



ಹಿಂದೂಸ್ತಾನ್ ಏರೋನಾಟಿಕ್ಸ್ ಲಿಮಿಟೆಡ್
ಪ್ರಧಾನ ಕಛೇರಿ
ಹಿಂದುಸ್ತಾನ್ ಏರೋನಾಟಿಕ್ಸ್ ಲಿಮಿಟೆಡ್
ಮುಖ್ಯಾಲಯ
HINDUSTAN AERONAUTICS LIMITED
CORPORATE OFFICE

CO/SEC/4(7)/2022-23/ BSE & NSE Filing/38

29th July, 2022

BSE Limited Listing Department Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001	National Stock Exchange of India Ltd Listing Department Exchange Plaza, 5 th Floor, Plot No C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai – 400051
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Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Report

Ref: BSE Scrip Code: 541154, NSE Symbol: HAL

Pursuant to NSE email dated 15th July, 2022 and BSE Notice No. 20220715-14 dated 15th July, 2022, Please find attached herewith Business Responsibility and Sustainability Report for the Financial Year 2021-22.

2. This is for information and record, please.

Thanking you,

Yours Faithfully

For Hindustan Aeronautics Ltd

(G V Sessa Reddy)

Company Secretary & Compliance Officer

15/1, ಕಬ್ಬನ್ ರೋಡ್, ಬೆಂಗಳೂರು - 560 001, ಕರ್ನಾಟಕ, ಭಾರತ, 15/1, ಕಬ್ಬನ್ ರೋಡ್, ಬೆಂಗಳೂರು - 560 001, ಕರ್ನಾಟಕ, ಭಾರತ

15/1, Cubbon Road, Bangalore - 560 001, Karnataka, India

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CIN: L35301KA1963GOI001622

www.hal-india.co.in

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L35301KA1963GOI001622
2. Name of the Listed Entity	Hindustan Aeronautics Limited
3. Year of incorporation	16/08/1963
4. Registered office address	15/1, Cubbon Road, Bengaluru - 560001
5. Corporate address	15/1, Cubbon Road, Bengaluru - 560001
6. E-mail	cosec@hal-india.co.in
7. Telephone	080-22320001
8. Website	www.hal-india.co.in
9. Financial year for which reporting is being done	2021-22
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Ltd (BSE) 2. National Stock Exchange of India Ltd (NSE)
11. Paid-up Capital	Rs.334,38,75,000/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri G V Sesa Reddy Executive Director (Company Secretary) Hindustan Aeronautics Limited 15/1, Cubbon Road, Bengaluru – 560 001. Karnataka Phone: (080) 2232 0001, Email: cosec@hal-india.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of Aircraft, Helicopters and its Engines,	31
2.	Service	Overhaul of Aircraft, Helicopters and its Engines	64



15. 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	Manufacture of Aircraft and Helicopters	30301,30302 & 30305	31
2	Repair and Maintenance of Aircraft, Helicopters and Engines	3315	64

III. Operations

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

Location	Number of plants	Number of offices	Total
National	30 (20 Production & 10 R&D)	5	35
International	0	2	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Our product reach cover the entire Indian Territory through our Defence Forces.
International (No. of Countries)	Around 20 Countries

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

Approx. 1% of the total turnover

c. A brief on types of customers

HAL supplies to both national and international customers catering to the Defence as well as Civil operations. However majority of the company's supplies are for the Indian Defence Services namely Indian Air Force (IAF), Indian Navy (IN), Indian Army (IA) and Indian Coast Guard (ICG).

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	24375	22218	91.15	2157	8.85
2.	Other than Permanent (E)	1037	990	95.47	47	4.53
3.	Total employees (D + E)	25412	23208	91.32	2204	8.67
WORKERS						
4.	Permanent (F)	16695	15309	91.70	1386	8.30
5.	Other than Permanent (G)	934	900	96.36	34	3.64
6.	Total workers (F + G)	17629	16209	91.94	1420	8.05

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	585	534	91.28	51	8.72
2.	Other than Permanent (E)	15	14	93.33	1	6.67
3.	Total differently abled employees (D + E)	600	548	91.33	52	8.67
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	437	395	90.39	42	9.61
5.	Other than permanent (G)	15	14	93.33	1	6.67
6.	Total differently abled workers (F + G)	452	409	90.49	43	9.51

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29
Key Management Personnel	5	Nil	N.A.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.18	0.06	0.24	0.13	0.09	0.22	0.22	0.09	0.31
Permanent Workers	0.01	0.04	0.05	0.04	0.06	0.1	0.05	0.08	0.13

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

21. (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	BAeHAL Software Ltd.	Joint Venture	49	NO
2	Indo Russian Aviation Ltd.	Joint Venture	48	NO
3	Safran HAL Aircraft Engines Pvt. Ltd.	Joint Venture	50	NO
4	Samtel HAL Display System Ltd.	Joint Venture	40	NO
5	HAL-Edgewood Technologies Pvt. Ltd.	Joint Venture	50	NO
6	HALBIT Avionics Pvt. Ltd.	Joint Venture	50	NO
7	Infotech HAL Ltd.	Joint Venture	50	NO
8	HATSOFF Helicopter Training Pvt. Ltd.	Joint Venture	50	NO
9	TATA-HAL Technologies Ltd.	Joint Venture	50	NO
10	International Aerospace Manufacturing Pvt. Ltd.	Joint Venture	50	NO



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)
11	Multi-Role Transport Aircraft Ltd.	Joint Venture	50	NO
12	Aerospace & Aviation Sector Skill Council (AASSC)	Joint Venture	50	NO
13	Helicopter Engines MRO Private Ltd.	Joint Venture	50	NO
14	Defence Innovation Organisation	Joint Venture	50	NO
15	Indo Russian Helicopters Limited	Subsidiary	50.5	NO
16	Naini Aerospace Limited	Subsidiary	100	NO

VI. CSR Details

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

(ii) Turnover (in ₹) 24,36,166 Lakh

(iii) Net worth (in ₹) 19,26,400 Lakh

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Centralised Public Grievance Redress and Monitoring System (CPGRAMS) under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms & Public Grievances	221	Nil	Nil	162	Nil	Nil
Investors (other than shareholders)	NA	NIL	NIL	--	NIL	NIL	--
Shareholders	Yes*	195	0	--	237	20	--

Employees and workers	Yes (Service related matters)	Nil	Nil	-	Nil	Nil	-
Customers	Yes**	142#	-	-	126#	-	-
Value Chain Partners	Yes	17	NIL	-	17	NIL	-
Other (please specify)	--	--	--	--	--	--	--

* The Company has Stakeholder Relationship Committee to redress the complaints received from the shareholders as per SEBI Listing Regulations. Hence, there is no web link

**HAL deals with Defence Customers and therefore all the communication are through confidential mode as per the requirement of Customer. So there is no web link.

The issues have been deliberated in structured meeting with Customers and have been attended.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Footprint -Water management	Risk	Water scarcity can impair the company's operations and disrupt business.	Employee education on saving water, more efficient use of water in campuses, Rain water harvesting, recycling of waste water.	Negative
2	Environmental Footprint -Waste management	Risk	Inadvertent non-compliance to existing and emerging regulations around recycling can result in economic penalties and reputation damage.	Reduction in waste generation, maximization of recycling and reuse.	Negative
3	Social Responsibility – Alignment with Local Communities	Risk	The business must be rooted in community and be aligned with the community's larger interests. Any adversarial relationship can hurt the company's ability to create longer term value.	Fostering local communities, job creation, skill development, supporting local relief efforts where required in times of crisis and paying taxes	Negative
		Opportunity	As per CSR Policy, the Company undertakes all CSR activities, within 50 Km radius from the Divisions / Complexes where it operates.		Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Corporate Governance – Board composition	Risk	HAL being a CPSE, the appointment of Directors are made by Govt. of India and the Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act/ Rules / Regulations, to comply the same.		Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions

P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9

Policy and management processes

1.	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Policies of the Company are available at www.hal-india.co.in/ Investors/ Codes and Policies							
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • HAL follows SEBI regulations and Guidelines on Corporate Governance for CPSEs issued by DPE ensuring ethical, transparent and accountable business conduct among others. • HAL Divisions are certified to ISO 14001-2015 Environment Management System and ISO 45001-2018 OHSMS (Occupational Health and Safety Monitoring System) and follows required operational standards accordingly. • HAL products are CEMILAC, DGAQA, DGCA certified as applicable ensuring safe products to our customers. 							

Disclosure Questions

P P P P P P P P P
1 2 3 4 5 6 7 8 9

- HAL is a member of industrial bodies like FICCI, CII, SCOPE, ASSOCHAM etc and hence works closely with the industry community.
- HAL believes in inclusive growth and has been instrumental in developing an aerospace and defence manufacturing ecosystem in the country through engaging with Indian Private industries including MSMEs, procurement through GeM portal, making available the opportunities for indigenization and Make in India through Srijan portal, and other initiatives for supporting Indian Industry.
- Customer satisfaction is part of our laid down value system wherein we become partners in fulfilling our customer mission. We constantly engage with our customers. For instance, in case of our major customers, Defence Services, we have customer representative positioned at forward bases, fleet recovery meetings, AFCC, JFIG, PRM etc. wherein we discuss areas of improvements, issue resolution etc and take necessary actions.

5. Specific commitments, goals and targets set by the entity with defined timelines, if any. Continuous upgrade and timely renewal of certifications are ensured wherever applicable.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. Not applicable as we ensure timely and continuous upgrade of systems and certifications wherever applicable

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 Company being a Defense Aerospace Company, its products are tested at various level with many flights trials causing burning of heavy aviation fuel, which has impact on environment.

We aim to create a sustainable future through environment conservation activities for the community. All emissions and waste generated is monitored as prescribed by the Pollution Control Boards. The Company is also actively promoting socio-economic rejuvenation through targeted CSR activities such as healthcare including combating against COVID-19, Skill Development for Employment Enhancement & Self Employment, Education, Sanitation, Drinking Water, River Rejuvenation, Environment Sustainability and Sports Development etc.

HAL being a CPSE, the appointment of Directors are made by Govt. of India and the Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act / Rules / Regulations, to comply the same.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). Director (Human Resources)
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, Management Committee (MC)



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Director (HR)									As and when required.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Complied except with respect to composition of the Board of Directors & constitution of its Committee under SEBI (LODR) Regulations, due to non-appointment of Independent Directors. Since, the Company is a CPSE, the appointment of directors has to be made by the concerned Administrative Ministry. Hence, the matter has been referred to the MoD for filling up the post and the same is pending with MoD/DPE.									As and when required								

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

As the Company has formulated policies based on all the nine Principles, hence, Not Applicable.

SECTION C: PRINCIPLE- WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1:

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

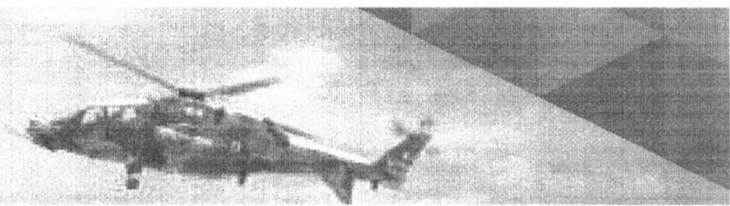
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Orientation Programme for Capacity building of newly appointed Non Official (Independent) Director of CPSE's in association with DPE & ICAI	14%
Key Managerial Personnel	Nil	--	--
Employees other than BoD and KMPs	132	(i) Training / Awareness Programs pertaining to wellness of the employees, CDA, safety, environment & sustainability, etc.	28.6%
Workers		(ii) These Training / Awareness Programs will enable the employees to acquire the knowledge / skills for enhancement of their capabilities.	29.5%

Note: % of Persons (Employees and Workers) include those who have attended the training and awareness programs more than once.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
NGRBC Principle	Name of the regulatory / enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)	
Penalty/ Fine	NIL	-	-	-	
Settlement	NIL	-	-	-	
Compounding fee	NIL	-	-	-	
Non-Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)		
Imprisonment	NIL	-	-		
Punishment	NIL	-	-		



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

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

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

Yes, The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behaviour. Towards this end, the Company has adopted the Code of Conduct, which lays down the principles and standards that should govern the actions of the Company and its employees. Accordingly, Whistle Blower Policy has been formulated in the Company with a view to provide a mechanism for employees of the Company for any potential violation of the code, to approach the Chairman of the Audit Committee / Director (HR) / Head of Systems Audit of the Company.

Web link of the policy is <https://hal-india.co.in/Common/Uploads/DMS/Whistle%20Blower%20Policy.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:

	FY 2021-22	FY 2020-21
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

Not Applicable as there is no fines / penalties / action taken by any regulators/ law enforcement authority during the financial year.



PRINCIPLE 2 :

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	FY 2021-22	FY 2020-21	Details of improvements in environmental and social impacts
R&D	Nil	₹Nil	<ul style="list-style-type: none"> No specific input with respect to products as HAL products are for use in strategic/national security applications and are developed and certified according to customer specifications.
CAPEX	0.72 % (₹ 1069 Lakhs)	0.07 % (₹ 88.84 Lakhs)	<ul style="list-style-type: none"> Improvement in processes are taken care in-line with ISO 14001 EMS standards and HAL Divisions are certified accordingly. HAL has made investments towards installation of energy efficient Temperature & Humidity Chamber and Thermal Shock Chamber with improved GHG(Green House Gas) value , Sand Washing Facility to reclaim sand from burnt sand, Effluent Treatment plant with Zero Liquid Discharge (ZLD) System, Fume Extractors, chillers / Air Conditioners, LED lights etc, which are helping in conservation of natural resources and environment. HAL has also adopted Eco-Friendly Painting Process as per global standard (DEF STAN 80-161/2). HAL disposes used oil, e-waste and Hazardous waste such as ETP Sludge, Paint Sludge, Waste water soluble coolant, Used Grease, Oil soaked cotton waste through KSPCB authorised agencies, thus helping in conservation of environment.

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

No.

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

61%. Though such stipulations are not there in our procurement as of now, many of our suppliers are already adopting such standard. Hence the above number.

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

The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the company. Hence company is not in a position to reclaim the products. However, HAL has a defined process in place for reuse, recycle and safe end-of-life disposal for the products used in its operations.

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

Not Applicable

(The main products of the Company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the Company.)



PRINCIPLE 3 :

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance #		Maternity Benefits \$		Paternity Benefits \$		Day Care Facilities \$	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	22218		21829	98.25%	NA	-	698	3.14%	NA	-	
Female	2157	Ref Note. (i)	1991	92.30%	87	4.03%	NA	-	21	0.97%	
Total	24375		23820	97.72%	87	4.03%	698	3.14%	21	0.97%	
Other than Permanent Employees											
Male	990		808	81.62%	NA	-	0	0%	NA	-	
Female	47	Ref. Note (ii)	26	55.32%	0	-	NA	-	Nil	0%	
Total	1037		834	80.42%	0	0%	0	0%	Nil	0%	

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance #		Maternity Benefits \$		Paternity Benefits \$		Day Care Facilities \$	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	15309		15237	99.53%	NA	-	523	3.42%	NA	-	
Female	1386	Ref. Note (i)	1315	94.88%	65	4.69%	NA	-	16	1.15%	
Total	16695		16552	99.14%	65	4.69%	523	3.42%	16	1.15%	
Other than Permanent Workers											
Male	900		808	89.78%	NA	-	0	0%	NA	-	
Female	34	Ref. Note (ii)	26	76.47%	0	0%	NA	-	Nil	0%	
Total	934		834	89.29%	0	0%	0	0%	Nil	0%	

Notes (for 1 (a) & (b):

- (i) Medical needs of permanent employees / workers have been taken care by Company Industrial Health Centers (IHC) set up in the Divisions / Offices. In case of specialized treatment, employees / workers are referred to empaneled Hospitals. Since medical needs of the permanent employees / workers have been taken care by the Company, no separate Health Insurance is taken.
- (ii) In respect of other than permanent workers (a) Management Trainees / Design Trainees : Medical facilities extended as at (i) above; (b) Tenure based : a lumpsum amount is paid every month to take care of the Medical needs and emergency care at Industrial Health Centers. Hence, no separate medical insurance is taken.

Purely voluntary basis and premium is borne by the employees.

§ Nos. actually availed the facilities during the year have been indicated. Day Care facility was closed during the year at most of the Divisions on account of Covid 19 pandemic. Hence, the number availed is comparatively less.

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

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	Nil	Nil	NA	Nil	Nil	NA
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes

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

Yes, the web links to the policy is <https://hal-india.co.in/Common/Uploads/DMS/Equal%20Opportunity%20Policy%20for%20PWDs.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers / Other than Permanent Workers	Yes. Three Stage Grievance Procedure i.r. of Workmen exists in the Company. Upon exhausting all the 3 Stages, option is available to the Workmen for making petition to the General Manager if not satisfied with the decision of the Grievance Redressal Committee. Thereafter, if not satisfied with the decision of the General Manager, option for preferring Appeal to the CEO/Director concerned through the Recognized Union also exists wherein the decision of the CEO/Director will be final.



Employees /
Other than Permanent Employees

Yes. In addition to the Grievance Procedure i.r.of Workmen as above, there also exists Grievance Procedure i.r.of Officers (upto Gr. VI) as indicated below:

- (i) Representing to the Dept. Head in the 1st Stage.
- (ii) Thereafter, representing to the Grievance Redressal Committee, wherein, based on the recommendations of the Committee, General Manager would communicate his decision.
- (iii) In exceptional cases, if not satisfied with the decision of the General Manager, the Officer concerned may Appeal to the CEO / Director concerned, whose decision shall be final and binding on aggrieved Officer.

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

Category	FY 2021-22			FY 2020-21		
	Total Employees / Workers in respective category (A)	No. of Employees / Workers respective category, who are part of Association(s) (B)	% (B/A)	Total Employees / Workers in respective category (C)	No. of Employees / Workers respective category, who are part of Association(s) (D)	% (D/C)
Total Permanent Employees	24375	23681	97.15%	25435	24686	97.06%
Male	22218	21583	97.14%	23225	22577	97.21%
Female	2157	2098	97.26%	2210	2109	95.43%
Total Permanent Workers	16695	16128	96.60%	17472	16934	96.92%
Male	15309	14779	96.54%	16061	15585	97.04%
Female	1386	1349	97.33%	1411	1349	95.61%

8. Details of training given to employees and workers:

Category	FY 2021-22				FY 2020-21					
	Total (A)	On Health & Safety Measures		On Skill upgradation		Total (D)	On Health & Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	22218	5007	22.54%	10969	49.37%	23225	1375	5.68%	7840	33.76%
Female	2157	375	17.39%	1542	71.49%	2210	313	13.95%	863	39.05%
Total	24375	5382	22.08%	12511	51.33%	25435	1688	6.39%	8703	34.22%
Workers										
Male	15309	3466	22.64%	3165	20.67%	16061	1577	9.27%	5572	34.69%
Female	1386	301	21.72%	558	40.26%	1411	272	18.82%	537	38.06%
Total	16695	3767	22.56%	3723	22.30%	17472	1849	10.01%	6109	34.96%

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	6861	5490	80.02	8049	5411	67.23
Female	760	614	80.79	890	615	69.10
Total	7621	6104	80.09	8939	6026	67.41
Workers						
Male	15309	Not Applicable		16061	Not Applicable	
Female	1386	Not Applicable		1411	Not Applicable	
Total	16695			17472		

Notes:

- i. The Total Number indicated in column (A) of part-I above (i.e. Employees) refers to PARs (including Probationary, Annual & Split Reports) raised during the Year. With regard to Probationary period, 2 PARs, viz. I & II Probationary PAR are raised in respect of Officers who are on Probation.
- ii. The Company's Policy provides for conduct of Performance Review Board for moderation of Annual PARs. The numbers indicated in column (B) refers to the total number of Annual PARs raised and the Numbers indicated in the Percentage column reflects the percentage against the total number of PARs (i.e. Annual, Probationary & Split PARs together) raised.
- iii. Training needs captured in the PARs in respect of Grade-VII & above Officers are forwarded to HMA by Corporate Office. Similarly, the training needs indicated in the PARs of Grade-VI & below Officers are forwarded by the respective Divisions / Offices to HMA, for designing suitable Training courses.

10. Health and safety management system:

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

Yes. Implementation of Occupation Health & Safety management System is under progress in the Divisions of HAL, wherein the following aspects are covered in the System:

- (i) EHS Policy;
- (ii) Documents like HS Manuals, Operational Control Procedures (OCP), Work Instructions, Emergency Preparedness Plan, etc.;
- (iii) Internal Auditor Training and Audits;
- (iv) Management Review Meeting;
- (v) LCA Tejas, Aircraft & Foundry & Forge Divisions have already implemented the ISO 45001:2018

b. What are the process used to identify Work-related Hazards & Assess Risks on a routine and non-routine basis by the Company?

The Following process are used to identify Work-related Hazards & Assess Risks on a routine and non-routine basis by the Company:

- (i) Hazard Identification and Risk Assessment;
- (ii) Aspect and Impact Register;
- (iii) Check List;
- (iv) Safety Inspections / Observations;



(v) Interactions with Employees (daily during walk through).

c. Whether Company have process for Workers to report the work related Hazards & to remove themselves from such risks? (Yes / No)

Yes.

d. Do the Employees / Workers of the Company have access to Non-occupational medical & healthcare services? (Yes / No)

Yes.

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

Safety Incident / Number	Category	FY	FY
		2021-22	2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.67	0.27
	Workmen	0.78	0.48
Total Recordable work-related Injuries	Employees	31	11
	Workmen	17	7
No. of Fatalities	Employees	0	0
	Workmen	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	1
	Workmen	1	1

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

The following measures taken by the entity to ensure a safe and healthy work place

- (i) Provisions of adequate Ventilations, Lighting, Machine Guards and Exhaust Systems at workplace;
- (ii) Provisions of Drinking Water, Rest Rooms and establishment of First Aid Center;
- (iii) Provisions of Personal Protective Equipment;
- (iv) Awareness created through display of signage, precautionary boards and trainings on Fire, Safety, Health & First Aid.
- (v) Implementation of work permit systems like Height Work, Hot Work;
- (vi) Implementation of OSHMS & EMS in the Divisions;
- (vii) Periodical Health Check-up of Employees;
- (viii) Celebration of Safety Day by displaying safety banners, distribution of safety badges, taking safety pledge and displaying safety awareness posters, etc.

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

	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

% of Divisions / Offices that were assessed (by Entity or Statutory Authorities or Third Parties)

Health and safety practices	44.83%
Working Conditions	

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

The following corrective action taken or underway to address safety-related incidents:

- (i) SoP's were being displayed in the workplace & educated the employees;
- (ii) Organized Safety training programs to create the awareness on safety;
- (iii) Employees have been advised to wear the PPE's in the workplace;
- (iv) Work instructions & Safe Work Practices were made & readily available.
- (v) Safety Inspection and Accident Investigations are being carried out on regular basis;
- (vi) Job Safety Analysis, Safety Inspections & Audit Techniques were used for hazard identifications;
- (vii) Safety Audit shall be conducted as recommended by Govt. Authorities.

Leadership Indicators

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

(A) Employees (Y/N) – Yes.

(B) Workers (Y/N) – Yes.

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

Inputs w.r.to engagement of Contract Labour and other Contracts handled by HR:

The Bills of the Contractor are cleared after ensuring remittance of statutory dues to the concerned authorities by verifying deposit / remittance Challans submitted along with Bills.

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

	Total No. of affected Employees / Workers		No. of Employees / Workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	Nil	Nil	Nil	Nil
Workmen	Nil	Nil	Nil	Nil

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

No



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 has robust system for identification of key stakeholders. Stakeholder engagement at HAL is an ongoing process wherein the Company interacts with its stakeholders at different levels to understand and address their expectations and collaborates with them for creating shared value. The Company has built a constructive relationship with all its stakeholders based on mutual trust, transparency, ethics and accountability. Continuous two-way dialogue process with stakeholders along with their feedbacks on various issues concerning the company's operations has enabled us to establish sustainable relationships with the stakeholders. Apart from Customers, Suppliers, Employees, Shareholders, Government, Regulatory & Statutory Bodies, Auditors, Bankers, Collaborators and JV Partners, all community members within 50 Kms radius from the location of the plant / Divisions of the Company are considered as key stakeholder of the Company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Letters, Meeting	Monthly, Quarterly, Half Yearly	Sorting out Technical & Logistic Issues
Shareholders	No	Website, Email, Letters, Meetings, Newspaper Publications, Annual Reports,	As and when required	Shareholders meeting and Resolution of grievance,
Employees	No	E-Newsletter	Monthly, Occasionally Fortnightly	Weekly and Information on Company activities
Vendors / Suppliers	No	Website, Emails HAL e-Portal	Against specific Tender Monthly, Quarterly Yearly Against specific Tender	Tender are hosted in Website. Summary report of Order Placed Nomination Procurement Procurement Plan for the interest of MSE vendors Open Tender available for Participating.
Industry bodies, Regulators	No	Email, Letters, Meeting	As and when required	Ensure 100% compliance to all local laws
Governments; NGOs; local communities; media, industry analysts, society at large	No	As needed: Governance RFIs/RFPs; presentations; project meetings; reviews; due diligence; calls and meetings; conferences and seminars; surveys; press releases; press conferences; media interviews and quotes; sponsored events, Analyst Days	Monthly, Quarterly, Half Yearly	<ul style="list-style-type: none"> Communicate HAL performance and strategy; Share and contribute to insight into public and business concerns; Discuss HAL response to responsible business issues.

PRINCIPLE 5:

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Employee (Officers + Workmen)						
Permanent	24375	305	1.20%	25435	53	0.20%
Other than permanent	1037			997		
Total Employees	25412	305	1.20%	26432	53	0.20%
Workers (Workmen)						
Permanent	16695	241	1.36%	17472	16	0.09%
Other than permanent	934			994		
Total Workers	17629	241	1.36%	18466	16	0.09%

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

Category	FY 2021-22					FY 2020-21				
	Total No. (A)	Equal Minimum Wage		More than Minimum Wage		Total No. (D)	Equal Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	24375	-	-	24375	100%	25435	-	-	25435	100%
Male	22218	-	-	22218	100%	23225	-	-	23225	100%
Female	2157	-	-	2157	100%	2210	-	-	2210	100%
Other than Permanent	1037	-	-	1037	100%	997	-	-	997	100%
Male	990	-	-	990	100%	963	-	-	963	100%
Female	47	-	-	47	100%	34	-	-	34	100%
Workers										
Permanent	16695	-	-	16695	100%	17472	-	-	17472	100%
Male	15309	-	-	15309	100%	16061	-	-	16061	100%
Female	1386	-	-	1386	100%	1411	-	-	1411	100%
Other than Permanent	934	-	-	934	100%	994	-	-	994	100%
Male	900	-	-	900	100%	960	-	-	960	100%
Female	34	-	-	34	100%	34	-	-	34	100%



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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (In ₹)	Number	Median remuneration / salary / wages of respective category (In ₹)
(a) Board of Directors (BoD)				
Functional Directors	4	60,40,959	0	NA
Govt. Nominee Director	1	Nil	1	Nil
Independent Director	0	NA	1	1,65,000
(b) Key Managerial Personnel	5	60,28,313	0	NA
(c) Employees other than BoD and KMP	23,203	14,72,521	2,204	14,65,543
(d) Workers	16,209	10,75,738	1,420	10,65,749

Note:

- Board of Directors and KMPs as on 31.03.2022 has been considered. Median salary arrived based on Salary & perquisite as per Section 17(1) & 17(2) of the Income Tax Act, 1961 for the year 2021-22.
- Key Managerial Personnel includes 4 Functional Directors and Company Secretary.
- Remuneration details of Board of Directors and KMPs are as covered under Corporate Governance Report, which is part of the Annual Report 2021-22.
- Government Nominee Directors does not receive any remuneration from the Company.
- Independent Director receives the sitting fees for attending the meeting of Board and its committees.

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

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

No separate mechanism exists in the Company for Redressal of Human Rights Issues. However, there exists Grievance Redressal Procedure for resolving employee's grievances on service related matters.

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

	FY 2021-22			FY 2020-21		
	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	1	0	-	5	4	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

It is ensured that no work related adverse consequences are meted out to the Complainant by placing the Complainant & Respondent in different work places, in case both were in the same work place. Moreover, the Complainant is encouraged to report any such incidences to the higher authorities for appropriate action.

8. Do human rights requirements form part of your business agreements and contracts?

Yes

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

PRINCIPLE 6:

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

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

Parameter	FY 2021-22	FY 2020-21
Total electricity consumption (A)	805630 Giga Joules	799740 Giga Joules
Total fuel consumption (B)	492514 Giga Joules	477958 Giga Joules
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	1298144 Giga Joules	1277698 Giga Joules
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	53.29 GJ/₹Cr	56.78 GJ/₹Cr

Note: a) 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

b) The energy from fuels has been derived based on conversion factors in Table 1.2 of 2006 IPCC Guidelines for National Green House Gas Inventories.

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.

No



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

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	2111806	2110205
(ii) Groundwater	900832	899057
(iii) Third party water	8536352	9333431
(iv) Seawater / desalinated water	0	0
(v) Others	400	295
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11549390	12342988
Total volume of water consumption (in kilolitres)	11549390	12342988
Water intensity per rupee of turnover (Water consumed / turnover)	474.08 KL/₹Cr	548.55 KL/₹Cr

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

2) Data includes consumption of HALTownship

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

Yes. STPs and ETPs have been installed at all our production locations for treating waste water/effluent. The treated water is used for gardening and other non-potable uses.

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

Parameter	Please specify unit	FY 2021-22	FY 2020-21
NOx	Metric Tonnes	33.71	58.43
SOx	Metric Tonnes	11.76	24.80
Particulate matter (PM)	Metric Tonnes	104.27	117.44
Others – (CO, Acid mist, alkali mist)	Metric Tonnes	26.96	26.60

Note: a) 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

b) The figures indicated are based on annual average emission concentrations.

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
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	34888	33851
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	105578	105047
Total Scope 1 and Scope 2 emissions per rupee of turnover		5.77 Tons/₹Cr	6.17 Tons/₹Cr

Note: a) Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? NO

b) The Scope 1 emissions from fuel use have been derived based on conversion factors in Table 2.3 of 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

c) The Scope 2 emissions from electricity use have been derived based on conversion factor published by Central Electricity Authority for FY 2020-21.

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

Yes, during FY 21-22, 2.56 MW capacity solar power plants have been commissioned at our location in Hyderabad. HAL has commissioned a cumulative capacity of 48.25 MW capacity wind & solar power plants for captive consumption which has reduced the dependence on grid electricity and thereby avoiding GHG emissions. In FY21-22, around 40% of the electricity needs have been met from captive wind & solar power plants.

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

Parameter	FY 2021-22	FY 2020-21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	77.41	80.60
E-waste (B)	22.67	50.50
Bio-medical waste (C)	32.94	26.93
Construction and demolition waste (D)	2621.15	2805.49
Battery waste (E)	26.96	31.66
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)		
i.Used oil/Coolant(in KL)	513.24	543.34
ii.Waste containing oil	6.38	6.08
iii.ETP/Paint/Magnesium sludge	41.95	38.27
iv.Spent hardening salt/grease/chemicals	4.95	27.80
v.Others	49.33	42.44
Sub-total(G)	617.00	657.88
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
i.Metal scrap	451.40	379.30
ii.Non-metal scrap	50.10	48.00
iii. Mixed waste	741.00	777.19
Sub-total(H)	1242.50	1204.49
Total (A+B + C + D + E + F + G + H)	4640.63	4857.55



For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

	FY 2021-22	FY 2020-21
Category of waste (Construction and demolition Waste)		
(i) Recycled	0	0
(ii) Re-used	100	10
(iii) Other recovery operations	0	0
Total	100	10

Category of waste (Other Non-Hazardous waste)		
(i) Recycled	130.32	117.65
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	130.32	117.65

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

	FY 2021-22	FY 2020-21
Category of waste (Plastic Waste)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	80.10	76.51
Total	80.10	76.51

Category of waste (E-waste)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	10.46	47.80
Total	10.46	47.80

Category of waste (Bio-medical waste)		
(i) Incineration	0.34	0.29
(ii) Landfilling	0	0
(iii) Other disposal operations	32.60	26.66
Total	32.94	26.95

Category of waste (Construction and demolition Waste)		
(i) Incineration	0	0
(ii) Landfilling	801.15	2785.49
(iii) Other disposal operations	320.00	10.00
Total	1121.15	2795.49

Category of waste (Battery waste)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	23.56	30.76
Total	23.56	30.76

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

	FY 2021-22	FY 2020-21
Category of waste (Other Hazardous waste)		
(i) Incineration	53.59	54.90
(ii) Landfilling	20.61	28.15
(iii) Other disposal operations	439.29	373.57
Total	513.49	456.62
Category of waste (Other Non-Hazardous waste)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	20353.38	3761.24
Total	20353.38	3761.24

Note: 1) Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

2) Disposal quantities are more as certain quantity was generated in previous financial year and disposed in current financial year.

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

Divisions at different locations viz., Bangalore, Nasik, Koraput, Hyderabad, Lucknow, Kanpur, Korwa, Kasaragod and Barrackpore have taken various measures towards Environment Protection & Conservation, governed by various Acts & Rules like the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, Solid Waste Management Rules, 2016, Air Prevention and Control of Pollution Act (1981), Environment (Protection) Act, 1986, Water Act 1974 (Prevention and Control of Pollution), etc. All the Divisions are ISO 14001 certified and comply with the rules prescribed by respective State Pollution Control Boards. All emissions and waste generation is monitored as prescribed by the Pollution Control Boards.

Solid Waste Management: Municipal Solid Waste (MSW) is generated from Townships and Factories. Segregation of MSW at source is being implemented in Townships (Wet, Dry, Garden, Sanitary and Rejects). In Factories, Wet, Dry and Garden waste are segregated. Through the process of Vermi-Composting, the Bio-degradable waste comprising of domestic waste and horticulture waste is being converted to manure. For better utilization of biodegradable waste generated from HAL Estates, the Company has installed Solid Waste Management Units like Organic Waste Converters and Bio Gas Plants at select places. At Bangalore, 1.5 Tons per day capacity bio-gas plants are installed.

Hazardous Waste Management: Divisions which use and generate hazardous effluents such as chrome, acid/alkali, cyanide etc. are having independent Effluent Treatment Plants (ETPs) for treatment. Effluent samples after treatment are periodically checked in the Laboratories. The sludge from the ETPs is disposed through Agencies authorized by Pollution Control Boards. The waste water discharged from the ETPs is tested and further treated in Sewage Treatment Plants (STPs) if meeting the norms. The water processed in the STPs is being used for horticulture purposes within the Divisions and no waste water is discharged to the public areas. The sludge generated from the STPs is converted into manure and reused.

e-Waste Management: The Company, as part of its operations, generates e-waste from old Electrical and Electronics Systems such as LRUs, Avionics Control / Test Systems, Electronics Items in Plant & Machinery, Computer Systems (IT) and Communication Systems, which needs to be disposed after their life expiry or damage. Apart from production activities, e-waste is also generated in Townships which is segregated and collected at source. The e-waste generated & collected is stored in designated areas (under cover) and auctioned through with MSTC Limited (Central PSU) for disposal through authorized Dismantlers / Recyclers / Refurbishers.

Waste Oil Management: Waste Oil produced during maintenance / overhauling of equipment, vehicles and machinery is collected at source in leak proof containers. The same is stored safely in demarcated areas inside salvage yards and handed over to recyclers authorized by the respective Pollution Control Boards, through MSTC.



Other Initiatives: Most of the Divisions have taken initiatives towards banning of Plastics Bags / Articles and declaring 'No-Plastics' Zones. The Non bio-degradable waste like polythene etc., is being collected and sent to recycling Agencies, as per Rules.

At Bangalore, the Company has taken an initiative towards recycling and reusing the waste paper generated from various offices of HAL, Bangalore by setting up a Waste Paper Recycling Unit (75kg / day). Various products made from the unit include Writing Pads, Visiting Cards, Bags, Files, Folders, etc.

10. 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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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HAL does not have any operations/offices in/around ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable

12. 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). –Yes

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22	FY 2020-21
From renewable sources		
Total electricity consumption (A)	324514 Giga Joules	321043 Giga Joules
Total fuel consumption (B)	64 Giga Joules	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	324578 Giga Joules	321043 Giga Joules

Parameter	FY 2021-22	FY 2020-21
From non-renewable sources		
Total electricity consumption (D)	481116 Giga Joules	478696 Giga Joules
Total fuel consumption (E)	492450 Giga Joules	477958 Giga Joules
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	973566 Giga Joules	956654 Giga Joules

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.

PRINCIPLE 7:

BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

The Company has taken Corporate Membership with four (4) Nos. of trade and industry chambers / associations:

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	The Associated Chambers of Commerce & Industry of India (ASSOCHAM India)	National
3	Confederation of Indian Industry (CII)	National
4	Engineering Export Promotion Council India (EETPC)	National

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

Name of authority	Brief of the case	Corrective action taken
NIL		

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 Web link
NIL					



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

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NIL						

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

Complain can be received through Public Grievance Portal (PG Portal).

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

	FY 2021-22	FY 2020-21
Directly sourced from MSMEs/ small producers	43.96%	31.74%
Sourced directly from within the district and neighbouring districts	NA	NA

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Odisha	Koraput	₹1430.52 Lakhs

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

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

Social Category (SC/ST) and Companies owned by Women.

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

% Procurement Social Category (SC/ST) Entrepreneurs: For year 20-21: 0.50%, Year 21-22: 0.48%

% Procurement from Women Entrepreneurs : For year 20-21: 1.44%, Year 21-22: 3.54%

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

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	NIL	NA		

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

Name of authority	Brief of the Case	Corrective action taken
	Nil	

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.

Defence forces have a well-established, structured and periodic meetings for raising issues. Same is being followed and compiled by the Company. These documents are treated as confidential by Defence forces.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Hence Not Applicable
Safe and responsible usage	100
Recycling and/or safe disposal	The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the company. Hence not applicable.

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

	FY 2021-22		Remarks	FY 2020-21		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		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential services	142 [#]	-		126 [#]	-	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	Nil	Nil		Nil	Nil	

The issues have been deliberated in structured meeting with Customers and have been attended

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

	Number	Reason for recall
Voluntary Recalls	NIL	NA
Forced Recalls	NIL	NA

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

Yes, Cyber Security Policy is hosted at https://hal-india.co.in/Common/Uploads/PDFS/Cyber_Security_Policy.pdf

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.

HAL's customers being the defence forces, the information is confidential.