23, two contractual workers suffered minor injuries in one incident where the workers returned to work on the next day. Remedial measures were undertaken immediately.

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

Nesco remains committed to maintaining a safe and healthy workplace environment through proactive measures, comprehensive training, and continuous improvement initiatives. At Nesco's business operations in Mumbai, safety and health measures are stringent, including clear signage and risk identification systems, to alert workers, employees, visitors, and occupiers' employees about necessary precautions. The Company conducts weekly training sessions for housekeeping staff and monthly sessions for the engineering team, focusing on Occupational Health and Safety ("OH&S"). Additionally, Nesco's facilities undergo rigorous monthly audits by third-party agencies, specifically targeting fire detection and suppression systems. Electrical infrastructure and elevators are audited annually by third-party professionals to ensure operational efficiency, safety,

adherence to maintenance contracts and compliance with preventive measures. Nesco's Total Facility Management ("TFM") team participates in bi-annual Reward and Recognition programs, aligning with its commitment to safety as a part of business continuity planning.

Regular client engagement sessions provide awareness of infrastructure, health, safety, and recreation. Clients' third-party audits on occupational health and safety are conducted regularly without any reported issues. Employees receive tailored training for maintenance and repair work. Critical tasks require hot and cold work permits and additionally, gas-based welding is prohibited. All relevant systems, including refrigerants, fire detection and suppression systems, as well as emergency response processes, are annually audited and are under maintenance contracts with appropriate vendors. Safety signages are prominently displayed in all plant rooms to deter unauthorised entry, while Standard Operating Procedures ("SOPs") are visibly posted for operational clarity and safety.

There are ongoing inspections and restoration to ensure the safety and integrity of the entire hall ceiling structure in the BEC exhibition halls to maintain a secure environment. Structural enhancements encompass fabricated stairs and steps in plant rooms, and various civil works such as floor levelling, drainage, and exhaust systems with automation to ensure adequate ventilation in electrical panel rooms. There are periodic checks of structures like shades, nets, and shutters at Hall No. 7 gate.

The Company ensures a conducive work environment through measures such as adequate fresh air, CO₂ sensors, lighting, and appropriate air conditioning. Green spaces and amenities like gyms and food courts promote well-being. Regular engagement activities are organised, and 24/7 ambulance service is available onsite.

In the Indabrator business, Personal Protective Equipment ("PPE") is provided to mitigate hazards, alongside strict adherence to cleanliness protocols. Safety inspections and security checks are routine, ensuring a safe workplace environment.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health and Safety	0	0	NA	0	0	NA

Note: There was one incident each of feedback on working conditions as well as Health and Safety from Nesco IT Park tenants in FY 2022-23 and resolution was agreed upon and corrective action was taken.

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices*	100%
Working Conditions**	100%

*Third-party assessments included Occupational Health and Safety at the Indabrator Plants, and Electrical and Firefighting system maintenance audits at the IT Parks, BEC and Nesco Foods. Internal assessments of critical systems maintenance are conducted daily with bi-monthly thermography inspections.

**Internal assessments of working conditions by managerial staff, Human Resources, and leadership team.

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 and safety practices and working conditions:

Yes, the Company has implemented various processes to eliminate risks related to safety and working conditions. These include weekly training sessions for housekeeping, monthly security training, and monthly occupational health and safety training for all staff. Lighting, fire exit signage, and safety instruction signage were strategically placed in the parking and refuge areas for enhanced safety. Similarly, a fire suppression system has been put in place to bolster fire safety measures. Glow-in-the-dark tape and anti-skid tape are meticulously applied on staircases to facilitate safe evacuation during emergencies.

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 Company categorises stakeholders as those individuals or groups that are impacted directly or indirectly by its operations and activities or influence Nesco's ability to create value. In financial year 2023-24, Nesco re-evaluated its key stakeholders. They include shareholders and investors, local communities, employees and workers, suppliers, business partners, government and regulatory authorities, and customers. The customer categories were further broken into occupiers and their employees, exhibition organisers, exhibitors and visitors, and Indabrator customers. This allows for focused engagement and actions based on the needs of each business. Recognising the relevance of these stakeholders to meet its vision and ESG ambitions,

the Company engages actively with them to understand their grievances, feedback, and expectations. These inputs are incorporated into future business plans, policies, and initiatives.

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 and Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advt., Community Meetings, Notice Board, Website) Other (Text Box)	Frequency of Engagement (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Email WhatsApp Direct communication Site visits Technical Workshops Dedicated support Business reviews Customer satisfaction surveys 	<ul style="list-style-type: none"> Ongoing Quarterly Half-yearly Need-based 	<ul style="list-style-type: none"> Health and safety Fire safety and evacuation drill Parking and visitor management Customer Engagement Customer Satisfaction Event/Product/ Service requirements, contractual and commercial terms service levels Expansion plans, business performance, and general issues if any Customer complaints on facilities and resolution Human Rights
Employees and Workers	No	<ul style="list-style-type: none"> Email WhatsApp Notice Boards In-person Meetings Digital Meetings HRMS 	<ul style="list-style-type: none"> Ongoing Monthly Quarterly Annual Event-based 	<ul style="list-style-type: none"> Employee Engagement Performance Management Career Development Recruitment and Staffing Health and Safety including fire safety Human Rights Events logistics Attendee Experience
Investors and Shareholders	No	<ul style="list-style-type: none"> Annual Report Annual General Meeting Institutional Investor's Meetings Stock Exchange Communication Email Website Newspaper SMS 	<ul style="list-style-type: none"> Annual Quarterly Event-based 	<ul style="list-style-type: none"> Performance and direction of the Company Financial Results Dividends Outcome of Board Meetings
Government Entities and Regulatory Bodies	No	<ul style="list-style-type: none"> SMS Website Newspaper BSE/NSE filing portals 	<ul style="list-style-type: none"> Quarterly Event-Based 	<ul style="list-style-type: none"> Compliance update Project-related clearances Compliance-related communications (including submission and responses)
Contractors and their Workers	No	<ul style="list-style-type: none"> Email Telephone In-person WhatsApp On-site meeting Classroom training and demonstration 	<ul style="list-style-type: none"> Daily Weekly Monthly Need-basis 	<ul style="list-style-type: none"> Project Schedule, Quality, and Specifications Health and Safety Waste Management Human Rights Safe handling of critical equipment Emergency Preparedness and Evacuation Drills Energy conservation Use of chemicals Work Ethics and Conduct
Communities and Implementing Agencies	Yes	<ul style="list-style-type: none"> Community engagement through CSR activities Verbal communication Letter Telephone Email 	<ul style="list-style-type: none"> Ongoing Event-based Need-Based 	<ul style="list-style-type: none"> Need Identification Community Meetings
Suppliers and Business Partners	No*	<ul style="list-style-type: none"> Email Telephone 	<ul style="list-style-type: none"> Annual Need-based 	<ul style="list-style-type: none"> Goods and Service Quality Contractual, commercial, and service-level negotiations Supplier identification Human Rights

*Some of the suppliers at Nesco Foods business are co-operatives, self-help groups and/ or represent collectives from marginalised communities.

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:

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	220	220	100%	168	168	100%
Other than permanent	12	12	100%	20	20	100%
Total Employees	232	232	100%	188	188	100%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	133	133	100%	96	96	100%
Total Workers	133	133	100%	96	96	100%

Note: Employees and workers were provided training on POSH and the Human Rights Policy of the Company.

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	220	0	0%	220	100%	168	0	0%	168	100%
Male	185	0	0%	185	100%	146	0	0%	146	100%
Female	35	0	0%	35	100%	22	0	0%	22	100%
Other than Permanent	12	0	0%	12	100%	20	0	0%	20	100%
Male	11	0	0%	11	100%	17	0	0%	17	100%
Female	1	0	0%	1	100%	3	0	0%	3	100%
Workers										
Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	133	0	0%	133	100%	96	0	0%	96	100%
Male	106	0	0%	106	100%	78	0	0%	78	100%
Female	27	0	0%	27	100%	18	0	0%	18	100%

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

a. Median Remuneration and Wages:

Particulars	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")*	1	2,227.37	-	-
Key Managerial Personnel ("KMP")#	1	115.90	1	50.00
Employees other than BoD and KMP	183	5.68	34	5.65
Workers	106	2.52	27	2.18

*The Chairman and MD compensation is included in the Board of Directors and not in the KMP though he is also a KMP. All the other Directors are Non-executive and are paid sitting fees based on the number of Board and Committee meetings held and attended by them and hence is not a relevant factor for calculation of median and hence not provided.

#In Key Managerial Personnel, the Company has covered only the Chief Financial Officer and the current Company Secretary. KMP (Company Secretary) who had resigned in the reporting year FY 2023-24 has been excluded from the disclosure above.

Note: Median Compensations for KMP, Employees and Workers have been calculated for the personnel on record as of 31 March 2024 and based on their annual compensations.

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

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	10.28%	7.34%

Note: There was an increase in the number of female work force recruited in FY 2023-24 including at senior levels at higher than median compensation leading to an increase in gross wages paid to females as a percentage of total wages.

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)

No, Nesco does not currently have an Individual or Committee responsible for addressing human rights impacts or issues. The Company's Human Rights Policy outlines its commitment to preventing violations/abuse of human rights in all operations and dealings. It provides access to grievance redressal mechanisms for all individuals whose human rights may be impacted by Nesco's operations. Further, it assesses and evaluates the impacts of human rights in operations and value chain activities directly attributable to Nesco.

The Human Rights policy can be accessed at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-rights.pdf>.

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

Nesco has a mechanism in place to redress grievances related to human rights. They are addressed by the Internal Complaints Committee ("ICC") according to the procedures outlined in the Prevention of Sexual Harassment at Workplace ("POSH") Policy. Furthermore, unethical behaviour can be reported through the Whistle Blower Policy, which is overseen by the Audit Committee of the Board. Both these policies are communicated to all the employees and are available on the HRMS and website of the Company. Training was provided to employees on the procedure of redressal under the POSH and Whistle Blower Policy. The employees are encouraged to make suggestions and raise concerns regarding working conditions and safety, with a suggestion box available at the Company's manufacturing location for grievance collection. Grievances of non-permanent employees are handled directly by the contractors who employ them; however, the Company co-operates and provides the necessary support, information, and documentation to the extent applicable for the smooth redressal of grievances.

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

Particulars	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	Nil	NA	NA	Nil	NA	NA
Discrimination at workplace	Nil	NA	NA	Nil	NA	NA
Child Labour	Nil	NA	NA	Nil	NA	NA
Forced Labour/ Involuntary Labour	Nil	NA	NA	Nil	NA	NA
Wages	Nil	NA	NA	Nil	NA	NA
Other human rights-related issues	Nil	NA	NA	Nil	NA	NA

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

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

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

Nesco maintains a comprehensive Prevention of Sexual Harassment ("POSH") policy, ensuring protection for complainants against any form of retaliation. The Policy is accessible to all employees on the Company's website and integrated into the HRMS. It safeguards individuals from adverse actions or mistreatment resulting from complaints, such as termination, demotion, or harassment. The Internal Complaints Committee ("ICC") promptly addresses sexual harassment complaints. Comprising members dedicated to women's rights and possessing expertise in legal matters, the ICC ensures confidentiality and protects complainants and witnesses from victimisation. Importantly, at least half of the committee members are women. During investigations, the ICC recommends interim relief measures, like workplace transfers or leave, to prevent further harm to the complainant.

The Policy strictly prohibits reprisals against complainants, with disciplinary action for violators, showcasing the Company's commitment to safeguarding all employees' rights and well-being. Additionally, provisions within the Policy allow for support to be provided to complainants during the investigation and resolution process, which may include counselling services, granting leave of absence, or implementing temporary arrangements to ensure a safe working environment for all parties involved.

The policy can be accessed at <https://www.nesco.in/resources/images/pdf/policy/policy-on-sexual-harrassment-at-workplace.pdf>.

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

Nesco's employees and workers are governed by the Company's HR Manual which details the Code of Business Conduct and Ethics and also has a clause on Human Rights. Human rights clauses are being incorporated in the Company's leave and license policies. The Company has begun the process of integrating this clause into all new contracts with its varied customers. Additionally, it has developed a supplier code of conduct which also includes human rights clauses.

The Supplier Code of Conduct can be accessed at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/suppliers-code-of-conduct.pdf>.

The Code of Business Conduct and Ethics can be accessed at: <https://www.nesco.in/resources/images/pdf/policy/code-of-business-conduct-and-ethics-for-directors-&-senior-management-personnel.pdf>

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	Nil

Note: The Company conducts internal assessments to ensure that no child, forced, or involuntary labor occurs at its premises. Informal feedback is taken to support training for addressing Sexual harassment and discrimination. Wages compliance for its own and contractual workforce are monitored periodically. Nesco premises are also assessed periodically by the local and statutory authorities.

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

As per the assessments conducted of Nesco's plants and offices, no corrective actions were found necessary or mandated by any third party.

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	FY 2022-23
From Renewable Sources		
Total electricity consumption (A)	57,762.648	42,826.284
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption from non-renewable sources (A+B+C)	57,762.648	42,826.284
From Non-Renewable Sources		
Total electricity consumption (D)	67,159.41	55,508.15
Total fuel consumption (E)	10,222.39	7,224.07
Energy consumption through other sources (F)	0	0
Total energy consumption from renewable sources (D+E+F)	77,381.80	62,732.22
Total energy consumed (A+B+C+D+E+F)	1,35,144.45	1,05,558.50
Energy Intensity per Rupee of Turnover (Total energy consumed/revenue from operations)	0.0199 x 10 ⁻³	0.0193 x 10 ⁻³
Energy Intensity per Rupee of Turnover adjusted for Purchasing Power Parity ("PPP") (Total energy consumed/revenue from operations adjusted for PPP)	0.4752 x 10 ⁻³	0.4641 x 10 ⁻³
Energy Intensity in terms of Physical Output		Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity		Not Calculated

All figures are in Giga Joules (GJ)

Note: Sources for Energy: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA, and 2016 IPCC Protocol. Renewable sources include green electricity purchased in IT Towers 3 and 4, and Bombay Exhibition Center. Non-renewable sources include grid electricity for plants and offices, diesel for DG sets, PNG and LPG for Nesco Foods and Indabrator. Diesel and petrol consumed in Company-owned vehicles are not considered in the calculations.

PPP data has been obtained from the CEIC, Organisation for Economic Co-Operation and Development. The values have been prorated from CY2022 and CY2023 for FY 2023 data (24.007) and CY2023 and CY2024 (estimated) for FY 2024 data (23.846).

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, energy evaluation and calculations have been done based on data provided by Nesco to an external agency viz. Sustainability and Strategy. This is not equivalent to an assurance.

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:

The Company does not have any sites/facilities identified as Designated Consumers ("DCs") 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	FY 2022-23
Water withdrawal by source (in kilo litres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	19,971.00	18,564.00
(iii) Third party water	2,51,477.00	2,32,792.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,71,448.00	2,51,356.00
Total volume of water consumption (in kilolitres)	2,03,889.90	1,74,065.55
Water intensity per rupee of turnover (Total water consumption/Revenue from operations) (litre/rupee)	0.0301 x 10 ⁻³	0.0319 x 10 ⁻³
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (Total water consumption/ Revenue from operations adjusted for PPP) (litre/rupee)	0.7169 x 10 ⁻³	0.7553 x 10 ⁻³
Water Intensity in terms of Physical Output	Not Applicable	
Water intensity (optional) – the relevant metric may be selected by the entity	Not Calculated	

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

No- For the Company's IT Parks, Foods, Events, and Exhibitions businesses based out of Goregaon, BMC water bills are provided by the MCGM while STP plants process sewage and kitchen water discharge. The borewell water level and the STP water output are checked by the in-house team. A third-party agency is in place to carry out water quality testing for BMC inlet water, STP plant water (both inlet and outlet), and borewell water quality.

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 kilo litres)		
(i) Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Groundwater		
- No treatment	17,465.6	16,058.6
- With treatment – please specify level of treatment	700	650
(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	12,499.2	17,937.15
- With treatment – please specify level of treatment	36,893.3	42,644.7
Total water discharged (in kilolitres)	67,558.1	77,290.45

Note: Water discharged has been estimated for the Bombay Exhibition Center.

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

No, the Company is not mandated to implement Zero Liquid Discharge ("ZLD") at its plants or operations in Mumbai.

However, water management is a material ESG topic for Nesco. Rainwater harvesting systems are installed at Nesco IT Parks in line with the Green Building norms. All rainwater from the terraces and common area is harvested into pits using natural slopes and drainpipes installed in requisite places. Additionally, three Sewage Treatment Plants ("STP") with capacities of 500 KLD, 300 KLD, and 110 KLD respectively are operational to treat sludge and enable the recycling of water. Treated water from the STP is used for flushing and gardening. Low-flow plumbing fixtures (utilisation of aerators in washroom taps) and implementation of IoT technology to automate overhead flushing water tanks, streamlining operations and optimising water utilisation. The Indabrator plants have septic tanks and soak pits and the Company has expanded their capacity.

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	µg/m ³	24.9	23.8
SOx	µg/m ³	22.9	20.3
Total Particulate matter ("TPM")	mg/Nm ³	20.30	9.70
Persistent organic pollutants ("POP")		NA	NA
Volatile organic compounds ("VOC")		NA	NA
Hazardous air pollutants ("HAP")		NA	NA
Others – please Specify		NA	NA

There are no continuous sources of air emissions in Nesco's operations. The DG sets are operated at Nesco Goregaon, Mumbai only for equipment testing and power outages which rarely occur. Hence the air emissions of pollutants (other than GHGs) are not material.

Note: Nesco monitors other air emissions every quarter from its stacks and DG set for SOx, NOx, and Particulate Matter (PM10 and PM2.5). As a practice, the Company ensures that all air pollution parameters are within the permissible limits, and compliant with the prevalent norms prescribed by the BMC, indicating efficient management of industrial operations and stringent air pollution control processes. Nesco has provided average emissions based on data received from IT Tower 3 and IT Tower 4. DG sets are only used as a backup and for testing of equipment and hence are excluded.

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, independent assessments are carried out for air emissions, by Enviro Analysts and Engineers.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their 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	578.07	408.47
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	13,338.60	10,962.86
Total Scope 1 and Scope 2 emissions per rupee of Turnover	kilograms of CO ₂ equivalent per rupees	0.00205 x 10 ⁻³	0.00208 x 10 ⁻³
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)	kilograms of CO ₂ equivalent per USD PPP adjusted	0.05 x 10 ⁻³	0.05 x 10 ⁻³
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Calculated	

Note: Source for Calculation of Scope 1 GHG emissions: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA, and IPCC's fifth assessment report. Fuels for Stationary Combustion (2006 IPCC guidelines) include diesel for DG sets, LPG, and PNG. The calculations do not account for diesel and petrol consumed in Company-owned vehicles.

PPP data has been obtained from the CEIC, Organisation for Economic Co-Operation and Development. The values have been prorated from CY2022 and CY2023 for FY 2023 data (24.007) and CY2023 and CY2024 (estimated) for FY 2024 data (23.846).

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, GHG accounting calculations and evaluation have been done based on data provided by Nesco to an external agency viz.; Sustainability and Strategy. This is not equivalent to an assurance.

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

Management of GHG Emissions is a material ESG topic for Nesco and it is taking a structured and progressive path for this.

Focus on Renewable Energy:

- IT Parks uses 100% Green Energy from its utility provider for its operations and provides occupiers the ability to switch to green power.
- At IT Park Tower 4, 37 solar street lights were installed, which operate on a timer-based system to also conserve energy.
- At BEC, the Company encourages exhibition organisers to opt for green energy and 3 exhibition organisers opted for Green Energy in FY 2023-24.

Energy-Efficient Equipment and Building Structure:

- At BEC, motion sensor-based lights with timers were deployed in both plant rooms and external spaces.
- 1000W Halogen streetlights were replaced with 200W LED, resulting in an 80% reduction in both energy consumption and associated expenses.
- The glass façade at IT Park buildings uses a combination of fire-rated aluminium panels and a double-glazed unitised system as well as low capital -E-rated glass with Argon Fill helps to reduce energy consumption.
- CTI (Cooling Technology Institute) certified cooling tower with superior thermal performance was installed.
- Optimised energy consumption within the HVAC system, duct AC units were upgraded to split AC systems, ensuring energy savings and maximising electricity usage efficiency.

Energy Efficiency Technologies:

- At BEC, the integration of water misting technology for chillers was deployed to enhance cooling effectiveness while concurrently lowering energy usage.
- Dimmer controls for lobby lighting systems, ensuring efficient illumination tailored to specific needs.
- In both IT Park and BEC, the installation of timers and motion sensor lights across external areas was undertaken to optimise energy usage.

Other Initiatives:

- The green cover at Nesco Center at Goregaon, Mumbai was increased to 1,500+ trees.
- EV Charging Stations equipped with Fast DC Chargers were installed at both IT Park and BEC under an OPEX model, offering a valuable addition to the facilities available to staff members.

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 metric tonnes)		
Plastic waste (A) – Non- Biodegradable	6.60	7.40
E-waste (B)	0.30	0.84
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Burning Sand (G)	300.00	0.00
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	251.80	225.95
Dry Waste	34.90	22.80
Wet Waste	206.60	195.85
Sludge	10.30	7.30
Total (A+B + C + D + E + F + G+ H)	558.70	234.19
Waste Intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0824 x 10 ⁻⁶	0.0429 x 10 ⁻⁶
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (Total waste generated/ Revenue from operations adjusted for PPP)	1.9645 x 10 ⁻⁶	1.0297 x 10 ⁻⁶
Waste intensity in terms of physical output	Not Applicable	
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Calculated	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled (plastic + e-waste)	6.90	9.34
(ii) Re-used	0	0
(iii) Other recovery operations (dry + wet)	241.50	217.55
Total	248.40	226.89

Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling (burning sand)	300	0
(iii) Other disposal operations	10.30	7.30
Total	310.30	7.30

Note: The Company uses BMC-registered and authorised vendors for dry, wet, sludge, e-waste and plastic waste disposal. The vendor is expected to recycle the waste as per regulatory mandates. The vendors ensure segregation into plastic, paper, cardboard, glass, etc. which is appropriately recycled. For example, plastic waste is eventually recycled into crude oil and other fuels. Only the hazardous material i.e., burning sand generated in the Indabrator operations is disposed of in a landfill.

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 – Waste data for Nesco operations in Goregaon, Mumbai complies with the Environmental Audit Report issued by the Maharashtra Pollution Control Board.

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

The Company has identified waste management as a material ESG topic and has formulated strategies to focus on recycling and reducing waste generated. As discussed in Section A, Question 26, the scope of waste management for IT Parks and the Restaurant businesses is impacted by stakeholders beyond the Company's control. Nesco carries out awareness drives including regular communication with all its clients to segregate the dry and wet waste for disposal in the garbage area. Waste generated at Nesco IT Park is segregated and stored in wet and dry bins. Dry waste is collected by authorised vendors and recycled. Food waste generated at Nesco Foods is stored in a refrigerated garbage room. Wet waste (food and other bio-degradable waste) is partially converted to manure in the Organic Waste Composting machines. This manure and the sludge from the Sewage Treatment Plants ("STP") are used for gardening wherever appropriate, the food services from Nesco Foods use eco-ware and paper products that are bio-degradable. The empty containers are collected in dedicated bins and disposed of through the proper Garbage Clearance Mechanism of the BMC. Similarly, plastic waste, generated primarily from water bottles, is collected by a BMC-empaneled vendor. E-waste and hazardous waste are collected, processed, and disposed of through an authorised recycling, handling and disposal agency.

For events and exhibitions, waste management is handled by the organisers and is overseen by Nesco personnel. At Indabrator, plastic waste, hazardous waste, and E-waste are disposed of through government-approved, registered recyclers and handlers. In the case of other waste materials such as wood and cardboard, approximately 50% are reused or repurposed, aligning with the Company's commitment to sustainable waste management practices.

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.
			The Company does not have operations or offices located in ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc. Therefore, environmental approvals or clearances specific to these areas are not applicable to the Company's operations.

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 weblink
No environmental impact assessments of projects undertaken have been conducted in the current financial year.					

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 courts	Corrective Action taken, if any
There were no reported non-compliances for Nesco businesses regarding any of the applicable environmental laws during the reporting period.				

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: Six (6)
- b. List the top 10 trade and industry chambers/ associations you are a member of/are affiliated to, based on no. of members:

S. No	Name of trade and industry chambers/ associations	Scope of Entity (State/ National)
1.	Indian Exhibition Industry Association	National
2.	Maharashtra Economic Development Council	State
3.	NASSCOM	National
4.	Indo-German Chamber of Commerce	National
5.	India Convention Promotion Bureau	National
6.	Asian Federation of Exhibition and Convention Associations	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 corrective action is necessary as there have been no instances of anti-competitive conduct 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:

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 weblink
None of the projects of the Company had any stipulation to conduct a Social Impact Assessment ("SIA") during the reporting period.					

2. Provide information on the 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 in the year	Amounts paid to PAFs in the FY
No Rehabilitation and Resettlement is ongoing or required for any of the Company's projects.						

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

Nesco has in place a Stakeholder Grievances Management Policy which is made available to all its stakeholders and includes mechanisms to receive and address grievances of the community. This mechanism is posted on the website of the Company.

Nesco has established accessible channels for submission and resolution to address community grievances. Stakeholders, including visitors and community members, can share feedback or grievances directly with Nesco officials or through written communication with on-site security personnel. Additionally, letters of grievance can be marked as "Grievance" and sent to the Compliance Officer at the registered office of the Company or can be addressed at companysecretary@nesco.in. Upon receipt, Nesco acknowledges grievances within three business days and assigns them to the appropriate officials for assessment and resolution. Grievances are categorised based on urgency and complexity, with simple issues resolved within seven business days. If a grievance remains unresolved or the complainant is dissatisfied, escalation is possible via email or courier to the Registered Office. Escalated matters receive immediate attention from senior management to ensure impartiality and prompt resolution. Regular reviews of the grievance mechanism allow for continuous improvement.

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	39.89%	21.43%
Directly sourced within India	99.92%	100.00%

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	15.38%	17.67%
Semi-urban	0%	0%
Urban	3.31%	3.30%
Metropolitan	81.31%	79.02%

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:

Nesco aims to consistently enhance customer satisfaction by delivering value through its range of products and services. Customer feedback, received via diverse channels such as letters, emails, phone calls, messages, and meetings, is meticulously addressed. Complaints are categorised as operational or contractual and then directed to the respective departments for resolution. These issues are promptly managed by the relevant client-facing teams within defined timeframes as the initial step in addressing concerns. Any unresolved issues or situations requiring managerial intervention are promptly escalated to the Business Unit ("BU") heads for further review and action, or to management if urgent decisions or permissions are necessary for swift resolution. Additionally, proactive measures include periodic customer meetings to identify and address challenges promptly. The Company also employs customer feedback forms and surveys across various service/product parameters to gauge satisfaction levels and implement targeted strategies for improvement. Nesco has in place a Stakeholder Grievances Management mechanism which is made available to all its stakeholders and the same is uploaded on the website at <https://www.nesco.in/resources/images/pdf/policies-on-brsr/Grievance-Management-System.pdf>

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

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	7.44%
Safe and responsible usage	7.44%
Recycling and/or safe disposal	7.44%

Note: This indicator applies only for Nesco's Indabrator business and the products include instruction manuals related to safe usage and relevant environmental information. Other Nesco businesses are services and hence packaging and labelling are inapplicable. In general, the Company ensures signages and infrastructure on its services business premises to enable recycling and safe disposal of waste.

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

Particulars	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	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	NA*	NA*	NA*	NA*	NA*	NA*
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

*Nesco's activities do not fall within the provisions of the Essential Services Maintenance Act (ESMA).

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	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, Nesco has a policy and a framework for addressing cyber security and data privacy risks. This Policy is shared with employees via the HRMS and key features and compliance expectations are shared with the Company's vendors when they access its IT infrastructure. The data accessible to the Company is limited to that of its employees and operational interactions with customers, suppliers, and other stakeholders (IT Park tenant employees access card data). Nesco ensures appropriate adherence to cyber security and data privacy norms. These include addressing user registration, user authentication, access management, and network access control which are augmented with the appropriate hardware and software-based IT security measures.

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:

No corrective actions were necessary for the aforementioned issues as no breaches occurred during the reporting period.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches – No data breaches were reported in FY 2023-24.
- b. Percentage of data breaches involving personally identifiable information of customers – No data breaches involving customer information were reported in FY 2023-24.
- c. Impact, if any, of the data breaches – No such impact was registered, as there were no data breaches in the reporting period.