



Core #1, Scope Complex, 7, Institutional Area, Lodi Road, New Delhi -110003.
Phone No:24362200; 24361889 Email: akmisra@mmtclimited.com
Website : www.mmtclimited.com CIN: L51909DL1963GOI004033

11th September, 2023

National Stock Exchange of India Ltd.
Exchange Plaza, C-1, Block G
Bandra Kurla Complex
Mumbai-400 051

BSE Limited
PJ Towers
Mumbai-400 051

BSE SCRIP CODE- 513377

NSE SCRIP CODE- MMTC

Sub: **Business Responsibility and Sustainability Report for the financial year 2022-23.**

Business Responsibility and Sustainability Report of the Company for the financial year 2022-23, is attached.

This is for your information and records.
Thanking you

Yours faithfully,
For MMTC Limited,
AJAY
KUMAR
MISRA
Digitally signed by
AJAY KUMAR MISRA
Date: 2023.09.11
14:56:54 +05'30'
AK Misra
Company Secretary
Mb No.9958404478



Annexure - IX to Directors' Report

Business Responsibility & Sustainability Reporting Format

Section A: General Disclosures

I. Details of the listed entity

| | |
|--|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity: | L51909DL1963GOI004033 |
| 2. Name of the Listed Entity: | MMTC LIMITED |
| 3. Year of incorporation: | 26-09-1963 |
| 4. Registered office address: | CORE-1 SCOPE COMPLEX7 INSTITUTIONAL AREA LODHI ROAD NEW DELHI DL 110003 IN |
| 5. Corporate address: | CORE-1 SCOPE COMPLEX7 INSTITUTIONAL AREA LODHI ROAD NEW DELHI DL 110003 IN |
| 6. E-mail: | mmtc@mmtclimited.com |
| 7. Telephone: | 011-24362200 |
| 8. Website: | www.mmtclimited.com |
| 9. Financial year for which reporting is being done: | 2022-23 |
| 10. Name of the Stock Exchange(s) where shares are listed: | NSE and BSE |
| 11. Paid-up Capital: | 1500000000 |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: | AJAY Kumar MISRA (Company Secretary & compliance officer). Phone: 9958404478 Email: akmisra@mmtclimited.com |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): | Consolidated |

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 | SALE OF PRECIOUS METAL COMMODITIES. | KG BARS, MEDALLIONS, JEWELLERY | 95.65% |

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 | GOLD (DTA) | 0 | 22.81% |
| 2 | SILVER ALLOYED IN KG | 0 | 0.42% |
| 3 | GOLD (BAR/MEDALLION) | 0 | 9.34% |
| 4 | SANCHI, SILVER MEDALLIONS & SILVER | 0 | 6.01% |

| JEWELLERY | | | |
|-----------|-----------------|---|--------|
| 5 | GOLD JEWELLERY | 0 | 0.33% |
| 6 | GOLD GMS SCHEME | 0 | 57.15% |

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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 | 0 | 11 | 11 |
| International | 0 | 1 | 1 |

17. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|-------------|
| National (No. of States) | 10 States |
| International (No. of Countries) | 1 Countries |

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

0%

c. A brief on types of customers:

GOVT DEPARTMENTS= 3%, PSU = 11%, PVT PARTIES = 86%

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) | 522 | 415 | 79.50% | 107 | 20.50% |
| 2 | Other than Permanent Employees (E) | 0 | 0 | 0 | 0 | 0 |
| 3 | Total employees (D + E) | 522 | 415 | 79.50% | 107 | 20.50% |
| Workers | | | | | | |
| 4 | Permanent (F) | 23 | 23 | 100% | 0 | 0 |
| 5 | Other than Permanent Workers (G) | 0 | 0 | 0 | 0 | 0 |
| 6 | Total workers (F + G) | 23 | 23 | 100% | 0 | 0 |



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

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) | 12 | 12 | 100.00% | 0 | 0.00% |
| 2 | Other than Permanent (E) | 0 | 0 | | 0 | 0.00% |
| 3 | Total differently abled employees (D + E) | 12 | 12 | 100.00% | 0 | 0.00% |
| Differently Abled Workers | | | | | | |
| 4 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5 | Other than permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6 | Total differently abled workers (F + G) | 0 | 0 | 0.00% | 0 | 0.00% |

19. Participation/Inclusion/Representation of women

| Particulars | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 7 | 1 | 14.29% |
| Key Management Personnel | 5 | 0 | 0% |

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

| | FY 2022-23 (Turnover rate in current FY) | | | FY 2021-22 (Turnover rate in previous FY) | | | FY 2020-21 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---|--------|--------|--|--------|--------|--|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 13% | 10.83% | 12.56% | 15.58% | 12.41% | 14.96% | 9.31% | 15.95% | 10.69% |
| Permanent Workers | 0% | 0% | 0% | 0% | 4% | 9% | 0% | 0% | 0% |

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 | MMTC Transnational pte. Ltd | Subsidiary | 100% | YES |
| 2 | MMTC PAMP India Pvt. Ltd | Joint Venture | 26% | YES |

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



| 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) |
|--------|---|--|-----------------------------------|--|
| 4 | MMTC Gitanjali Ltd. | Joint Venture | 26% | YES |
| 5 | Free Trade Warehousing Pvt. Ltd | Joint Venture | 50% | YES |
| 6 | Sical Iron Ore Terminal Ltd. | Joint Venture | 26% | YES |



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: YES
(ii) Turnover (₹) 35284800000 (MMTC Consolidated)
(iii) Net worth (₹) 14117600000 (MMTC Consolidated)

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 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|---|---|--|--|---------|--|--|---------|
| | | 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 | No | 0 | 0 | | 0 | 0 | |
| Investors (other than shareholders) | Yes | 0 | 0 | | 0 | 0 | |
| Shareholders | Yes | 0 | 0 | | 0 | 0 | |

| 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 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|---|---|--|--|---------|--|--|---|
| | | 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 |
| Employees and workers | Yes | 22 | 0 | - | 16 | 0 | - |
| Customers | No | 0 | 0 | NA | 7 | 0 | NA |
| Value Chain Partners | No | 0 | 0 | NA | 0 | 0 | NA |
| Other (please specify) | | | | | 18 | 0 | Complaints received from NINL employees and canteen workers |

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) |
|--------|---------------------------|--|--|--|--|
|--------|---------------------------|--|--|--|--|



Our Group's
Overview
●

Innovating for
Sustainability
●

Reporting
Disclosures
●

Statutory and
Financial Results
●

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



Section B: Management and Process Disclosures

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|-----|-----|-----|-----|-----|-----|----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | 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 | | | | | | | | | |

All policies relevant to external stakeholders are available on MMTC's website
Policies specific to principals are.

Our policies are available at:

- <https://www.mmtclimited.com/pages/display/135-code-of-business-conduct>
- <https://www.mmtclimited.com/files/MMTC%20LIMITED%20CSR%20POLICY%20ENG.pdf>
- <https://www.mmtclimited.com/pages/display/361-vigil-mechanism-policy>

| | | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|----|-----|-----|
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----------------------|----|----|----|----|----|----|----|----|----|
|----------------------|----|----|----|----|----|----|----|----|----|

- 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.
- Specific commitments, goals and targets set by the entity with defined timelines, if any.

- Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Governance, leadership and oversight

- 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)
- Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

| | |
|------------|-------|
| DIN Number | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

sion making on sustainability related issues? (Yes / No). If
- Does the entity have a specified Committee of the Board/ Director responsible for deci-

Name _____

Designation _____

Telephone No _____

Email ID _____

Yes, We have CSR and Sustainability Development committee along with risk management committee. Also, Sustainability Vertical directly reports to Director (operations).

The detailed structure can be found at

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



10. Details of Review of NGRBCs by the Company:

Subject for Review Indicate whether review was under-taken by Director / Committee of the Board/ Any other Committee Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Performance against Above policies and follow up action | | | | | No | | | | | | | | | | | | | |

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances

No

| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 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:

<the question is not applicable to the MMTC as all the NGRBC principles are covered under our policies>

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 programs on any of the principles during the financial year:

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|---|---|
| Board of Directors | 2 | Orientation Programme for Independent Director | 25% |
| Key Managerial Personnel | 0 | - | 0% |
| Employees other than BoD and KMPs | 16 | Functional & Behavioural Training | 36.21% |
| Workers | 0 | - | 0% |



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

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):

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

No instances were reported in question 2 above, hence 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, MMTC has a Anti Bribery and Anti-Corruption (ABAC) policy in place to ensure its business is conducted in accordance with the highest ethical standards. The same can be accessed through

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 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|-------------------------------------|--------------------------------------|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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

| | FY 2022-23 (Current Financial Year) | | FY 2021-22 (Previous Financial Year) | |
|--|-------------------------------------|---------|--------------------------------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMP's | 0 | NA | 0 | 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.

No corrective action taken as no such issues were identified.

Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:
NA
- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, MMTC has a robust system in place to avoid/ manage conflict of interests involving members of the Board

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

Essential Indicators

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

| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) | Details of Improvements in environmental and social impacts |
|-------|--|---|--|
| R&D | 0% | 0% | |
| Capex | 0% | 0% | |

- Does the entity have procedures in place for sustainable sourcing? Yes
 - If yes, what percentage of inputs were sourced sustainably? 100%
- 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.



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

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.

Leadership Indicators

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

No

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

No

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

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|--------------------------------------|
| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
| Water | 0% | 0% |

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

| | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|--------------------------------|-------------------------------------|----------|-----------------|--------------------------------------|----------|-----------------|
| | Re-used | Recycled | Safely Disposed | Re-used | Recycled | Safely Disposed |
| Plastics (including packaging) | 0 | 0 | 0 | 0 | 0 | 0 |
| E-Waste | 0 | 0 | 0 | 0 | 0 | 0 |
| Hazardous waste | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Waste | 0 | 0 | 0 | 0 | 0 | 0 |

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

There is no scope for reclaiming packaging materials in Energy generation and transmission business.

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:

| | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day care facilities | |
| | | Number (B) | % (C/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 415 | 0 | 0 | 415 | 100% | 0 | 0 | 415 | 100% | 0 | 0 |
| Female | 107 | 0 | 0 | 107 | 100% | 107 | 100% | 0 | 0 | 0 | 0 |
| Total | 522 | 0 | 0 | 522 | 100% | 107 | 20.50% | 415 | 79.50% | 0 | 0 |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | Total (A) | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day care facilities | |
| | | Number (B) | % (C/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Benefits | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|-----------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total 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 | 0% | 0% | Y | 0% | 0% | Y |
| Others-please specify | 0 | 0 | NA | 0 | 0 | NA |

3. Accessibility of workplaces

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

YES, all our offices are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016

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, our equal opportunity policy can be found at

<https://mmtclimited.com/files/MMTC%20Guidelines-Facilities%20for%20PwD%20Employees.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% | 0% | 0% |
| Female | 100% | 100% | 0% | 0% |
| Total | 100% | 100% | 0% | 0% |

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
 Permanent Employees

Yes, MMTC Employees' Grievance Redressal Procedure 2008 (Sahayata) is in place in the Company which outlines the procedure for handling grievances relating to service matters such as increments, recovery of dues, working condition, allotment of quarters, seniority, leave transfer, pay fixation, medical facility and interpretation of rules. Under this mechanism, in Stage I an employee may take up his grievance(s) orally with his immediate superior or in writing to the

designated Employee Grievance Officer who examines and takes up the matter with concerned Sectional/Divisional Head, collects the information and furnishes reply to the concerned employee. In Stage II, if the employee is not satisfied with the reply received from the Employee Grievance Officer or fails to receive a reply within the stipulated period, he/she may present the case to the Grievance Committee at Corporate Office / Regional Office. The Grievance Committee examines the matter and decision is conveyed to the employee. In case the employee is not satisfied, he/she may appeal to the APEX Committee at Corporate Office. The APEX Committee consists of Director (P), Director (F) and Director (Marketing). Decision of the APEX Committee is final and binding.

Other than Permanent Employees

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

| Category | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|---------------------------------|---|--|---------|---|--|---------|
| | Total employees/ workers in respective category (A) | No. of employees/ workers in respective category, who are part of associations(s) or Union (B) | % (B/A) | Total employees/ workers in respective category © | No. of employees/ workers in respec- tive category, who are part of associa- tions(s) or Union (D) | % (D/C) |
| Total Permanent Employees | 522 | 481 | 92.15% | 597 | 546 | 0 |
| Male | 415 | 375 | 90.36% | 477 | 427 | 0 |
| Female | 107 | 106 | 99.07% | 120 | 119 | 0 |
| Total Perma- nent Workers | 0 | 0 | 0 | 0 | 0 | 0 |
| Male | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 |

8. Details of training given to employees and workers:

| Category | FY 2022-23 Current Financial Year | | | | | FY 2021-22 Previous Financial Year | | | | |
|------------------|-----------------------------------|----------------------------------|---------|-------------------------|-----------|------------------------------------|----------------------------------|-----------|----------------------|-----------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 77 | 0 | 100% | 77 | 100% | 116 | 0 | 0 | 116 | 100% |
| Female | 112 | 0 | 100% | 112 | 100% | 89 | 0 | 0 | 89 | 100% |
| Total | 189 | 0 | 100% | 189 | 100% | 205 | 0 | 0 | 205 | 100% |
| Workers | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Category | FY 22-23 Current Financial Year | | | FY 21-22 Previous Financial Year | | |
|------------------|---------------------------------|---------|-----------|----------------------------------|---------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 415 | 415 | 100% | 477 | 477 | 0% |
| Female | 107 | 107 | 100% | 120 | 120 | 0% |
| Total | 522 | 522 | 100% | 597 | 597 | 0% |
| Workers | | | | | | |
| Male | 0 | 0 | 100% | 0 | 0 | 0% |
| Female | 0 | 0 | 100% | 0 | 0 | 0% |

| | | | | | | |
|-------|---|---|------|---|---|----|
| Total | 0 | 0 | 100% | 0 | 0 | 0% |
|-------|---|---|------|---|---|----|



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

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?**
NO
- b) **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
NO
- c) **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.**
NO
- d) **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**
NO

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

| Safety Incident/Number | Category | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|-----------|--|---|
| 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 | 0 |
| 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 |

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

NA

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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

| | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|-----------------------|--|---|---------|---|---|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0 | 0 | NA | 0 | 0 | NA |
| Health & Safety | 0 | 0 | NA | 0 | 0 | NA |

14. Assessments for the year:

| | % Of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 0% |
| Working Conditions | 0% |

*All our offices are OSHA/ ISO certified

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.

NA

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 - Employees: Yes
 - Workers: Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

NA



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

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

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|--|---|---|---|
| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

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

Yes

5. Details on assessment of value chain partners:

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

* We have sustainability sourcing policies as well as sections in our GCC to ensure all our suppliers have relevant ISO and OHSAS certification

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

No action has been taken since no significant risk/ concern was identified.

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
NA
- 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) | Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, website, others) | Frequency of engagement (Annually/ Half yearly/ Quarterly/ other-please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|--|---|--|---|
| NA | NA | NA | NA | NA |

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
NA
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
NA
- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
NA

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 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|----------------------|-------------------------------------|--------------------------------------|---------|--------------------------------------|--------------------------------------|---------|
| | Total (A) | No. of employees/workers covered (B) | % (B/A) | Total (C) | No. of employees/workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 522 | 0 | 0% | 597 | 0 | 0% |
| Other than Permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| Total Employees | 522 | 0 | 0% | 597 | 0 | 0% |
| Workers | | | | | | |
| Permanent | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workers | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Category | FY 2022-23 (Current Financial Year) | | | | | FY 2021-22 (Previous Financial Year) | | | | |
|----------------------|-------------------------------------|-----------------------|---------|------------------------|---------|--------------------------------------|-----------------------|------|------------------------|------|
| | Total (A) (D)No. (B) | Equal to Minimum Wage | | More than Minimum Wage | | Total (C/A) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | % (B/A) | No. (C) | % (E/D) | No. (F) | | % (F/D) | | | |
| Employees | | | | | | | | | | |
| Permanent | 522 | 522 | 100% | 522 | 100% | 597 | 597 | 100% | 597 | 100% |
| Male | 415 | 415 | 100% | 415 | 100% | 477 | 477 | 100% | 477 | 100% |
| Female | 107 | 107 | 100% | 107 | 100% | 120 | 120 | 100% | 120 | 100% |
| Other than 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% |
| 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 | 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 |

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

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median Remuneration/salary/wages of respective category | Number | Median Remuneration/salary/wages of respective category |
| Board of Directors (BoD) | 5* | 15149223 | - | - |
| Key Managerial Personnel | 1 | 2156159 | - | - |
| Employees other than BoD and KMP | 415 | 639350128 | 107 | 164844490 |
| Workers | 0 | 0 | 0 | - |

* only functional Directors

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

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

Being a Government of India Company, MMTC owes allegiance to the Constitution of India, which resolves to secure to all its citizens justice, liberty, equality and fraternity and which also encompasses the fundamental human rights as envisioned in the Universal Declaration of Human Rights. MMTC stands committed to support and respect the protection of internationally proclaimed human rights at its work places and ensure that its employees enjoy the fundamental human rights. MMTC has 3 tier grievance redressal systems called "Sahayata" for resolving employees' grievances. MMTC has in its management system provisions for health, safety and housing. Comprehensively covering all these aspects, MMTC has appropriate systems in place.

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

| | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|-----------------------------------|-------------------------------------|---------------------------------------|---------|--------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | - | 0 | 0 | - |
| Discrimination at workplace | 0 | 0 | - | 0 | 0 | - |
| Child Labor | 0 | 0 | - | 0 | 0 | - |
| Forced Labor/Involuntary Labor | 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.

MMTC has put in place a policy in line with the requirements of the Sexual Harassment of women at workplace (Prevention, Prohibition & Redressal) Act, 2013. Internal Complaints Committee (ICC) has been set up at Corporate Office & Regional Offices to redress complaints received regarding sexual harassment at workplace. All employees (permanent, contractual, temporary, trainees) are covered under this policy.

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

Yes, human rights requirements form part of all our business agreements and contracts

9. Assessments for the year:

% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)

| | |
|-----------------------------|----|
| Child Labor | 0% |
| Forced/Involuntary Labor | 0% |
| Sexual Harassment | 0% |
| Discrimination at workplace | 0% |
| Wages | 0% |
| Other-Please specify | 0% |

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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

No corrective action taken since no significant risk was identified.

Leadership Indicators

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

Business model has not been modified

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

100%

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

Yes

4. Details on assessment of value chain partners:

| % of value chain partners (by value of business done with such partners) that were assessments | |
|--|----|
| Child Labor | 0% |
| Forced/Involuntary Labor | 0% |
| Sexual Harassment | 0% |
| Discrimination at workplace | 0% |
| Wages | 0% |
| Other-Please specify | 0% |

* All the MMTC's vendor adheres to the Human rights policy which is covered under its GCC

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

No action was taken since no significant risk/ concern was identified.

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 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|-------------------------------------|--------------------------------------|
| Total electricity consumption (A) | 0 | 0 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumption (A+B+C) | 0 | 0 |
| Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) | 0 | 0 |
| Energy intensity (optional) - the relevant metric may be selected by the entity | 0 | 0 |

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.

NA

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.

NA

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

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|--|---|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 0 | 0 |
| (iii) Third party water | 0 | 0 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 0 | 0 |
| Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) | 0 | 0 |
| Total volume of water consumption (in kiloliters) | 0 | 0 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0 | 0 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0 | 0 |

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.

NA

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

NA

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

| Parameter | Please specify unit | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|---------------------|--|---|
| - | - | - | - |

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

NA

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

| Parameter | Unit | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|------|-------------------------------------|--------------------------------------|
| NA | NA | NA | NA |

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.

NA

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

NA

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

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|--|---|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 0 | 0 |
| E-waste (B) | 0 | 0 |
| Bio-medical waste (C) | 0 | 0 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 0 | 0 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste. Please specify, if any (spent resin, used lube oil, containers of hazardous waste, insulation waste, FO sludge). (G) | 0 | 0 |



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|--|---|
| NA | | |
| Total (A+B + C + D + E + F + G + H) | 0 | 0 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 0 | 0 |
| (ii) Re-used | 0 | 0 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 0 | 0 |
| 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 | 0 | 0 |
| (iii) Other disposal operations | 0 | 0 |
| Total | 0 | 0 |

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.

NA

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.

NA

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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:

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|--------------------|---|
| 1 | NA | NA | NA |

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

No EIA assessment was conducted during Financial Year 2022-23 as no new plant construction was undertaken.

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

Yes, MMTC is compliant with the applicable environmental law/ regulations/ guidelines in India

| 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 |
|--------|---|---------------------------------------|---|--------------------------------|
| Nil | Nil | Nil | Nil | Nil |
| Nil | Nil | Nil | Nil | Nil |

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 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------------------------------|--|---|
| From renewable sources | | |
| Total electricity consumption (A) | 0 | 0 |
| Total fuel consumption (B) | 0 | 0 |

Energy consumption through
other sources (C)

- ◀ ● ▶ Our Group's Overview
● Innovating for Sustainability
● **Reporting Disclosures**
● Statutory and Financial Results

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|--|---|
| Total energy consumed from renewable sources (A+B+C) | 0 | 0 |
| From non-renewable sources | | |
| Total electricity consumption (D) (TJ) | 0 | 0 |
| Total fuel consumption (E) | 0 | 0 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | 0 | 0 |

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, assurance has been conducted by KPMG.

2. Provide the following details related to water discharged:

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|--|---|
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) To Surface water | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment - please specify level of treatment | 0 | 0 |
| (ii) To Groundwater | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment - please specify level of treatment | 0 | 0 |
| (iii) To Seawater | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment - please specify level of treatment | 0 | 0 |
| (iv) Sent to third parties | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment - please specify level of treatment | 0 | 0 |
| (v) Others | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment - please specify level of treatment | 0 | 0 |

Total water discharged (in kiloliters)

0

0

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.

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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

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

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

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|--|---|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | - | - |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kiloliters) | - | - |
| Total volume of water consumption (in kiloliters) | - | - |
| Water intensity per rupee of turnover (Water consumed / turnover) | - | - |
| Water intensity (optional) - the relevant metric may be selected by the entity | - | - |
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) Into Surface water | | |
| - No treatment | 0 | - |
| - With treatment - Primary & secondary treatment | 0 | - |
| (ii) Into Groundwater | | |
| - No treatment | 0 | - |
| - With treatment - please specify level of treatment | 0 | - |
| (iii) Into Seawater | | |
| - No treatment | 0 | - |
| - With treatment - please specify level of treatment | 0 | - |
| (iv) Sent to third parties | | |
| - No treatment | 0 | - |
| - With treatment - please specify level of treatment | 0 | - |
| (v) Others | | |

| | | |
|--|---|---|
| - No treatment | 0 | - |
| - With treatment - please specify level of treatment | 0 | - |
| Total water discharged (in kiloliters) | 0 | - |

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

- (iv) Name of the area:
- (v) Nature of operations:
- (vi) Water withdrawal, consumption, and discharge in the following format:

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|---|--|---|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | - | - |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kiloliters) | - | - |
| Total volume of water consumption (in kiloliters) | - | - |
| Water intensity per rupee of turnover (Water consumed / turnover) | - | - |
| Water intensity (optional) - the relevant metric may be selected by the entity | - | - |
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) Into Surface water | | |
| - No treatment | - | - |
| - With treatment - Primary & secondary treatment | - | - |
| (ii) Into Groundwater | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iii) Into Seawater | - | - |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iv) Sent to third parties | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (v) Others | - | - |

| | | |
|--|---|---|
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| Total water discharged (in kiloliters) | - | - |

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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

(vii) Name of the area: -

(viii) Nature of operations: -

(ix) Water withdrawal, consumption, and discharge in the following format:

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|--|---|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | - | - |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kiloliters) | - | - |
| Total volume of water consumption (in kiloliters) | - | - |
| Water intensity per rupee of turnover (Water consumed / turnover) | - | - |
| Water intensity (optional) - the relevant metric may be selected by the entity | - | - |
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) Into Surface water | | |
| - No treatment | - | - |
| - With treatment - Primary & secondary treatment | - | - |
| (ii) Into Groundwater | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iii) Into Seawater | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iv) Sent to third parties | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |

| | | |
|--|---|---|
| - With treatment - please specify level of treatment | - | - |
| Total water discharged (in kiloliters) | - | - |

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

- (x) Name of the area: NA
- (xi) Nature of operations: NA
- (xii) Water withdrawal, consumption, and discharge in the following format: NA

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|--|---|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | - | - |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kiloliters) | - | - |
| Total volume of water consumption (in kiloliters) | - | - |
| Water intensity per rupee of turnover (Water consumed / turnover) | - | - |
| Water intensity (optional) - the relevant metric may be selected by the entity | - | - |
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) Into Surface water | | |
| - No treatment | - | - |
| - With treatment - Primary & secondary treatment | - | - |
| (ii) Into Groundwater | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iii) Into Seawater | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iv) Sent to third parties | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |

Total water discharged (in kiloliters)

-

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.

Not Applicable

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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

| Parameter | Unit | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|------|--|---|
| | | | |

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

NA

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable.

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

NA

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

NA

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

Not applicable.

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

NA.



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

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.

NA

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

| S. No. | Name of the trade and industry chambers/associations | Reach of trade and industry chambers/associations (State/National) |
|--------|--|--|
| 1 | - | National |
| 2 | - | National |
| 3 | - | National |
| 4 | - | National |
| 5 | - | National |
| 6 | - | National |
| 7 | - | National |
| 8 | - | National |
| 9 | - | National |
| 10 | - | 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.

NA

Leadership Indicators

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

Not applicable.

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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.

NA

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

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

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

NA

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

| Parameter | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|--|---|
| - | - | - |

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):

No SIA done during 2022-2023 Final Year, as there are land acquisition done by District administration for MMTC project.

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 | - | - | - |

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

Yes, MMTC is governed by The Government of India's Public Procurement

Policy for Micro and Small Enterprises (MSEs) Order, 2012. Which mandates 40% minimum procurement from MSE vendors, with sub targets for marginalized communities of 4% from MSEs owned by Scheduled Castes or the Scheduled Tribes and 3% owned by Women entrepreneurs for the Goods and Services procured.

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

MMTC has procurement targets for marginalized communities of 87.9% from MSEs owned by Scheduled Castes or the Scheduled Tribes and 7.26% owned by Women entrepreneurs for the Goods and Services procured.

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

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:

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.

No action was taken since there was no adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|---|---|--|
| 1 | Health | - | - |
| 2 | Education | - | - |
| 3 | Sanitation | - | - |
| 4 | Water | - | - |
| 5 | Rural Development | - | - |
| 6 | Vocational Training & Women Empowerment | - | - |
| 7 | PCP, Art & Culture, Sports & Others | - | - |



Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
- 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 Safe and responsible usage | 0 |
| Recycling and/or safe disposal | 0 |

- Number of consumer complaints in respect of the following:

| | FY 2022-23 (Current Financial Year) | | | FY 2021-22 (Previous Financial Year) | | |
|--------------------------------|-------------------------------------|-----------------------------------|---------|--------------------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | NIL | NIL | NIL | NIL | NIL | NIL |
| Advertising | NIL | NIL | NIL | NIL | NIL | NIL |
| Cyber-security | NIL | NIL | NIL | NIL | NIL | NIL |
| Delivery of essential services | NIL | NIL | NIL | NIL | NIL | NIL |
| Restrictive Trade Practices | NIL | NIL | NIL | NIL | NIL | NIL |
| Unfair Trade Practices | NIL | NIL | NIL | NIL | NIL | NIL |
| Other | NIL | NIL | NIL | NIL | NIL | NIL |

- Details of instances of product recalls on account of safety issues:

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | NA | NA |
| Forced recalls | NA | NA |

- 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.
NA

Our Group's
Overview

Innovating for
Sustainability

Reporting
Disclosures

Statutory and
Financial Results



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 action was taken since no significant 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 was identified

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
Not Applicable
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
Not Applicable
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
Not Applicable
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
Not Applicable
5. **Provide the following information relating to data breaches:**
 - (a) Number of instances of data breaches along-with impact: Zero
 - (b) Percentage of data breaches involving personally identifiable information of customers: Zero

For and on behalf of the Board of Directors

Sd/-

Place: New Delhi
Date: 04/09/2023

HARDEEP SINGH
Chairman & Managing Director