

# एनएमडीसी स्टील लिमिटेड

## NMDC STEEL LIMITED

पंजीकृत कार्यालय: द्वारा एनएमडीसी आयरन एंड स्टील प्लांट, पोस्ट: नगरनार, जिला: बस्तर, पिन: 494001, छत्तीसगढ़  
Regd. Office: C/o. NMDC Iron & Steel Plant, Post: Nagarnar, Dist: Bastar, Pin: 494001, Chhattisgarh.  
नैगम पहचान संख्या/ Corporate Identity Number : U27310CT2015GOI001618

No.18(5)/2023-Sectt.

14.08.2023

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400001	National Stock Exchange of India Limited Exchange Plaza, C- 1,Block G, Bandra-Kurla Complex, Bandra (East), Mumbai – 400051
Calcutta Stock Exchange 7, Lyons Range, Murgighata, Dalhousie, Kolkata, West Bengal 700001.	

Dear Sir / Madam,

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

**Ref: Regulations 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015; BSE Equity Scrip ID: 543768, NSE Security ID: NSLNISP; BSE NCD Scrip ID: 959957.**

Dear Sir / Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the year 2022-23. The said Report is also uploaded on the website of the company as part of the Annual Report at the link: <https://nmdcsteel.nmdc.co.in/Steelinvestors>.

This is for your information and records please.

Thanking you,

Yours faithfully,  
for NMDC Steel Limited

(Aniket Kulshreshtha)  
Company Secretary

Encl: a/a

## ANNEXURE – VI

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	U27310CT2015GOI001618
2.	Name of the Listed Entity	NMDC Steel Limited
3.	Year of incorporation	2015
4.	Registered office address	NMDC Iron & Steel Plant, Nagarnar, Bastar, Chattisgarh - 494001
5.	Corporate address	Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028
6.	E-mail	cs_nispl@nmdc.co.in
7.	Telephone	040-23538757
8.	Website	<a href="https://nmdcsteel.nmdc.co.in/">https://nmdcsteel.nmdc.co.in/</a>
9.	Financial year for which reporting is being done	April 1, 2022 – March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited (NSE) Calcutta Stock Exchange Ltd.
11.	Paid-up Capital	Rs.2930.06 crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Dilip Kumar Mohanty Director (Technical) Tel: 040-23538757 Email ID: cs_nispl@nmdc.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):

The Company had not commenced commercial production as of 31.03.2023 and accordingly, the said details have not been reported.

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
NOT APPLICABLE			

15. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

The Company had not commenced commercial production as of 31.03.2023 and accordingly, the said details have not been reported.

S.No.	Product/Service	NIC Code	% of total Turnover contributed
NOT APPLICABLE			

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	1	1	2
International	0	0	0

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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	232	217	93.5	15	6.5
2.	Other than Permanent (E)	250	242	96.8	8	3.2
3.	<b>Total employees (D + E)</b>	<b>482</b>	<b>459</b>	<b>93.3</b>	<b>23</b>	<b>6.7</b>
<b>WORKERS</b>						
4.	Permanent (F)	789	638	80.9	151	19.1
5.	Other than Permanent (G)	392	387	98.7	5	1.3
6.	<b>Total workers (F + G)</b>	<b>1181</b>	<b>1025</b>	<b>86.8</b>	<b>156</b>	<b>13.2</b>

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	12	11	91.66	1	8.33
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	<b>12</b>	<b>11</b>	<b>91.66</b>	<b>1</b>	<b>8.33</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	8	7	87.5%	1	12.5%
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total differently abled workers (F + G)</b>	<b>8</b>	<b>7</b>	<b>87.5%</b>	<b>1</b>	<b>12.5%</b>

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	*
International (No. of Countries)	0

\*Since the plant had not commenced the operations the markets served by the entity could not be ascertained.

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

Nil

c. A brief on types of customers

The Company will supply steel coils, sheets and plates of different grades to industries involved in the manufacturing of LPG cylinders, bridges, automobile grades, pipes, storage tanks, boilers and railway wagons.

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors Key	5	1	20%
Key Management Personnel	0	0	0.00%

20. Turnover rate for permanent employees and workers] (Disclose trends for the past three 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	4%	0%	4%	2%	8%	2%	2%	7%	2%
Permanent Workers	1%	0%	1%	2%	1%	2%	1%	0%	1%

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)
NOT APPLICABLE				

VI. CSR Details

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

(ii) Turnover (in Rs.) - Nil

(iii) Net worth (in Rs.) - Rs.17048.58 crore

Since the Company was yet to start commercial production as of 31.03.2023, the said provisions are not presently applicable to the Company.

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			FY 2021-22		
		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	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-

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
Shareholders	Yes	1	0	*	-	-	-
Employees and workers	Yes. Grievance Redressal committee is constituted under NSL as per provisions of sec 9 © of ID act	8	2	-	4	0	-
Customers	-	-	-	-	-	-	-
Value Chain Partners	-	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

\* Subsequent to approval of demerger of NMDC Limited and NMDC Steel Limited vide MCA Order dated 06.10.2022, the equity shares of the Company were listed on the stock exchanges on 20.02.2023. Accordingly, the number of investor complaints have been captured post listing.

#### 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.	Energy	Risk	Reduction in dependence on fossil fuels. Energy efficiency and adoption of renewable energy is also a key to lower greenhouse emissions.	Production of steel is a highly energy-intensive process and consumes large quantity of energy across multiple sources : coal, natural gas, electricity and other fossil fuels. Our operations are dependent on fossil fuels for	Negative

				equipment and other operations. Our profitability is dependent on continuous availability of fuels at constant price. Any fuel price fluctuation results into an impact on our profitability.	
2.	Water consumption and Effluent discharge	Risk	Minimising of fresh water drawn from the river by maximising recycling of treated waste effluents within the plant by setting up effluent treatment plants. The aim is to achieve Zero effluent discharge. It is essential to minimise water requirement and maximise water recycling to be cost efficient.	Production of steel requires large quantity of water. Non-compliance of regulatory requirements with respect to effluent discharge & higher water usage may lead to fines and penalties being imposed on the company by the regulatory authorities.	Negative
3.	Occupational Health and safety	Risk	NSL conducts periodic training/sensitization sessions for its employees and workers. NSL monitors its accident statistics through its trained safety professionals deployed on-site. NSL appraises the Senior management including the Board of Directors on the safety related incidents and corresponding preventive actions on a periodic basis.	Production of steel may pose occupational health and safety risks to our employees and workers owing to the nature of operations.	Negative
4.	Biodiversity	Risk	NSL seeks periodic renewal of all applicable Consents. Afforestation, treatment of the effluent discharge and monitoring of the air quality is being done for the protection of biodiversity around the steel plant.	The production of steel at Nagarnar and the resultant waste may pose threats to biodiversity. Any negative impact on biodiversity also poses a risk of community agitation, legal and regulatory sanctions.	Negative

5.	Human Resource Management and Human Capital Development	Opportunity	NSL firmly believes the health and welfare of our people, the community and society are important for the business. Thus focus on four thrust areas – Education, Health, Livelihoods and Infrastructure, aimed at improving the communities' quality of life and providing them with employment opportunities.	A mutually beneficial, two-way relationship with the community, anchored by transparency and trust, is critical for NSL to continue to retain its social license to operate. Human capital available is identified as an asset to NSL operations.	Positive
6.	Economic performance	Opportunity	The processes are deeply linked with innovation and technology for steel production.	The integrated steel plant is an asset. The huge market for steel in a developing country like India would be a good economic opportunity for NSL.	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	N	Y	Y	Y	Y	N	Y	N
b. Has the policy been approved by the Board? (Yes/No)									
c. Web Link of the Policies, if available									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	N	Y	Y	Y	Y	N	Y	N
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	N	Y	Y	Y	Y	N	N	N
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.	N	N	Y	Y	Y	Y	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	Y	Y	Y	Y	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N	N	Y	Y	Y	Y	N	N	N
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements. NMDC Steel is a newly listed CPSE under the Ministry of Steel. The company has always followed high Environment, Social and Governance mechanisms and standards as the division of NMDC Limited, another listed Navaratna company. NMDC Steel Limited, listed on February 2023, will always strive to achieve the highest standards with commitment and transparency.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Chairman & Managing Director CMD								
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.	No								

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	N*	Y	Y	Y	Y	N*	Y	N*	– Annually –								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	N*	Y	Y	Y	Y	N*	Y	N*	– Annually –								

\* Yet to commence operations as on 31st March, 2023



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

P1	P2	P3	P4	P5	P6	P7	P8	P9
N	N	N	N	N	Y	N	N	N

\* Company is yet to Commence Operations as on 31st March, 2023

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)					-				
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	Y	-	-	-	-	Y	-	Y
The entity does not have the financial or/human and technical resources available for the task (Yes/No)					-				
It is planned to be done in the next financial year (Yes/No)					-				
Any other reason (please specify)					-				

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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
		P1	P2	P3	P4	P5	P6	P7	P8	P9	
Board of Directors		During the year, the board engaged in various activities and updates related to ethics, business, regulatory, safety. These topics provided insights on the above-mentioned principles									100%
Key Managerial Personnel	13	Safety, Health, Skill Development, Knowledge upgradation & others									5.65%
Employees other than BoD and KMPs											
Workers											

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):

There were no cases of fines, penalties, punishments, compounding fees/ settlement amounts paid in proceedings (by the entity or by directors/ KMPs) with regulators/law enforcement agencies/ judicial institutions for the FY 2022-23.

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.

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 principles of anti-corruption and anti-bribery form a part of various policies and procedures adopted by NSL.

Further, in line with the company's act and LODR regulations, the company has a Whistle blower Policy in place which aims to safeguard the employees from reprisals or victimization for whistle blowing in good faith in case they observe any unethical and improper practices, procedures or wrongful conduct.

The Whistle-blower policy is uploaded at the link: <https://nmdcsteel.nmdc.co.in/pads>

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

Particulars	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees (executives)	0	0
Workers (non-executives)	0	0

6. Details of complaints regarding conflict of interest:  
No complaints were received regarding conflict of interest.

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 no complaints regarding conflicts of interest were received.

#### Leadership indicators

1. Awareness programmes conducted for value chain partners (VCP) on any of the principles during the financial year:

There was no awareness programme conducted for value chain partners during the financial year.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, there is a Vigilance department that plays an advisory role and after investigation or study of any matter or any system/process of the organization, suggests for system improvements. In case, during investigation any deviation or misconduct with malicious intention is found on the part of any employee, vigilance may bring it to the notice of the Disciplinary Authority, in a confidential manner, with recommendation for necessary disciplinary action as deemed fit. However, whether recommendations from vigilance warrants for disciplinary action /imposition of penalty or not is to be decided by such authority only.

Further, the code of conduct for the Board of Directors and Senior Management of NMDC provides necessary guidelines to avoid conflict of interest. This specifies that the director(s) shall not involve in a situation in which he/she may have a direct or indirect interest that conflicts or possibly may conflict with the interest of the company.

The code of conduct for Board of Directors and senior management personnel is uploaded at the link: <https://nmdcsteel.nmdc.co.in/pads>

#### 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.

Name of Element	FY2022-23	FY2021-22	Details of improvements in environmental and social impacts
R&D	Not Applicable	Not Applicable	Not Applicable
Capex	Rs. 1,85,31,183	Rs. 1,34,65,360	Installation of CAAQMS and green belt development
Total Cost	Rs. 1,85,31,183	Rs. 1,34,65,360	

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

As on 30-03-2023, the plant was yet to commence its operations, hence, no such procedures were in place.

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

Not Applicable

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.

As on 30-03-2023, the plant was under the commissioning stage, hence there was generation of the said waste at present. However, the details of the process of waste generation and disposal/reuse/recycle details are as below:

S.No.	Solid Wastes	Expected Generation TPA	Proposed disposal
1.	BF slag	8,48,700	Sold to Cement Industry, used in Road Construction
2.	BF sludge	22,000	Partly used in the Sinter Plant and partly dumped
3.	BF flue Dust	42,150	100% reuse in the Sinter Plant
4.	BOF Slag	3,15,000	100 % reuse in construction, Cement, BF, Sinter Plant & as rail ballast

5.	BOF sludge	45,000	Reuse in the Sinter Plant & Dumped
6.	BOF scale	15,000	100% reuse in the Sinter Plant
7.	Scales Caster / Mills	42,150	100% reuse in the Sinter Plant
8.	Scrap Caster / Mills	56,600	100% reuse in the BOF Plant
9.	Lime Dust	25,600	100% reuse in the Sinter Plant
10.	Dolo Dust	6,600	100% reuse in the Sinter Plant
11.	Skull / Scrap	6,000	100% reuse in the BOF Plant
12.	Pig casing m/c Sludge	7,000	100% reuse in the Sinter Plant
13.	Cinder	72000	Road Construction

### Hazardous waste generation & management

S.No.	Source	Quantity Per Annum	Mode of utilisation
1.	Tar Sludge from Coke Oven Decanter	3780 T	Recycling in Coke Ovens.
2.	BOD plant sludge	800 T	Disposal in Coke Ovens
3.	ZLD Plant Sludge	14600 T	Disposal through Authorised TSDF (Treatment Storage and Disposal Facility) agency.
4.	Spent /Wash /Lubricant and batteries	150 T	Disposal through Authorised TSDF (Treatment Storage and Disposal Facility) agency.
5.	Oil & Grease Skimming Residues	100 T	Sold to authorised recyclers.

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.

As the plant was under commissioning stage, it is not applicable.

### 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?

LCA was not conducted in FY 2022-23.

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.

Not applicable as LCA was not conducted in FY 2022-23.

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).

Blast Furnace sludge, slag, and dust are reused in the Sinter plant. However, the percentage data is not available

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.

Not Applicable as the packaging is not yet done in the plant.

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

Not Applicable as the steel production had not yet commenced as on 31-03-2023.

**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 (executives):

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees (executives)											
Male	229	229	100%	229	100%	-	-	229	100%	NA	NA
Female	15	15	100%	15	100%	15	100%	-	-	NA	NA
Total	224	224	100%	224	100%	15	100%	229	100%	NA	NA

### b. Details of measures for the well-being of workers (non-executives):

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent workers (non-executives)											
Male	644	644	100%	644	100%	-	-	644	100%	NA	NA
Female	145	145	100%	145	100%	145	100%	-	-	NA	NA
Total	789	789	100%	789	100%	145	100%	644	100%	NA	NA

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

Benefits	FY 2022-23			FY 2021-22		
	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	244	789	-	226	763	-
Gratuity	244	789	-	226	763	-
ESI	NA	NA	NA	NA	NA	NA

3. 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, the premises/offices of the steel plant are accessible to differently abled employees.

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.

NSL is Government of India's Public Sector Enterprise which is governed by the DPE Guidelines, the policies of the Govt. of India and the Act of the Parliament, the company follows equal opportunity in the letter and spirit.

5. Return to work and Retention rates of permanent employees (executives) and workers (non-executive) that took parental leave.

Sl. No.	Particulars	Permanent Employees (executives)			Permanent Workers (non-executives)		
		Male	Female	Total	Male	Female	Total
1	Returned to work rate	100%	100%	100%	100%	100%	100%
2	Retention rate	100%	100%	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)	Details of mechanism
Permanent Workers (non-executives)	Yes	Yes. Grievance Redressal Committee is constituted at NSL as per provisions of Sec 9(c) of ID Act Written complaints to be submitted to the committee and committee has to complete proceedings within 30 days
Other than Permanent Workers(non-executives)	Yes	For female employees -Internal Complaints Committee under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and WIPS (Women in Public Sector) committee is there
Permanent Employees (executives)	Yes	Channel of written complaint to Competent Authority, Vigilance etc.
Other than Permanent Employees (executives)	Yes	For female employees -Internal Complaints Committee under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and WIPS (Women in Public Sector) committee is present.

7. Membership of employees (executives) and worker (non-executives) in association(s) or Unions recognized by the listed entity:

Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees (executives)	786	786	100%	756	756	100%
Male	643	643	100%	624	624	100%
Female	143	143	100%	132	132	100%
Total Permanent Workers (non-executives)	231	199	86.57%	220	192	87%
Male	216	187	86.57%	208	180	86.5%
Female	15	12	80%	12	12	100%

## 8. Details of training given to employees (executives) and workers (non-executives)

Category	Total (A)	FY2022-23				FY2021-22				
		On Health and Safety Measures		On Skills upgradation		Total (A)	On Health and Safety Measures		On Skills upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (B)	% (B/A)	Number (C)	% (C/A)
Employees (executives)										
Male	217	200	92.17	210	96.77	501	101	20%	400	80%
Female	13	13	100	13	100	21	4	20%	17	80%
Total	230	213	92.61	223	96.96	522	105	20%	417	80%
Workers (non-executives)										
Male	621	600	96.62	600	96.62	21346	4270	20%	17076	80%
Female	139	139	100	139	100	35	7	20%	28	80%
Total	760	739	97.24	739	97.24	21381	4277	20%	17104	80%

## 9. Details of performance and career development reviews of employees (executives) and workers (non-executives)

Category	FY-22-23			FY-21-22		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	217	143	65.90	NIL	NIL	NIL
Female	13	13	100.00	NIL	NIL	NIL
Total	230	194	84.35	NIL	NIL	NIL
Workers						
Male	621	NIL	NIL	NIL	NIL	NIL
Female	139	NIL	NIL	NIL	NIL	NIL
Total	760	NIL	NIL	NIL	NIL	NIL

## 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, NSL has an occupational health and safety management system being implemented.

### Safety management system at NISP.

The Safety Engineering Department (SED), function is to assist the management in the fulfilment of the obligation concerning prevention of accidents and maintaining a safe working environment. SED imparts regular safety training as well as refresher safety training to the regular employees and contractor workers. SED conducts safety inspections and co-ordinates with the department for corrective actions in respect of unsafe conditions and unsafe actions. SED conducts safety campaigns such as safety competitions, painting of various safety slogans and pictures to promote the safety awareness amongst the

employees. SED co-ordinates the procurement of quality safety appliances to the employees.

### Safety Committee:

A Two-Tier safety committee system is established. Each department has a Safety committee having equal representation of workers and management level personnel. The committee meets at monthly interval and a record of the proceedings is maintained. The quarterly Project Safety Review meeting chaired by Head of the Project is held to review of the overall safety performance of the plant and to discuss about the policy and procedures.

### Accident Reporting, Investigation & Analysis:

Every department maintains incident register, which includes accidents and near-miss/close call/dangerous occurrences. In case of accidents, joint investigation is carried out by a committee consisting of the concerned departmental person, Zonal personnel in-charge and the Zonal safety Officer. The identified actions are

implemented which are reviewed in the monthly departmental safety committee meeting and in the plant level safety meetings.

#### **Safety Inspections:**

Regular safety inspection of all departments is carried out by Safety Engineering Department. Also, Safety Audit at defined intervals is performed including all aspects of Occupational Health & Safety for all the areas.

#### **Safety Education & Training:**

One-day training is provided to contractor employees on emergency preparedness, safety precautions, use of PPEs and plant related information etc. and a photo identity pass is issued for entry at the gate. Separate pass is issued for work at height after training and medical examination. Audio visual aids are used to impart training. Once in 6 months retraining is given to plant personnel and the training records are maintained at HRD.

#### **Safe Operating Procedures / Work Permit System:**

Appropriate procedures, work instructions, operation control procedures are established and issued to all concerned for safe & effective operation. Training to contractor employee is given before deputed on day-to-day activities. Work Permit system is implemented for hot work, Electrical isolation and non-isolation works.

#### **Pressure Vessels / Lifting Tackles:**

All pressure vessels are identified and covered under annual testing by competent authority and records maintained. The safety Engineering department is responsible for arranging annual inspection of lifting tackles, and all are found to be covered as per frequency. Operators found to be conversant with operation of such equipment's. All test reports are maintained at respective departments as well in Safety dept.

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

#### **Job Hazard Analysis (JHA)/ Job Safety Analysis (JSA):**

- Conduct a comprehensive analysis of each job task to identify potential hazards.
- Break down the tasks into steps and assess the associated hazards and risks.
- Involve employees and supervisors in the JHA process to gather their input and knowledge.

#### **Safety Inspections:**

- Regularly conduct safety inspections of the workplace to identify hazards.
- Inspect equipment, machinery, tools, and work areas for potential risks.
- Document and report identified hazards for corrective actions.

#### **Incident/Near-Miss Reporting and Investigation:**

- Establish a reporting system for employees to report incidents and near-miss events.
- Investigate incidents and near-misses to determine the root causes and contributing factors.
- Analyze incident trends and patterns to identify potential hazards and areas of improvement.

#### **Safety Committees and Employee Engagement:**

Establish safety committees comprising representatives from various departments.

Conduct regular meetings to discuss safety concerns, hazards, and risk mitigation strategies.

Encourage employees to actively participate in safety programs, provide feedback, and report hazards.

#### **Task-Specific Risk Assessments:**

- Perform task-specific risk assessments for high-risk or complex tasks.
- Identify hazards and assess risks associated with each task.
- Determine appropriate control measures and develop safe work procedures for each task.

#### **Periodic Safety Audits and Reviews:**

- Conduct periodic safety audits to assess the effectiveness of safety measures.
- Review safety policies, procedures, and practices to ensure compliance with regulations and industry best practices.
- Identify areas for improvement and implement corrective actions.

#### **Training and Education:**

- Provide comprehensive training to employees on hazard identification, risk assessment, and control measures.
- Conduct specialized training for employees involved in high-risk tasks or working with hazardous materials.
- Promote safety awareness and educate employees about the importance of hazard identification and risk assessment.
- By implementing these processes, the steel industry entity can effectively identify work-related hazards, assess risks, and take appropriate measures to ensure a safe work environment

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

YES: The workers are participating in the safety committee meetings as per the safety regulations and providing their observations and inputs regarding work related hazards in the presence of respective Safety Committee chairman. The Safety Committee is functional in Package/unit as per the Factory regulations. Furthermore, on regular basis Safety Tool box talks are being organised involving workers

for awareness, where workers are given opportunity to share the safety related hazards.

**Occupational Health Services at NSL, Nagarnar:  
Occupational Health Centre**

As per Indian Factories Act, 1948, and the relevant CG state factory rules, an Occupational health center is established at NSL, Nagarnar including a 24x7 Emergency and Trauma Unit, an Audiometry room, Medical Laboratory, a Digital X-Ray unit and Spirometry test, a vision room, a minor OT, an observation room, a minor burn unit, /Surgical ward and a pharmacy.

**First-Aid Centres:**

To ensure the highest level of safety and emergency medical preparedness within the plant premises NSL, Nagarnar established two well-equipped 24x7 first aid Centres with trained male nursing staff and ALS (advanced life support system) Ambulances at the following locations:

1. First-Aid Center at the Coke-Oven Area,
2. First-Aid Center in the RMHS area.

**11. Details of safety related incidents.**

Safety incident/ numbers	Categories	FY2022-23	FY2021-22
Injury Frequency Rate (IFR*) [per one million-person hours worked]	Employees [executives] Workers [non-executives]	- -	- -
Total recordable work-related injuries	Employees [executives] Workers [non-executives]	Nil 3	Nil Nil
No. of fatalities	Employees [executives] Workers [non-executives]	Nil Nil	Nil Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees [executives] Workers [non-executives]	Nil Nil	Nil Nil

**\* The data involves: Reportable accidents under factories rules**

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

Measures taken for safe and healthy work place:

**Coke Oven and By-Product Plant:**

- Adequate ventilation systems to control dust, smoke, and harmful gases.
- Proper maintenance of equipment to prevent leaks, fires, and explosions.
- Use of personal protective equipment (PPE) such as masks, gloves, and goggles.
- Regular monitoring of air quality and implementation of control measures.

**Sinter Plant:**

- Installation of dust collection systems and proper ventilation.
- Use of PPE to protect against dust and smoke inhalation.

Presently, OHC, NSL provides the following statutory Occupational health services as per Indian Factories Act, 1948.

1. Initial Medical Examination,
2. periodical Medical Examination,
3. Fitness for working at height,
4. First aid training,
5. Management of IOD (injured on duty) cases,
6. Fineness for long absentees.
7. Ambulance services: five ambulances with advanced life support systems along with Emergency Medical Technicians are available round the clock to attend to any kind of medical emergency in the plant.

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

Employees/ workers of the entity have to access non-occupational medical and health care services like:

- General OPD
- 24\*7 Emergency medical services,
- Health awareness camps,
- Blood donation camps.

- Regular maintenance and inspection of moving equipment to prevent accidents.

- Training programs on handling hazardous substances and emergency procedures.

**Blast Furnace:**

- breaks and hydration programs.
- Installation of dust control systems and proper ventilation.
- Use of PPE to protect against heat, dust, noise, and chemical exposure.
- Safety measures for working at heights and near liquid metal and slag.

**Steel Melting Shop:**

- Implementation of proper ventilation.
- Use of PPE to protect against heat, dust, noise, and chemical exposure.



- Regular maintenance of equipment and safety guards.
- Training programs on safe handling of liquid metal, slag, and moving equipment.

#### Rolling Mills:

- Implementation of noise control measures, such as soundproofing and hearing protection.
- Regular maintenance of equipment to prevent accidents and malfunctions.
- Use of PPE to protect against heat, noise, and mechanical hazards.
- Proper housekeeping to minimize slip and trip hazards.

#### Power and Blowing Station:

- Regular maintenance and inspection of equipment to prevent accidents and malfunctions.
- Implementation of heat stress management measures and noise control.
- Proper training for working at height and handling gas and steam lines.
- Monitoring and control of vibrations to minimize health risks.

#### Material Handling:

- Implementation of ergonomic practices to reduce the risk of musculoskeletal disorders.
- Training programs on proper lifting techniques and use of mechanical aids.
- Adequate lighting and clear signage to ensure safe movement.
- Regular inspection and maintenance of equipment to prevent accidents.

#### Oxygen Plant:

- Proper maintenance and inspection of oxygen storage and handling systems to prevent leaks and ensure safe operations.
- Installation of fire detection and suppression systems in the plant.
- Adequate ventilation systems to prevent the accumulation of oxygen and maintain a safe oxygen concentration in the air.

- Proper training for employees on the safe handling, storage, and transportation of oxygen.
- Use of appropriate personal protective equipment, such as gloves and goggles, when working with liquid oxygen.

#### Lime and Calcination Plant:

- Implementation of dust control measures, such as dust collection systems, ventilation, and proper housekeeping.
- Use of personal protective equipment, including masks, goggles, and gloves, to protect against dust exposure.
- Implementation of heat stress management programs, including adequate rest breaks, hydration, and proper ventilation.
- Regular maintenance and inspection of equipment to prevent malfunctions and reduce fire and explosion risks.
- Proper training for employees on the safe handling and storage of lime, including the use of appropriate PPE and emergency procedures.

#### Other Major Hazards:

- Implementation of confined space entry procedures and training programs.
- Provision of appropriate tools and equipment for each task.
- Proper illumination and ventilation in work areas.
- Regular inspection and maintenance of electrical systems.

Strict adherence to safety protocols, shutdown procedures, and clearances.

Training programs on emergency preparedness and use of safety appliances.

It is important to note that these measures should be supported by comprehensive safety training programs, regular inspections, hazard identification, and reporting mechanisms. Additionally, fostering a culture of safety awareness and responsibility among employees is crucial to maintaining a safe and healthy work environment in the steel industry.

### 13. Number of Complaints on the following made by employees (executives) and workers (non-executives)

	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	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

#### 14. Assessments for the year:

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

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

- Strictly implementation of Work permits system, SOP & SMP at site
- Ensure close monitoring by the concerned personnel regularly.
- Enhance the safety awareness training & motivational program among the employees
- Ensure the availability of good quality PPE's at site.
- Conduct the internal & external safety audit to review and developed safety culture.

##### 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 - Yes  
B. Workers - Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.  
Not Available

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

	FY2022-23	FY2021-22
Employees (executives)	Nil	Nil
Workers (non-executives)	Nil	Nil

No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment

	FY2022-23	FY2021-22
Employees (executives)	Nil	Nil
Workers (non-executives)	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)

The company is a Government organisation, it is governed by the rules and regulations formulated by DPE, Government of India.

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	*
Working Conditions	*

\*The plant was yet to start its operations and hence the assessment of the value chain partners was not applicable as on 31st March, 2023.

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. (Descriptive answer)

Not Applicable

**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

We have adopted a synergistic approach towards stakeholder engagement. Our stakeholder engagement process is guided by the NSL Citizen's Charter. The charter lays out the mechanism through which we reach out and engage with our stakeholders and manage their feedback. Our decisions regarding production, management and general business functioning take place after thorough stakeholder consultation. We also ensure that we regularly meet legal, statutory and regulatory requirements.

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 (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/others) - Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and other regulators	No	<ul style="list-style-type: none"> <li>Meeting with Centre and State Government, Ministry of steel, Ministry of mines, DPE, Ministry of Environment, forests and climate change, Ministry of Corporate Affairs,</li> <li>Periodic communication and submission of various compliance reports to statutory authorities</li> <li>Performance Report (Quarterly &amp; Annually)</li> <li>Inspections</li> </ul>	Annually	<ul style="list-style-type: none"> <li>Infrastructure development</li> <li>Community development</li> <li>Forest and Environmental clearances</li> <li>Other applicable acts and policies.</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Industrial Relations</li> <li>meetings with Union leaders, Bipartite and tripartite meetings</li> <li>collective bargaining interactions with officer associations</li> <li>official communications</li> <li>grievance redressal forums</li> <li>Employee training and seminars,</li> <li>Monthly Co-ordination meetings</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Job Satisfaction</li> <li>Collective bargaining agreements</li> <li>Promotion &amp; career growth</li> <li>Employee benefits and remunerations</li> <li>Performance management and recognition</li> <li>Health and safety measures at the steel plant</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>Interactive meetings and sessions during tenders</li> <li>Vendors meet, periodic vendor and supplier meets</li> <li>supplier relationship management</li> </ul>	Half-yearly	<ul style="list-style-type: none"> <li>Onboarding local suppliers</li> <li>Transparency &amp; anti-corruption practices</li> <li>Timely payment</li> <li>Adoption of integrity pact programme</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Meeting with Industry representatives and Ministries.</li> <li>Meetings with Customers.</li> </ul>	Quarterly	<ul style="list-style-type: none"> <li>Quality of items of supply</li> </ul>

Industry associations & professionals	No	<ul style="list-style-type: none"> <li>• Membership with industry associations,</li> <li>• Regular meetings with consultants and professionals.</li> <li>• Meetings &amp; seminars</li> </ul>	Annually	<ul style="list-style-type: none"> <li>• Quantity and quality of products</li> <li>• Customer grievance and resolution mechanisms</li> <li>• Knowledge &amp; infrastructure support</li> </ul>
Local communities	Yes	<ul style="list-style-type: none"> <li>• Gramsabha and Public Hearing / Consultation as and when required.</li> <li>• Meetings with community leaders</li> </ul>	Public hearings as per regulatory requirement, other community meetings as required	<ul style="list-style-type: none"> <li>• Regulatory compliance</li> <li>• Transparency in disclosures</li> </ul>
Regulatory Authorities	No	<ul style="list-style-type: none"> <li>• Ongoing meetings and dialogues</li> <li>• Participation in formal and informal consultation process</li> </ul>	On regular basis	<ul style="list-style-type: none"> <li>• Livelihood opportunities</li> <li>• Basic amenities</li> <li>• Rehabilitation and Resettlement</li> <li>• Compensation</li> </ul>
Media	No	<ul style="list-style-type: none"> <li>• Press conferences</li> <li>• Press coverage of operations</li> <li>• Interviews</li> </ul>	Monthly/Quarterly /as per plan	<ul style="list-style-type: none"> <li>• Sound corporate governance mechanisms</li> <li>• Regulatory compliances</li> <li>• Transparency in disclosure</li> </ul>
Investors	No	<ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Periodic financial reports to shareholders and investors</li> <li>• Interactions with financial institutions and shareholders.</li> </ul>	Annually/as and when convened	<ul style="list-style-type: none"> <li>• Impact on the community</li> <li>• Transparent and accurate disclosure to the stakeholders</li> <li>• Transparent and effective communication of business performance</li> <li>• Addressing investor queries and concerns</li> <li>• Sound corporate governance mechanisms</li> </ul>

## Leadership indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

a) Stakeholder Identification: We have identified 9 key stakeholder groups that impact our business and are, in-turn impacted by our business.

b) Stakeholder engagement: We developed survey questionnaires for employees and workers to seek their input. Engagement with other stakeholder groups, including Senior management and Board of Directors, and sought their inputs.

c) Issue Prioritization: Based on the response received from the stakeholder engagement, we identified key material topics for the company.

d) Issue Management: We sought inputs from the senior management and the Board of Directors on the management of key material topics across the value chain.

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

Yes. Stakeholder consultation is used to support the identification and management of environmental and social topics.

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

The concerns of the local communities identified as vulnerable/marginalised groups were as follows:

- Compensation.
- Financial, social and environmental impact of the operation on the community.
- Training/upskilling to enable community members to be self employed.
- Support in providing clean drinking water.
- Job creation.

## 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.

There were no trainings specific to human rights that were conducted during the reporting period.

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

Category	FY2022-23					FY2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees (executives)</b>										
Permanent										
Male	229	-	-	229	100%	212	-	-	212	100%
Female	15	-	-	15	100%	14	-	-	14	100%
<b>Workers (non-executives)</b>										
Permanent										
Male	644	114	17.7	530	82.3	627	109	17.18	518	82.6%
Female	145	31	21.4	114	78.6	136	30	22.1	106	77.9%
Other than Permanent										
Male	658	0	0	658	100%	729	0	0	729	100%
Female	6	0	0	6	100%	7	0	0	7	100%

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	*	1	*
Key Managerial Personnel	-	-	-	-

\* No remuneration was paid to Directors by NMDC Steel Ltd. As per order dated 20-03-2023 of Ministry of Steel, GOI the functional & Govt. Nominee Directors on the Board of NMDC were also the Directors on the Board of NSL.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. The Grievance committee oversees and addresses any issue arising from any human rights impact or issues caused or contributed to by the business.

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

The mechanism prescribed by the Government, namely the "Grievance Procedure", is in force for the redressal of the employees. There is a personnel Department which is fully equipped to deal with the grievances of the employees. Besides, as and when CMD/ Directors of the company visit the steel plant, they invariably hold meetings with the Associations/ Unions for redressal of their grievances, if any.

Besides, there is a link to the CPGRAMS also provided on the website of the company, where a grievance can be lodged by an aggrieved employee. This portal is being monitored by the Personnel Department of the company, who is also the Grievance Redressal Officer of the Company. We stand committed to protecting human rights in the workplace. Thus, during the FY 2022-23, there have been Nil cases of human rights violation.

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

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labor	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labor/Involuntary Labor	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

The company has a Board of Directors' approved Whistle Blower Policy in place. This mechanism provides adequate safeguards against victimization of Employees who complain about discrimination/harassment etc. The Guidelines of Department of Public Enterprise (DPE) provides that the role of the Audit Committee, as constituted by the Board of Directors, includes a review of the functioning of the Whistle Blower Mechanism. Complete Confidentiality of the Whistle Blower is being maintained. It is ensured that the Whistle Blower /Complainant is not subjected to victimization of any nature whatsoever. Genuine Whistle Blowers are accorded protection from any kind of harassment/unfair treatment/victimization. Any other Employee(s) assisting in the said investigation are also protected to the same extent as the Whistle Blower/Complainant.

In case of Employees filing a Vigilance Complaint with the Vigilance Department, the Identity of the Complainant is strictly kept confidential. In case a complaint is received against any superior for any kind of harassment to the employee, the identity of the complainant is kept confidential, and if required, the superior/complainant may be transferred to other Units for safeguarding the Complainant. NSL has an Internal Complaints Committee (ICC) under the POSH ACT, 2013, to safeguard and protect women Employees from any form of Sexual Harassment and Discrimination in the Workplace.

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

No

9. Assessment for the year

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

\* Not Available

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

##### Essential indicators

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

Parameter in GJ	FY2022-23	FY2021-22
Total electricity consumption (1) (Grid)	4,84,142.4	2,13,066.72
Total fuel consumption (2)	15,58,010	741**
Energy consumption through other sources (3) (Solar)	0	0
<b>Total energy consumption (1+2+3)</b>	<b>20,42,152</b>	<b>2,13,807</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in Crore rupees)	-*	-*

\* Since the plant did not start its Commercial Operations as on 31st March, 2023 the turnover of the company can not be ascertained

\*\* As blast furnace has not started & the plant has not been commenced operations in the last financial year the fuel consumption is very less.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Company does not have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme by the Government of India. Hence, not applicable.

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

Parameter	FY2022-23	FY2021-22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	57,52,606*	45,68,548
(ii) Groundwater	NIL	NIL
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	57,52,606*	45,68,548
Total volume of water consumption (in kiloliters)	30,72,144	16,32,311
Water intensity per rupee of turnover (litre /Rs. Crore)	-	-

\* The water withdrawal from the river is based on the actual water drawn, however the consumption of water is less as the plant is not fully operational.

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

Zero Liquid Discharge Details are as below

- i) All other units of the steel plants are provided with separate pre-treatment systems comprising of settling ponds, UF and RO systems. For treatment of waste water generated from power and blowing station, HRSCC-DMF-UF-RO scheme has been proposed. The treated effluents shall be used as make up water in unit water circuit.
- ii) A centralized zero liquid discharge facility has been proposed for the ISP. RO reject water (180 m<sup>3</sup>/hr) from various units of the steel plant shall be collected & treated in ZLD plant. Around 90% of the water shall be recovered from ZLD and shall be reused inside the plant. No effluents shall be discharged outside the plant boundary. ZLD sludge shall be disposed-off through Authorized TSDF agency.
- iii) Engineering of the scheme is under progress. Breakup of quantities of RO rejects maximum from various units is shown in the following Table.

#### Breakup of RO rejects from different units of the Integrated Steel Plant

S.No	Unit	RO Reject Quantity(m <sup>3</sup> /hr)
1	Power & Blowing Station	45
2	Thin slab caster, Tunnel Furnace, HSM	45
3	BOFComplex	26
4	Blast Furnace Complex	14
5	STP(UFReject)	12
6	Compressed Air Station	10
7	OxygenPlant	8
8	EDWorkBuilding	7
9	Lime&Dolomite Plant	4
10	Area shop office for Sinter plant, BF&LDCP	3
11	Area shop office,for SMS & Caster	3
12	Area shop for CMQS Building	3
	<b>Total</b>	<b>180</b>

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

Ans: As the plant is in commissioning stage, it is 'Not Applicable'

Parameter	Please specify unit	FY2022-23	FY2021-22
NOx	mg/NM <sup>3</sup>	241	NA
SOx	mg/NM <sup>3</sup>	386	NA
Particulate matter (PM)	mg/NM <sup>3</sup>	46	NA
Persistent organic pollutants (POP)	-	-	NA
Volatile organic compounds (VOC)	-	-	NA
Hazardous air pollutants (HAP)	-	-	NA
Others - please specify	-	-	NA

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	5,51,718.3	—*
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,06,242.36	—
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		—**	—**

\* Data not available.

\*\* Since, the company has not started commercial operations as on 31-03-2023, the turn over is not applicable.



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

The plant is in commencing stage and is yet to start its commercial operations. The projects related to the reduction in Greenhouse gas emissions are not applicable. However, there are four continuous Ambient air quality stations to monitor the ambient air quality continuously for 8 parameters.

8. 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.

#### Solid Waste: Mitigation Measures

Integrated Iron & steel plant generates solid wastes, some of which are hazardous while others are non-

hazardous. Some of these wastes are reused / re-utilised and some are not. Additionally, some wastes are also generated during operation / maintenance / annual maintenance of other units / shops etc, like Flue dust from BF, BF/BOF Gas Cleaning Plant sludge, Waste Refractories, etc. It can be noticed that except some sludge generated from Coke Oven and By Product area, all other wastes are non-hazardous. All the solid wastes shall be utilized as such inside the plant in Sinter Plant/BOF. BF/BOF Slag shall be sold to cement manufacturers or used for road construction.

All hazardous waste shall be handed over to authorized dealers for disposal as per statutory norms. The generation quantity along with the reuse / recycle and disposal methodology for the solid waste is presented in the following table.

Table 1: Source of Generation / Characterization of Solid Wastes

Sl.No.	Solid wastes	Expected Generation TPA	Proposed disposal
1	BF slag	848700	Sold [Cement Industry], Road Construction
2	BF sludge	22000	Partly used in the Sinter Plant and partly dumped
3	BF flue Dust	42150	100% reuse in the Sinter Plant
4	BOF Slag	315000	100 % reuse in construction, Cement, BF, Sinter Plant & as rail ballast.
5	BOF sludge	45000	Reuse in the Sinter Plant & Dumped
6	BOF scale	15000	100% reuse in the Sinter Plant
7	Scales Caster / Mills	42150	100% reuse in the Sinter Plant
8	Scrap Caster / Mills	56600	100% reuse in the BOF Plant
9	Lime Dust	25600	100% reuse in the Sinter Plant
10	Dolo Dust	6600	100% reuse in the Sinter Plant
11	Skull / Scrap	6000	100% reuse in the BOF Plant
12	Pig casing m/c Sludge	7000	100% reuse in the Sinter Plant
13	Cinder	72000	Sold, Road Construction

Table 2: Hazardous waste generation & management

Sl.No.	Source	Quantity Per Annum	Mode of utilisation
1	Tar Sludge from Coke Oven Decanter	3780 T	Recycling in Coke Ovens.
2	BOD plant sludge	800 T	Disposal in Coke Ovens
3.	ZLD Plant Sludge	14600 T	Disposal through Authorised TSDF (Treatment Storage and Disposal Facility) agency.
4.	Spent / Wash/Lubricant and batteries	150 T	Disposal through Authorised TSDF (Treatment Storage and Disposal Facility) agency.
5.	Oil & Grease Skimming Residues	100 T	Sold to authorize recyclers.

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.

The waste management practices adopted by the company are mentioned in Table 1. There are processes in place to reduce the usage of hazardous and toxic chemicals; the processes and practices adopted to manage hazardous waste are given in Table 2 in the above question.

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:

Permissions and recommendations were undertaken from the State Forest Department regarding impact of proposed plant on the surrounding reserved forest viz. Kanger RF (5 km, SE), Ultnar RF (7.9 km, NW), Kakadpasa RF (5.3 km, NW), Chalanguada RF (8.5 km, NW) and Metawada RF (13.6 km, NW).

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	Village & PO Nagarnar, District Bastar, Chhattisgarh	Integrated Iron and Steel Plant	All the conditions are complied

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
EIA/EMP study report for Integrated Steel Plant (3.0 MTPA) at Village Nagarnar, Tehsil Jagdalpur, District Bastar, Chhattisgarh	S.O.1533(E)	14.09.2006	YES, EIA/EMP study was carried out by M/s MECON Ltd., Ranchi, Jharkhand	Yes	<a href="https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=2070&amp;proposal_no=IA/CG/IND/24498/2014&amp;typep=EC">https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=2070&amp;proposal_no=IA/CG/IND/24498/2014&amp;typep=EC</a>

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:

NSL has been granted & issued Consent to Operate under Water (Prevention and Control of Pollution) Act 1974, Air (Prevention and Control of Pollution) Act 1981 on 15.09.2022 and renewed further and same is valid up to 31.08.2023. All the conditions stipulated under the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules there under are complied and compliance report of the same is being submitted to statutory agencies.

**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.  
NIL
- 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  
NIL
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

The company was yet to commence production as on 31-03-2023. Further, no adverse orders from any regulatory authorities were received.

## 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.  
Not available
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 the project for which R & R is going on	State	District	No. of project effected families (PAF's)	% of PAF's covered by R&R	Amount paid to PAFs on the FY (in INR)
1	NSL, Nagarnar	Chattisgarh	Bastar	26 Khatas	78	5.8 crores against land compensation

3. Describe the mechanisms to receive and redress grievances of the community.  
NSL being a CPSE has its established grievance submission & redressal mechanism. A Complaint box has been provided at the plant wherein stakeholders can drop in their grievances. In addition to the above, grievances /complaints can be submitted to the Head of the Departments.
4. Input material sourced from suppliers: (Rs. Cr)

	FY 2022-23	FY 2021-22 (INR)
Directly sourced from MSMEs/ small producers	19.00	5.08
Sourced directly from within the district and neighboring districts	2.35	0.66

### Leadership indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):  
Not Applicable
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:  
Since the plant is under commissioning stage and there are no profits, CSR is not applicable
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
NA\*  
(b) From which marginalized /vulnerable groups do you procure?  
NA\*  
(c) What percentage of total procurement (by value) does it constitute?  
NA\*  
\* Not available
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:  
NIL
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.  
NIL
6. Details of beneficiaries of CSR Projects:  
Since the plant is under commissioning stage and there are no profits, CSR is not applicable.

**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.

NSL, as a CPSE, has a well-established system for submitting and resolving grievances. NSL Vigilance dept. receives compliant through various sources such as CVC, CBI, MOS, and either by mail or by post. Additionally, complaints can be submitted to the Chief Vigilance Officer (CVO). Once a complaint is registered and the complainant's credibility is confirmed, further correspondence regarding the complaint's outcome will not be entertained. However, NMDC Vigilance will ensure that the complaint is examined and investigated according to the guidelines of CVC. If an employee's name appears in the complaint or their role emerges during the investigation, they will be informed of the allegations.

2. Turnover of products and/ services as a percentage of turn over from all products/service that carry information about:  
Not applicable

3. Details of consumer complaints in respect of the following  
Nil.

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

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.  
No. However the company is in the process of having a cyber security policy.

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 / service

Not Applicable as no cases of data theft/ data privacy issues or complaints were reported. However, new generation fire walls are being developed to strengthen the Cyber Security Systems and there by protect the data of customers and employees.

