



NLC INDIA LIMITED

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S. No.	Particulars	
1	Corporate Identity Number (CIN) of the Listed Entity	L93090TN1956GOI003507
2	Name of the Listed Entity	NLC India Limited ('NLCIL')
3	Year of incorporation	1956
4	Registered office address	No. 135, EVR Periyar High Road, Kilpauk, Chennai- 600010, Tamil Nadu
5	Corporate address	
6	E-mail	investors@nlcindia.in
7	Telephone	044-28360027, Fax: 044-28360057
8	Website	www.nlcindia.in
9	Financial year for which reporting is being done	2021-22
10	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> BSE Ltd., Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 National Stock Exchange of India Ltd., Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai - 400 051.
11	Paid-up Capital	₹ 1,386.64 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	D. Shankar Deputy General Manager, Management Services, gmms@nlcindia.in 04142 212558
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):	The disclosures made under this report are made on a standalone basis for NLCIL.

II. Products/services

14. Details of business activities:

S. No.	Description of main activity	Description of business activity	% of turnover of the entity
1	Electricity supply	Electric power generation	83%
2	Mining	Mining of coal and lignite	17%

15. Products/Services sold by the entity:

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electric power generation	35102	83%
2	Sale of Coal	05101	9%
3	Sale of lignite	05201	8%



III. Operations

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

Locations	Number of plants	Number of offices	Total
National	15	9	24
The Company does not have any international operations			

This includes four open cast lignite mines, one open cast coal mine, five pithead thermal power stations, four solar power plants and one wind power plant.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Tamil Nadu, Karnataka, Andhra Pradesh, Telangana, Odisha, Madhya Pradesh, Kerala, Rajasthan, Pondicherry and Andaman & Nicobar Islands.
International (No. of Countries)	Nil

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

Nil

c. A brief on types of customers

The Company supplies energy and related services to several business customers which are mainly the state distribution companies and Commercial & Industrial consumers. The company is also having a fuel supply agreement with M/s NTPC and M/s TAQA for their thermal power plants. The company sells lignite through E-Auction route to industries for captive power generation. NLCIL is having power consumers who buys the surrendered power by the DISCOMS through power trading. NLCIL is also having customers in the field of mining and solar power generation firms who receives consultancy services from NLCIL.

IV. Employees

18. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			Numbers (B)	% (B / A)	Numbers (C)	% (C / A)
Employees						
1	Permanent (D)	3,917	3,585	92	332	8
2	Other than Permanent (E) *	136	92	68	44	32
3	Total employees (D + E)	4,053	3,677	91	376	9
Workers						
4	Permanent (F)	7,329	6,760	92	569	8
5	Other than Permanent (G) **	15,465	14,607	94	858	6
6	Total employees (F + G)	22,794	21,367	94	1,427	6

Note: includes NLCIL employees of NTPL and NUPPL

* refers to fixed term employments and resident doctors

** refers to contract workmen employed by private contractors



b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			Numbers (B)	% (B / A)	Numbers (C)	% (C / A)
Differently Abled Employees						
1	Permanent (D)	56	54	96	2	4
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	56	54	96	2	4
Differently Abled Workers						
4	Permanent (F)	155	126	81	29	19
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F + G)	155	126	81	29	19

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		Numbers (B)	% (B / A)
Board of Directors	11	1	10%
Key Management Personnel	6	-	-

20. Turnover rate for permanent employees and workers

	FY 2022 (Turnover rate in current FY)			FY 2021 (Turnover rate in previous FY)			FY 2020 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	1.45	1.51	1.46	0.46	1.22	0.53	0.52	1.46	0.60
Permanent workers	-	0.18	0.01	0.03	0.17	0.04	0.01	0.16	0.02

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

21. 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 / in listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	NLC Tamil Nadu Power Limited (NTPL)	Subsidiary	89%	Yes
2	Neyveli Uttar Pradesh Power Limited (NUPPL)	Subsidiary	51%	Yes
3	MNH Shakti Limited (MNH)	Associate	15%	No
4	Coal Lignite Urja Vikas Private Limited (CLUVPL)	Joint Venture	50%	No



VI. CSR Details

22.

(i)	Whether CSR is applicable as per section 135 of the Companies Act, 2013	Yes
(ii)	Turnover	₹9,856.48 crore
(iii)	Net worth	₹13,693.06 crore

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)	FY 22 Current Financial Year			FY 21 Previous Financial Year		
		(A)	(B)	(C)	(D)	(E)	(F)
Communities	Y	101	6		151	7	-
Investors (other than shareholders)	Y	-	-	-	-	-	-
Shareholders	Y	21	-		23	1*	-
Employees and workers	Y	-	-	-	-	-	-
Customers	Y	-	-	-	-	-	-
Value Chain Partners (Vendors)	Y	1	1	-	1	1	-

(A) & (D) refers to Number of complaints filed during the year

(B) & (E) refers to Number of complaints pending resolution at close of the year

(C) & (F) refers to Remarks

Note:

* The pending resolution was subsequently resolved post the year end

24. **Overview of the entity's material 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.

NLCIL, as a leading Navratna Central Public Sector Enterprise in Mining and Power Generation (Thermal and Renewable), recognises that managing risk is critical for sustainable development and in pursuit of achievement of business objectives. NLCIL is thus committed to the effective and efficient management of risks to achieve the company's vision and mission in line with the risk-reward appetite of its stakeholders.

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	Community Engagement	R	The communities form as a key stakeholder considering the nature of the business	Communities are engaged through skill development and contract employment and several CSR projects	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Health and safety	R	Risk of accidents that could result in impacting the health and safety of the relevant stakeholders due to the nature of operations	Safety measures and action taken to avoid fire incidents in thermal plants are: <ul style="list-style-type: none"> Regular testing the readiness of Fire Detection & Suppression System; Weekly check of fire pump, hydrant pipeline and valves; 24x7 fire crew, presence of fire tender and foam tender across sites. As per Safety and Health policy, everyone has the authority to challenge and stop unsafe activities. Free medical facilities are available to NLC employees and contract workers. Yes, OHSAS 45001-2018 has been implemented. Joint Fire safety campaign conducted with CISF fire crew once in a year. Hands on training imparted to all employees and contract workmen using portable fire extinguishers 	Negative
3	Air emissions	R	The main sources of emission of pollutants are <ul style="list-style-type: none"> Drilling and excavation activity Transportation of lignite/coal Storage yard & Haul roads Stack emissions Ash handling system Fly Ash transportation 	The steps taken by NLCIL for controlling emission are: <ul style="list-style-type: none"> Installation of Water sprinkler/Fog systems Haul road water sprinklers Vehicular water spraying/ Pressurized mobile water sprinkling system for roads inside the mines Conveyor water spraying Working face water spray pipelines Fixed water sprinklers guns in Bunker area Fog Cannon dust suppression system in Coal Stock Yard Provision of Electrostatic precipitator Flue gas desulphurization implementation is also under progress 	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Land acquisitions	R	Delay for NLCIL's operations related to mining activities.	<ul style="list-style-type: none"> R&R (Rehabilitation and Resettlement) policy in place, which compensates over and above the requirements under 'The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013' (RFCT LARR Act). Providing employment opportunities to project affected persons through skill development and contractual employment besides engagement in agriculture and farming. 	Negative
5	Resource availability	O	Availability of abundant resource	<ul style="list-style-type: none"> Improvement in operating parameters to effective usage of resources Adoption of resource efficient technology. 	Negative
6	Renewable energy	O	Renewable energy is one of the key focus areas of NLC as a long term strategy.	Development of renewable energy deployments are being ventured	Positive
7	Operational efficiency and plant reliability	O	Operational efficiencies are key parameter for resource conservation	<ul style="list-style-type: none"> Super critical boilers of 800 MW with less specific fuel consumption and CO2 emission are being implemented in thermal power plant at Talabira. Adoption of Green mining technologies for minimizing the impact of mining activities on the environment. 	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Water and effluent management	R	The major pollutant that is present in the seepage & surface water is Suspended Solids. Other pollutants such as Bio-chemical Oxygen Demand, Chemical Oxygen Demand, Total Suspended Solids, Total Dissolved Solids, Oil & Grease etc., are generated from the vehicle washing & domestic waste from the mines.	<ul style="list-style-type: none"> All industries are provided with requisite STPs/ETPs for meeting the standards for treated wastewater. Rainwater Harvesting in NLCIL premises Artificial Recharge by gravity method in the recharge area Artificial recharge through injection well technique 	Negative
9	Governance	R	Being a regulated entity we need the top most compliance in all aspects.	<ul style="list-style-type: none"> Policy development to address key aspects concerning ESG for guiding the culture at NLCIL Provision of trainings and awareness programmes on anti-corruption and anti-competitive behaviour Building awareness among stakeholders on change in regulatory norm Risk management with oversight of the Board. Code of conduct training and guidance for all our stakeholders 	Negative
10	Training, education and development	O	We understand the changing landscape in the context upskilling, compliance managements and career development	<ul style="list-style-type: none"> Deploying and providing accessibility through digital means to the workforce has been a key initiatives undertaken during the pandemic times 	Positive
11	Climate Strategy	R	Our business activities are carbon intensive in nature. With the evolving regulatory and compliance regarding carbon markets, developing a climate strategy is critical to us.	<p>We intend to expand our portfolio in the renewable energy space.</p> <ul style="list-style-type: none"> Also, through our R&D team (CARD) we intend to develop innovations that help reduce carbon foot print 	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Innovation and Digitisation	O	We believe sustained innovation is required to promote the green innovation and create a work friendly environment	<ul style="list-style-type: none"> Enhancing partnerships and collaborations with new technology start-ups in the energy solutions and services domain Integrating digital technology to improve asset performance and enhance customer experience 	Positive
13	Sustainable Supply Chain	O	As part our strategy to provide resilient power to our customers, we consider a sustainable supply chain is key to it.	<ul style="list-style-type: none"> Implementation of sustainable supply chain guidelines Capacity building programmes for suppliers on Environment Social and Economic fronts to create shared value Capturing ESC data of suppliers on voluntarily basis 	Positive
14	Decommissioning of old plants	R	Some of our plants have attained their end of life. We would be decommissioning such plants.	<ul style="list-style-type: none"> Decommissioning of plants are governed by the norms of Ministry of Power (MoP) Ensuring safety and security of people and environmental impact during decommissioning 	Negative
15	Ethics and integrity	O	Being a regulated entity it is essential to maintain the highest standards of ethics in the organisation	<ul style="list-style-type: none"> Ethics being part of core values, all business processes are aligned to principles of ethics and integrity Policies of code of conduct, whistle blower, complaint handling and banning of business dealings in place 100% compliance with laws and regulations ensuring a transparent and corruption free work environment Display Boards at all offices exhorting any visitor not to succumb to pressure and report any case of corrupt practices directly to Chief Vigilance Officer 	Positive
16	Biodiversity Preservation	O	We intend to conserve and promote the biodiversity in the areas which have been reclaimed after mining	<ul style="list-style-type: none"> Improvement in operating parameters to reduce consumption of coal and water Ensure and implement responsible business practices in areas of high biodiversity value 	Negative

**SECTION B: Management and Process Disclosures**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements of administering responsible activity.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board*? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
*Note- As per the delegation granted to Chairman-cum-Managing Director									
c. Web Link of the Policies, if available	Whistle blower policy - https://web.nlcindia.in/webcount/Document/whistleblow.pdf Complaint handling policy - https://web.nlcindia.in/webcount/Document/Complaint_Policy.pdf Archival Policy - https://www.nlcindia.in/investor/ArchivalPolicy.pdf Nomination and Remuneration Policy - https://www.nlcindia.in/investor/Remuneration-policy13032019.pdf Policy for Materiality of Event - https://www.nlcindia.in/investor/policy_materiality_event.pdf Policy on Material Subsidiary - https://www.nlcindia.in/investor/policy_on_material_subsidiaries.pdf Policy on Related Party Transaction - https://www.nlcindia.in/investor/policy_on_related_party_transactions.pdf Cyber security policy - https://www.nlcindia.in/new_website/cyber-policy-17-22.pdf Vendor grievance policy - https://www.nlcindia.in/new_website/Vendor%20Grievance%20Policy%20rv1%2018082022.pdf Waste Management Policy - https://www.nlcindia.in/new_website/Waste%20Management%20Policy.pdf								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Dividend Distribution Policy - https://www.nlcindia.in/investor/dividenddistributionpolicy_15042017.pdf Policy for Investment in Surplus Funds - https://www.nlcindia.in/investor/policyforSTD07122018.pdf Environment Policy of NLC - https://www.nlcindia.in/new_website/env-policy-2019.pdf CSR Policy - https://www.nlcindia.in/new_website/csr_new/csr_policy_2021.pdf Code of Conduct - https://www.nlcindia.in/news/conduct.pdf Code of conduct for prevention of Insider Trading - https://www.nlcindia.in/investor/code_conduct_trading.pdf Code of Practices and Procedures for disclosure of Unpublished Price Sensitive Information - https://www.nlcindia.in/investor/Code%20of%20Practices%20and%20Procedures%20for%20Fair%20Disclosure%20of%20Unpublished%20Price%20Sensitive%20Information06042019.pdf Policy on Safety & Health - https://www.nlcindia.in/new_website/NLC%20Safety%20policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO/IEC 17025:2005 • OHSAS 45001-2018- Safety • ISO 9001 - 2015 Quality Management System • ISO 14000-1094 – Environmental' • ISO 17025 - Testing and Calibration Laboratories 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NLCIL has set a high growth target to become energy major with 15,851 MW power generation capacity by 2030 with its own fuel security of lignite mining capacity of 40.10 MTPA from its present capacity of 30.60 MTPA and coal mining capacity of 44.00 MTPA from the present capacity of 20.00 MTPA. The Company intends to increase its renewable energy capacity to 6,031 MW capacity by 2030 from the existing capacity of 1,421 MW								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Refer Director's Report								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Refer Director's Report									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Functional Directors are responsible for the implementation and oversight of the Business Responsibility policies with respect to their respective functional area.								



Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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. NLCIL is in the process of creating a working committee to oversee the sustainability related topics.								
10. Details of Review of NGRBCs by the Company:										
Subject for review		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Indicate whether review was undertaken by Director / Committee of the Board/ Any other committee	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Frequency (Annually (A)/ Half yearly(H)/ Quarterly(Q)/ Monthly (M)/ Weekly(W) specify)	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Frequency (Annually (A)/ Half yearly(H)/ Quarterly(Q)/ Monthly (M)/ Weekly(W) specify)									
*Note- As per the delegation granted to Chairman-cum-Managing Director										
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency		Even though all the policies are not covered for independent assessment / evaluation on their workings, the Company has done evaluation and impact assessment of the CSR activities through external agency M/s Institute of Public Enterprises (IPE), Hyderabad.								
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)										
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)										
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										



SECTION C: Principle Wise Performance Disclosure

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

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

The Company demonstrates high standards of ethics and integrity in its operations. The Company has clear manuals and policies to guide all its stakeholders to maintain, act and engage in a manner that is ethical, transparent and accountable in nature. Further to enforce the criticality of ethics, the company has prescribed a detailed code of conduct for all employees (including senior management), directors, suppliers and other stakeholders. The policy/rules relating to ethics, bribery and corruption cover the Company and extend to the Group/Joint Ventures/Suppliers/Contractors/NGO. The Company and its subsidiaries are also governed by the guidelines issued by CVC, Government of India and provisions as per applicable Acts.

Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Two masterclass sessions for directors (virtual training programme) on 31 st July, 1 st August 2021 and on 7 th and 8 th August 2021. Two online programme on masterclass for directors on ‘Certified Corporate Directors’ on 4 th , 5 th , 11 th and 12 th September.	46%
Key Managerial Personnel	2	Conference organized by the Ministry of Coal (5th India Energy Forum by CERA)	25%
Employees other than BoD and KMPs	1378	<ul style="list-style-type: none"> Virtual Program on ‘Towards an Ethical Work Culture’ dated 22nd June 2021 to 24th June 2021. Webinar Training On “ Independent India @ 75: Self Reliance with Integrity on 10th October 2021. VAW Being Self Reliant with Integrity - The Role of PSU Employees dated 8th November 2021, The Fight Against Corruption & Role of Transparency India at NTPL dated 29th October 2021 Regulatory Framework in Electricity Industry in India - Challenges, Governance & Future Roadmap dated 23rd and 24th March of 2022. 	100%
Workers	650	<ul style="list-style-type: none"> Webinar training on “ Independent India@ 75: Self Reliance with Integrity dated 21st October 2021 VAW Being Self Reliant with Integrity - The Role of PSU Employees dated 8th November 2021 The Fight Against Corruption & Role of Transparency India at NTPL dated 29th October 2021 	100%



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, 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 Obligations) Regulations Disclosure, 2015 and as disclosed on the entity's website):

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR lakhs)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine	Principle 1	Securities and Exchange Board of India	29.50	Pursuant to the Corporate Governance Report filed by the Company during the four Quarter for the year 2021-22, BSE and NSE issued notice for non-compliance of Regulation 17(1) of SEBI (Listing Obligations and Disclosure Requirements), Regulations,2015	In response to the notice issued by the Stock Exchanges for levy of penalty due to non-compliance of Regulation 17(1) of SEBI (LODR), 2015, replies were made to the Stock Exchanges requesting to waive the penalty imposed on the Company stating that since our Company being a Government Company, the power to appoint directors on the Board of the Company vests with the President of India and the periodical actions taken by the Company in apprising the Ministry of Coal (MoC) with regard to the requirement of appointing requisite number of Independent Directors on the Board.
Settlement	Nil				
Compounding fee	Nil				
Non-monetary					
Penalty/ Fine	Nil				
Settlement	Nil				
Compounding fee	Nil				

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

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

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

NLCIL has internal standing orders that advises on anti-bribery and anti-corrupt practices. NLCIL has implemented Integrity Pact Programme in co-operation with Central Vigilance Commission (CVC) and renowned International Non-governmental organization, Transparency International India (TII). Integrity pact with the suppliers/ contractors for all tender with estimate of INR 1 crore and above are monitored.



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

	FY22	FY21
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY22 (Current financial year)		FY21 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

In response to the notice issued by the Stock Exchanges for levy of penalty due to non-compliance of Regulation 17(1) of SEBI (LODR), 2015, a reply was made to the Stock Exchanges requesting to waive the penalty imposed on the Company stating that since our Company being a Government Company, the power to appoint directors on the Board of the Company vests with the President of India and the periodical actions taken by the Company in apprising the Ministry of Coal (MoC) with regard to the requirement of appointing requisite number of Independent Directors on the Board.

Leadership indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Vendors Meet dated 10 th October 2021 Vendor Development Workshop For Procurement In Government E-Marketplace (GEM) dated 5 th October 2021	Not assessed

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.

The Company has the following policies in place to avoid/manage the conflict of interest involving members of the Board.

- Code of Conduct for Board Members and Senior Management Personnel.
- Code of conduct for prevention of Insider Trading.
- Code of Practices and Procedures for disclosure of Unpublished Price Sensitive Information.
- Whistle Blower Policy.
- Compliant Handling Policy.
- Policy for Materiality of Event.
- Policy on Related Party Transaction.

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

The Company does not believe in profit alone as its prime objective but follows the policy of integrating People and Planet. Corporate Sustainability vision addresses Society, Environment, and Economy for the success of the company and for the wellbeing of the various stakeholders. The Company's philosophy on sustainability is to contribute for a greener and healthier planet and hand it over to the future generations in a sustainable manner.

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.

	Current financial year (FY22)	Previous financial year (FY21)	Details of improvements in environmental and social impacts
R&D	30%	26%	CARD has taken up initiative for the formation of Innovation Incubation Centre (IIC). Under IIC, projects focusing on environmental improvement and social impacts of products and processes are taken up. In addition, R&D works like Hi-Tech Farming, Development of Mobile Electric Vehicle based - Real Time Air Quality Monitoring & Modelling for NLCIL, Study on evaluation of ageing of oils used in transformer and various equipment, Studies on Heavy/trace Metals and elements in Lignite/Coal, Real time monitoring of borewells/Conveyor at Mines, etc. are being carried out.
Capex	11%	3%	

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

Lignite/Coal Linkage:

- 100% of lignite requirement for the power generation is sourced sustainably by locating the power station at pithead.
- 100% of coal requirement for the proposed NLC Talabira Thermal Power Project is sourced sustainably from Talabira II & III Coal Mines, Odisha.
- Fuel Supply Agreement: FSA is signed with an IPP, M/s TAQA for long term supply of lignite.

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

Most of the inputs are sourced sustainably as the inputs are from the process of mining (major inputs are coal and lignite which are sourced in a captive manner). However, The Company is in process of assessing and including sustainability checks for its suppliers.

- 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.

- Usage of plastic bags, covers, etc has been banned in Neyveli Township since 2006. Thrown plastics like oil covers, milk covers, etc are collected & shredded into small pieces and processed for use as additives in construction works in the township.
- NLCIL collects and disposes the e-waste through e-tender by MSTC to Pollution Control Board Authorized recycler.
- NLCIL safely disposes the hazardous waste generated through e-tender by MSTC to Pollution Control Board Authorized recycler/co-processors/disposal facility.
- NLCIL is committed towards 100% fly ash utilization in its lignite/coal based Thermal power projects and has achieved the same in its Thermal Power Stations at Neyveli, Tuticorin and Barsingsar.

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

Not applicable



Leadership indicators

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

NIC Code	Name of product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	If yes, provide web link
Life Cycle Assessment(LCA) have not been conducted. However, LCA of the fuel has been planned.					

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.

Name of Product / Service	Description of the risk / concern	Action Taken
-		

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 reused input material to total material	
	FY22 (Current financial year)	FY21 (Previous financial year)
Not applicable		

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:

Indicate input material	FY 22 Current Financial Year			FY 21 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Only packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	11.12
Hazardous waste	-	-	245.57	-	-	159.52
Other waste	-	-	-	-	-	-

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

Indicate input material	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	

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

The Company believes in its human assets who are the key performers driving the Company's growth. The Company provides a conducive working environment to its employees wherein they deliver their best potential.

Essential indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities *	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3,585	3,585	100	3,585	100	NA	NA	3,585	100	-	-
Female	332	332	100	332	100	332	100	NA	NA	332	100
Total	3,917	3,917	100	3,917	100	332	100	3,585	100	332	100
Other than Permanent employees											
Male	92	92	100	92	100	NA	NA	92	100	-	-
Female	44	44	100	44	100	44	100	NA	NA	44	100
Total	136	136	100	136	100	44	32	92	68	44	100

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities *	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	6,760	6,760	100	6,760	100	NA	NA	6,760	100	-	-
Female	569	569	100	569	100	569	100	-	-	569	100
Total	7,329	7,329	100	7,329	100	569	8	6,760	92	569	100
Other than Permanent workers											
Male	14,607	8,496	58.16	14,607	100	-	-	-	-	-	-
Female	858	653	76.11	858	100	-	-	-	-	858	100
Total	15,465	9,149	59.16	15,465	100	-	-	-	-	858	100



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

Benefits	FY 22 Current Financial Year			FY 21 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	-	-	-	-	-	-
Others - NLCIL Pension scheme, Superannuation benefit, Post Retirement Medical Assistance, Post Retirement Medical Insurance	100	100	Y	100	100	Y

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, the Company takes all efforts to maintain adequate representation of physically challenged persons in its workforce in compliance of provisions under the Rights of Persons with Disabilities Act, 2016. The Company has put in place a comprehensive policy for Persons with Disabilities (PwDs) for providing certain facilities, in line with the guidelines issued by Department of Personnel and Training (DoP&T).

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.

NLCIL takes all efforts to maintain adequate representation of persons with disabilities in its workforce and is in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. NLCIL is in the process of developing a policy that guides the goals and objectives in this aspect.

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

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



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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NLCIL has always believed in open and transparent communication. Employees are encouraged to share their concerns with their business heads, HR or the members of the senior management. NLCIL has always followed an open door policy, wherein any employee irrespective of hierarchy has access to the senior management.
Other than Permanent Workers	In addition, the Corporate Whistleblower Initiative (CWI) provides a formal platform to share grievances on various matters. The details of the grievance mechanism and CWI are shared with employees through a specific module. New recruits are also sensitized on the CWI mechanism and forms part of the employee induction programme. NLCIL has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy on the same is placed on the Company's website. The ICC comprises majority of women members. Members of the Company ICC are responsible for conducting inquiries pertaining to such complaints. NLCIL on a regular basis sensitises its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programmes which are held on a regular basis.
Permanent Employees	The process of redressal mechanism is given below: (i) The employee shall submit his/her grievance in the prescribed format immediately and in any case within a period of 3 months of its occurrence. (ii) For the purpose of prompt, correct and quick disposal of representations, employees have been grouped in the following three categories. (i) workmen and Staff. (ii) Supervisors and Executives. (iii) Executives of GM and above.
Other than permanent employees	For each category of employees, a separate Corporate Level Redressal Committees formed. The Grievances will be handled in two stages: I. At Stage-I The employee concerned shall take up the grievance with the head of his/her Dept/Unit through proper channel in the prescribed FORM-I. The Unit/Dept. Head shall call the concerned employee for redressal of the grievance and will return the Form-I with remarks/ action to be taken within 15 days from the date of receipt of the grievance petition. II. At Stage -II The employee may prefer an appeal if he/she is not satisfied with the reply directly to the respective Corporate Level Grievance Redressal Committee, in FORM-II. All such representations shall be submitted in duplicate to the respective Secretary of the Committee. A copy of the Form-I carrying the remarks/solution offered by the Unit Head must be enclosed with the Form-II.

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

Category	FY 22 Current Financial Year			FY 21 Previous Financial Year		
	Total employees / workers in respective category (A)	Number of employees / workers in Respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	Number of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	3585	2878	73.10	3658	2952	80.70
Female	332	256	77.10	327	245	74.92
Total Permanent Workers						
Male	6760	4867	72.00	6810	5114	70.10
Female	569	398	69.90	584	412	70.55



8. Details of training given to employees and workers:

Category	FY 22 (current financial year)					FY 21 (previous financial year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (B / A)	Number (C)	% (C / A)
Employees										
Male	3,585	3,458	96.50	211	5.90	3,658	436	11.90	50	1.40
Female	332	312	94.00	20	6.00	327	78	23.90	15	4.60
Total	3,917	3,770	96.20	231	5.90	3,985	514	12.90	65	1.60
Workers										
Male	6,760	2,483	36.70	1,362	20.10	6,810	830	12.20	2,121	31.10
Female	569	544	95.60	51	9.00	584	345	59.10	232	39.70
Total	7,329	1,939	26.50	1,413	19.30	7,394	1,175	15.90	2,353	31.80

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

Category	FY 22 Current Financial Year			FY 21 Previous Financial Year		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	3,585	3,585	100	3,658	3,658	100
Female	332	332	100	327	327	100
Total	3,917	3,917	100	3,985	3,985	100
Workers						
Male	6,760	6,760	100	6,810	6,810	100
Female	569	569	100	584	584	100
Total	7,329	7,329	100	7,394	7,394	100

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?
Yes, OHSAS 45001-2018 has been implemented.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
HIRA i.e. Hazard Assessment and Risk Assessment is practiced and Safety Management Plan (SMP) prepared based on that.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
As per Safety and Health policy, everyone has the authority to challenge and stop unsafe activities.
- Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Free medical facilities are available to NLC employees and contract workers.



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

Safety Incident/Number	Category	FY 22	FY 21
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2	-
	Workers	4	15
Total recordable work-related injuries	Employees	2	-
	Workers	4	15
No. of fatalities	Employees	-	8
	Workers	-	14
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

- Safety audit of all the Mines is conducted by ISO Team every year and Safety audit of Thermal plants is conducted by **accredited external agencies once in two years.**
- Regular Inspection of Mines and Thermal plants by Internal Safety Organisation and Central Safety executives and safety **observation report is given to Unit heads for compliance.**
- **Every accident/incident is investigated thoroughly to arrive at the root cause and corrective action is taken to prevent recurrence.**
- **Central Safety Council inspection and meeting is done every month to different units as per annual schedule.**
- **Mines & Thermal plants are under the control of qualified statutory officials having organizations set up of various divisions to ensure safety and health.**
- Standard operating procedures have been established for all the activities of the mines and thermal and are strictly implemented. SOPs are reviewed from time to time. SOPs are available in local language for better understanding and implementation.
- **Monthly safety officers meet is conducted by the Central Safety Wing covering all units of NLCIL, NUPPL and NTPL.**
- **Monthly Unit Safety Committee meetings are conducted in Mines and Thermal plants.**
- **Each mine is maintaining two fire tenders, being handled by CISF personnel, round the clock.**
- **Water danger potentials are studied and well managed by a separate division having expertise in ground water control.**
- **SIMULATOR was installed and commissioned at our Vocation Training Center to impart virtual based training to equipment operators to eliminate any accidents during actual equipment training.**
- **Coal excavation in Talabira – II & III OCP is being carried out by blast free technology using surface miner.**

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

Category	FY 22 (Current Financial Year)			FY 21 (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					
Health						



14. Assessments for the year:

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

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.

Not applicable

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)

Yes

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

The NLCIL ensures that all statutory dues as applicable to the transactions within the remit of the Company are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of the internal and statutory audit. For the contract workmen monthly Clearance is provided by concerned division executives & HR executives for ensuring all statutory compliance is complied. After Clearance only payment is released for all types of works and periodic statutory inspection is carried by concerned authorities.

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		Number of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22 (Current Financial Year)	FY21 (Previous Financial Year)	FY 22 (Current Financial Year)	FY21 (Previous Financial Year)
Employees	-	8	1	7
Workers	-	14	2	11

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 partner:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company expects its value chain partners to follow extant regulations, including health and safety practices and working conditions, these parameters are explicitly captured in the procurement contracts. Performance is monitored on various parameters including but not restricted to explicit parameters relating to adherence to health and safety practices and working conditions regulations. Although no specific assessment has been carried out pertaining to health and safety practices and working conditions of value chain partners, periodic inspections of material value chain partners are performed.
Working Conditions	



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 corrective action plan has been necessitated on the above-mentioned parameters.

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

NLCIL maintains a strong focus on sustainable development with conservation of natural resources being integrated into all activities. NLCIL's strategy is to have minimum impact on environment and fulfil the aspirations of various stakeholders. NLCIL has framed its own Sustainable Development Policy taking into consideration the magnitude and nature of core business activity and fulfilling aspirations of the Stakeholders and protecting the Environment.

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

NLC India Limited maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors.

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

Stakeholder Group	Whether Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	E-mail direct communication	Engaged on a need-basis depending upon the purpose	To keep employees aware of key developments within the organization through engagement activities, training, awareness and welfare programmes
Shareholders/ Investors	No	Annual General Meetings, quarterly results investor meetings, stock exchange intimations, Emails, advertisement, Website communication	Engaged through multiple regulatory meetings, other engagements depending upon the purpose	Information of the financial and other key parameters, considering critical inputs from the shareholders.
Customers	No	Customer meetings, website publications, conferences, emails and advertisements	On a need basis	Business related discussions, awareness and training programmes, workshops and seminars.
Institutions	No	Mail communication, industry associations, conferences	On a need basis	Talent collaboration, training programmes
Communities and NGOs	Yes	CSR activities, community meetings, mail communication	Catering to the requirements as and when need arises	CSR, welfare
Suppliers	No	Mail communications, seminars, conferences	On a need basis	Business related discussions, awareness and training programmes, workshops and seminars
Governments & Regulatory Authorities	No	Compliance meetings, comments given on regulatory matters, industry associations, mail communication	Continual on a need basis	Policy advocacy, statutory meetings



Leadership indicators

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

The Company engages in consultation with stakeholders on the Environment, Social and Governance topics through the departments within the organization who undertakes the same on a continuous basis. NLCIL seeks feedback on a regular basis, which is then integrated into the organisation's strategy and aligning with the mission and vision. Material issues are internally discussed, shortlisted and taken for discussions with the relevant stakeholders based on the priority and impact on the stakeholders and our business.

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, NLCIL ensures that the opinions and suggestions from various stakeholders are heard. The Company engages with the stakeholders to ensure the expectations are taken into policies and practices. The Company's CSR activities essentially responds to the requirements of the various stakeholders and then implements the same. NLCIL works towards promoting health care by way of conducting medical camps, construction of health care center for Government hospitals, Covid relief measures, promoting sanitation through contribution towards construction of toilets in the circulating areas of railway stations in Tamil Nadu, promoting education through scholarship to girl students, rural development projects providing affordable access of social facilities in Neyveli. NLCIL involves continuous engagement with the local communities, creating a value-based and empowered society.

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

NLCIL addresses the concerns of vulnerable / marginalized stakeholder groups, especially through the wide ranging CSR projects. For more information, refer to the CSR report.

PRINCIPLE 5: Businesses should respect and promote human rights

The Company remains committed to supporting and practicing high standards of labour practices and human rights across our operating locations. The organisation has zero tolerance towards discrimination and harassment of any of the employees and workers. We take intense efforts to strictly adhere to the applicable laws and uphold the spirit of 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 22 Current Financial Year			FY 21 Previous Financial Year		
	Total (A)	Number of employees / workers covered (B)	% (B/A)	Total (C)	Number of employees / workers covered (D)	% (D/C)
Employees						
Permanent	3,917	3,917	100	3,985	3,985	100
Other than permanent	136	136	100	91	91	100
Total employees	4,053	4,053	100	4,076	4,076	100
Workers						
Permanent	7,329	7,329	100	7,394	7,394	100
Other than permanent	15,465	-	-	16,749	-	-
Total workers	22,794	7,329	32	24,143	7,394	31



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

	Employees					Workers				
	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)
Employees										
Permanent										
Male	3,585	-	-	3,585	100	3,658	-	-	3,658	100
Female	322	-	-	322	100	327	-	-	327	100
Other than permanent										
Male	92	-	-	92	100	66	-	-	66	100
Female	44	-	-	44	100	25	-	-	25	100
Workers										
Permanent										
Male	6,760	-	-	6,760	100	6,810	-	-	6,810	100
Female	569	-	-	569	100	584	-	-	584	100
Other than permanent										
Male	14,607	-	-	14,607	100	15,826	-	-	15,826	100
Female	858	-	-	858	100	923	-	-	923	100

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	2,34,096	-	-
Key Managerial Personnel (KMP)	1	1,81,930	-	-
Employees other than BoD and KMP	3,911	1,06,936	372	106,082
Workers	7,329	67,989	555	68,302
Other than permanent	15,465	-	16,749	-

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)

NLCIL adheres to all the principles enshrined in the Constitution of India and the laws on Human Rights like RTI, Child Labour Prohibition, Sexual Harassment at Work place, Labour Laws etc. NLCIL has a working group that manages the functioning of the human rights activities and to address the concerns. There was no stakeholder complaint received with regard to the human rights.

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

NLCIL's redressal process involves receiving the grievances, addressing them through a formal procedure and resolving the same in a timely manner. NLCIL also adheres to the redressal mechanisms that are statutorily covered under the relevant laws covering the human rights.



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

	FY 22 Current Financial Year			FY 21 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						
Discrimination at workplace						
Child labour						
Forced Labour/ Involuntary Labour			Nil			
Wages						
Other human rights related issues						

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

The Company takes all efforts to protect the stakeholders from any adverse consequences in discrimination and harassment cases. The Whistleblower policy provides protections to genuine whistle blowers from any kind of harassment / unfair treatment / victimization.

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

Yes, business agreements and contracts does contain human rights requirements on a need basis.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company is in compliance with the laws, as applicable
Forced /Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

**Leadership indicators**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. Not applicable. NLCIL believes in upholding the basic principles of human rights in all its dealings. This is in alignment with its Human Rights Statement. The Company regularly sensitises its employees on the Code of Conduct through various training programmes.
2. Details of the scope and coverage of any Human rights due diligence conducted.
Nil
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?
The Registered Office, Corporate Office and all the Units of NLCIL have ramps for easy movement of differently abled visitors. The offices have adequate elevators and infrastructure facility to cater the needs of differently abled visitors. The Company also maintains application forms in Braille to cater to the special needs of visually impaired customers.
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	NLCIL expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings. No specific assessment in respect of value chain partners has been carried out other than certain covenants where some of these parameters are being monitored closely in certain lending arrangements.
Discrimination at workplace	
Child labour	
Forced Labour / Involuntary Labour	
Wages	
Other human rights related issues	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
No corrective actions pertaining to Question 4 was necessitated during the year under review.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

NLCIL maintains a strong focus on sustainable development with conservation of natural resources being integrated into all activities. NLCIL's strategy is to have minimal impact on the environment and fulfill the aspirations of various stakeholders. Thrust areas include environment improvement programmes such as eco restoration in mines, massive afforestation programmes, rainwater harvesting, waste utilization, and conservation of biodiversity, effective water and energy management, pollution control, mitigating the impact of climate change. NLCIL is also proactive in training its employees in Environment Management.

Essential indicators

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

Parameter	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Total electricity consumption (A) (in Mega Joules)	10403308800	9391273200
Total fuel consumption (B) (in Mega Joules)	1459921464	1408065227
Energy consumption through other sources (C) (in Mega Joules)	0	0
Total energy consumption (A+B+C) (in Mega Joules)	11863230264	10799338427
Energy intensity per ₹ of turnover (Mega Joules/₹)	0.1113	0.1204

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.

NLCIL intends to have an independent assessment carried out by an external agency.



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.

PAT Cycle II was earlier completed in FY 2018-19. Further Bureau of Energy Efficiency (BEE) has notified PAT cycle VII from April 2022 onwards for the period April 2022 to March 2025 and TPS-I Expansion and TPS-II of NLCIL are identified as Designated Consumers (DCs).

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

Parameter	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,620,538	5,472,397
(ii) Groundwater	1,911,465	1,210,901
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	63,244,040	61,696,590
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	70,776,043	68,379,888
Total volume of water consumption (in kilolitres)	69,415,897	63,851,587
Water intensity per ₹ of turnover (Water consumed / turnover)	7,042.67	8,807.56

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.

NLCIL intends to have an independent assessment carried out by an external agency.

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

Not yet. However, various steps to re-use treated water for green belt development and reducing the water consumption are being undertaken.

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

Parameter	Please specify unit	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
NOx	µg/m ³	10-18	19-24
Sox	µg/m ³	6 - 12	3-10
Particulate matter (PM)	µg/m ³	60-75/ 16-40.3	40-60.1 / 21-29
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please Specify	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.

NLCIL intends to have an independent assessment carried out by an external agency.



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

Parameter	Unit	FY 22 (Current Financial Year)*	FY 21 (Previous Financial Year)*
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2.62 Million*	20.0 Million
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0.58 Million ^{&}	0.63 Million ^{&}
Total Scope 1 and Scope 2 emissions per ₹ of Turnover	Metric tonnes of CO ₂ equivalent	26.201 Million	19.801 Million
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ per crore ₹ of turnover	2,658.25	3,614.12

*Note: The increase in emission is due to capacity addition of TPPs in 2021-22 and reduction of capacity (TPS I) during 2020-21.

[&] Note: The major Scope 2 emission occurs due to mining activities.

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.

NLCIL intends to have an independent assessment carried out by an external agency.

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

Yes.

- NLCIL follows mining activities as per guidelines and procedures stipulated by the Government and has taken number of Green/ Sustainability initiatives such as use of Clean Energy technologies for Mine production, large scale green belt development, bio-reclamation of derelict mined out land and farming, utilization of renewable energy such as Wind & Solar.
- The extensive green belt developed in NLCIL acts as a natural carbon sink and improves the Air quality of the surroundings. Every year nearly 100 Ha of land is being reclaimed and afforested by planting 2500 trees per Ha as per guidelines of the Ministry.
- The use of latest technologies in Thermal plants such as ESP, Super Critical Boilers, FGD (to be implemented), etc., are helping to reduce the emission levels within the prescribed norms.
- All the Units are adopting energy conservation measures to augment the reduction of GHG emissions.
- NLCIL's venture into renewable energy has proved to be a great stride forward to reduce the dependence on coal fuels in our country. NLCIL has implemented 1370.06 MW of Solar & 51 MW of Wind Power Plants at various places. The introduction of battery cars in NLCIL General Hospital was implemented to reduce the carbon footprint due to conventional vehicles.

Future Endeavours:

- NLCIL has bagged 510 MW through Indian Renewable Energy Development Agency Limited (IREDA) under CPSU scheme and 150 MW through Solar Energy Corporation of India (SECI).
- Under Smart City Scheme, 10 MW Solar Project will be implemented at Neyveli.
- NLCIL has planned to establish 4250MW of renewable energy projects in Tamilnadu and various states.
- The shift towards adoption of renewable power generation will considerably reduce the dependence on coal fuel and most of all it will further reduce the Carbon footprint of the industry in the near future.



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

Parameter	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	11.12
Bio-medical waste (C)	27.30	21.18
Construction and demolition and waste (D)	-	-
Battery waste (E)	-	30.30
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	7,042.67	8,807.56
- Transformer Oil	70.86	8.60
- Used Oil	174.71	150.92
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	272.87	222.11
For each category of waste generated, total waste disposed by way of nature of disposal method (in metric tonnes)		
Category of waste	Nil	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations		
- e-waste	-	11.12
- Bio-medical waste	27.30	21.18
- Battery	-	30.30
- Hazardous	245.57	159.52
Total	272.87	222.12

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.

NLCIL intends to have an independent assessment carried out by an external agency.



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 Company's mining operations are preserving valuable topsoil of the mined out land, which is re-used for the land reclamation works. NLCIL adopts contemporary slope stabilization and preservation of topsoil in Mines to create green cover
 - Organic/Bio Farming being undertaken in mined out land to keep the soil alive for sustainable production in eco-friendly manner
 - In the Township at Neyveli, NLCIL has constructed a modern sewage treatment plant of capacity 30 MLD. The treated effluent and manure from this plant is used for Green Zone Development and agricultural purposes. Treated water is used for agriculture and horticulture purpose
 - An Integrated Solid Waste Management System (ISWMS) covering the entire area of Neyveli Township is proposed to be established based on the pilot study and past data on quantity of wastes. The ISWMS includes
 - A Bio – Gas plant under 'waste to energy' concept utilizing the domestic / municipal solid waste.
 - Waste to electricity conversion with a view to capture GHC gases and
 - Vermi-composting / micro-nutrient composting using biochest for developing Bio – manure.
 - NLC India Limited is always in line with the National Mission of "Clean & Green India" and is implementing the latest technologies in the Environmental arena for the past 6 decades and is constant.
 - NLCIL has executed an R&D project Utilizing Bottom ash of Thermal Power Plants for Construction Activities as substitute of Fine Aggregates (Sand) in collaboration with Vellore Institute of Technology (VIT). An experimental building of 920 SFT has been constructed by Utilizing Bottom ash as a substitute of Fine Aggregates (sand).
 - NLCIL has been utilizing 100% of the fly ash generated from its TPPs by supplying to Brick industries, Cement industries, in-house utilisation for manufacturing fly ash bricks, solid blocks, RCC door and window frames, lamp posts, slabs, etc.
10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

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	Talabira OCP II & III	Mining	Yes. Obtained Environment Clearance & Forest Clearance and the conditions are being complied by the unit.
2	TPS-II 2nd Expansion	Power Generation	Yes. Obtained Environment Clearance on 29.10.2018.

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
No EIA was conducted during the current financial year. However, it may be noted that all projects before obtaining ECs have conducted EIA study as per the EIA notification 2006					



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. NLCIL is in compliance with the Environmental laws & regulations applicable and reports to MoEF&CC, SPCB & various statutory authorities are also being filed as per the regulations stipulated.

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
Not applicable				

Leadership indicators

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

Parameter	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (in mega joules)	49.93	56.80
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) (in mega joules)	49.93	56.80
From non-renewable sources		
Total electricity consumption (D)	2,967.33	2,852.69
Total fuel consumption (E)	410.15	445.97
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	3,377.47	3,298.65

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.

2. Provide the following details related to water discharged:

Parameter	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of Treatment	13,537,880	12,787,930
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of Treatment	24,215,880	18,991,880
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment	4,19,636	449,580
Total water discharged (in kilolitres)	38,173,396	32,229,390



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.

NLCIL intends to have an independent assessment carried out by an external agency.

3. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
Currently, no plant is located in water stressed area.
4. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**
NLCIL has started collecting the data for the Scope-3 parameters from 2022-23 onwards.
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.**
No project of NLCIL is located in an eco-sensitive area.
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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	FY 21 (Previous Financial Year)
1	Green belt Development & Study on Carbon dioxide sequestration	At present about 2.5 Million trees have been planted in NLCIL covering all the mines and the township area.	Based on pilot study carried out the potential CO2 sequestration capacity of the greenbelt area is about 36 Ton/Ha/Year.
2	Pilot study of CO2 sequestration from flue gas of Thermal power plant by Biological process	Biological CO2 sequestration was carried out in one of the Thermal Power Plant as a pilot study. Micro-algae was used to sequester the CO2 in a closed reactor called photo-bio reactor (specially designed reactor for culturing Microalgae and sequestering CO2). The algal bio-mass obtained was converted into bio-diesel.	For 1000 Litre of Micro Algae photo-bio reactor 2 Kg of CO2 sequestration was achieved per day.
3	Renewable Energy	NLCIL has implemented 1370.06 MW of Solar & 51 MW of Wind Power Plants at various places.	For 1 Unit of power generation, the CO2 sequestration potential achieved by switching from lignite based TPP to Solar power plant, is around 959 g eCO2/KWH

7. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**
Yes, NLCIL has a disaster management plan whose primary objective is to safeguard the life of the persons working on the plant. Other objectives include to attend the emergency with clear and focused action, to minimize damage to the environment, to minimize loss of assets of the plant as well as the neighbourhood, rescue operations and treatment of the injured.
The disaster management plan covers natural disasters like geological, hydrological and Climatic & atmospheric and man-made disasters like sociological and technological.
The purpose of a plan is to evolve a more proactive, holistic and integrated approach of strengthening disaster preparedness, mitigation and emergency response in the event of disaster taking place. The 'Crisis and disaster management Plan for power sector' provides a framework and direction to the utilities in the power sector for all phases of the disaster management cycle.
8. **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?**
 - NLCIL identifies and assesses potential environmental risks arising from its operations in its Mines and Thermal Power Plants.



- In accordance, appropriate mitigation measures such as adoption of Cleaner Renewable energy, CFBC boiler, super critical boilers, Green mining practices, installation of pollution control measures such as Dust Suppression systems, Bag filters, water jets/sprinklers, etc., are being adopted & implemented to reduce the impact on the environment.
 - The reduction of Environmental stress due to the implementation of above stated Enviro-friendly activities is being monitored periodically & is being reported to statutory authorities through various reports such as Environmental Statements, Environmental Compliance reports, Fly Ash Report, etc. Certain reports such as the Fly Ash reports are being hosted in NLCIL's website also.
 - The company has undertaken several initiatives to address global environmental issues, for instance.
 - Efforts are being taken to augment the capacity addition in the Renewable Energy segment. The Renewable projects are expected to reduce the greenhouse gas emissions to a large extent. NLCIL has made its presence in the Renewable Energy segment by installing 1370.06 MW of Solar & 51 MW of Wind Power Plants.
 - Environmental protection measures carried out in NLCIL Thermal Power Projects by introducing tall stacks for the control of gaseous and particulate pollution for wider dispersal and reduction of ground Level concentration, providing electrostatic precipitators for dust control and initiation of FGD for controlling of SO2 emissions.
 - Environmental protection measures carried out in NLCIL mines viz., the dust suppression using water sprinklers, planting of dense green belts along roadsides in and around the mines.
 - NLCIL lays high emphasis on environmental awareness. NLCIL has conducted eight different programs on Environment and Pollution Control, Energy Conservation & Co-Generation Techniques, Environmental Friendly Mining Mitigation and Environmental Impacts, and Environmental Impact & Assessment. Considering the pandemic scenario, 352 employees have attended these programs in Webinar mode.
 - NLCIL has been adjudged and conferred with "Platinum Award" in "10th Exceed Environment Award 2021" under "Environment Preservation" Category in Mining & Power sector.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

The Company being one of the major utilities, actively participates and engages with various association and industry chambers in the formulation of sector defining standards and procedures. The Company also actively voices out its recommendations and suggestion in policy formulation relating to the sector, where in it engages with regulatory bodies such as CERC, SERCs, CEA etc.

Essential indicators

- a. Number of affiliations with trade and industry chambers/ associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	The Employers Federation of Southern India (EFSI)	National
2	Quality Circle Forum of India (QCFI)	
3	All India Management Association (AIMA)	
4	Power Sector Skill Council (PSSC)	
5	Skill Council for Mining Sector (SCMS)	
6	National Institute of Personnel Management (NIPM)	
7	Standing Conference of Public Enterprises (SCOPE)	
8	Central Board of Irrigation and Power (CBIP)	
9	Project Management Associates (PMA)	
10	Public Relations Society of India (PRSI)	
11	National Safety Council (NSC)	
12	All India Organization of Employer's (AIOE)	



- 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.

Not applicable

Leadership indicators

- Details of public policy positions advocated by the entity:

The Company actively participates and provides inputs to any stakeholder consultation with industry players and government for the development of policy with respect to energy, economic reforms, water, mining, sustainable practices, electricity, non-conventional energy etc. The Company also engages actively with trade / industry associations in policy formulation in the space of regulations and policy concerning the power sector.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

The Company, as a socially responsible corporate citizen, continues to carry out developmental works in the surrounding villages, right from its inception, focusing on the socio-economic development of the operating regions for achieving inclusive growth. The Company had adopted a Corporate Social Responsibility Policy covering the various sectors for sustainable socio-economic development. The Company focuses on healthcare, education, sanitation, safe drinking water, hunger, poverty and malnutrition eradication, women empowerment, gender equality, environment sustainability, rural sports, protection of National Heritage, Arts and Culture, Rural Development, Water Resource Augmentation.

Essential indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
Not applicable, as there were no projects that required SIA to be undertaken under law.
- 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	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Mine-II & Expansion	Tamil Nadu	Cuddalore	360	100	As the recommendation of eligible R&R beneficiaries are yet to be received from the District Administration. The R&R expenditure made in the FY 2021-22 is NIL
2	Talabira-II& III OCP	Odisha	Sambalpur	20	100	₹ 1.29 Cr

*Note: The number of project affected families indicated above are only for FY22.

Apart from the above following expenditure is also incurred for R&R in Talabira Mines & Thermal:

S.No.	Particulars	Amount ₹ In Crore
1	Exp incurred on Construction of R&R colony for Talabira Mines	6.12
2	Amount spend on Purchase of R&R Colony Land for Talabira Thermal & II Phase of Talabira Mines (50% Booked in Mines & 50% Booked in Thermal)	34.90
3	Other Misc. Expenses on R&R in Talabira Mines	0.18

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

NLCIL engages with the communities through various CSR activities which is spearheaded by the CSR head who is the contract person for addressing any grievances from the community. The Community could reach out to NLCIL through the various programme officers either orally or in writing, who would coordinate with the CSR head to hear the complaints and redress the grievances. The community would reach out to the program officers as the first point of contact.



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

	FY 22 Current Financial Year	FY 21 Previous Financial Year
Directly sourced from MSMEs/ small producers	23%	32%
Sourced directly from within the district and neighboring districts	2.26%	2.48%

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:

For further reference please refer the CSR report.

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

No

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

No

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

Not applicable

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.

Details of Intellectual Property based on traditional knowledge

4 nos. of patents were granted.

Out of four patents, one patent (A process for the production of "Humi Gold" (A salt of Humic Acid) from lignite) was commercialised and a revenue of ₹45.11 lakhs was earned as revenue by means of License and royalty fee till date.

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

Refer CSR report

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

The Company ensures that the highest standards pertaining to power generation and delivery are followed as per regulations and policies to ensure assured reliability and availability for the benefit of all its stakeholders. The Company has legacy in providing quality power, coal, lignite and other services to its customers for more than 6 decades since its inception.

Essential indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

CERC is the regulatory body that regulates the tariff of generating companies owned or controlled by the Central Government. Tariff determination applications are submitted by generating stations by way of generating Tariff application, Miscellaneous application or review application.

APTEL a multi-disciplinary expert appellate body for electricity was constituted in the year 2005 to hear appeals against the orders of the Central and State Electricity Regulatory Commissions. The appeals are preferred either by Discoms or generating stations mostly on issues disallowed by CERC pertaining to the capacity and energy charges. After submission of pleadings and hearings the Appellate tribunal would remand the appeal back to CERC for consideration and compliance.



2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, safe and responsible usage, Recycling and/or safe disposal:

Not applicable as NLC India Limited is in the business of producing electricity and selling Coal and Lignite. There are no shelf goods or services that may carry information.

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

	FY 22 (Current Financial Year)			FY 21 (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	There have been no consumer complaints received in respect of these practices.			There have been no consumer complaints received in respect of these practices.		
Advertising						
Cyber-security						
Delivery of essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues:
Not Applicable due to the peculiar nature of product.
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.
NLCIL is in the process of establishing a Cyber Security & Data Privacy Policy and would host the same in the website.
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.
Nil

Leadership indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
All information regarding business of NLC India Limited can be accessed through the Company's website www.nlcindia.in and in its periodic disclosures such as the annual report and the integrated report.
Link - <https://www.nlcindia.in>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Not Applicable – NLC India Limited has 'Electricity' as its major product and it is not directly involved in the distribution services to the consumer.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Not Applicable – NLC India Limited has 'Electricity' as its major product and it is not directly involved in the distribution services to the consumer.
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 – NLC India Limited has 'Electricity' as its major product and it is not directly involved in the distribution services to the consumer.
5. Provide the following information relating to data breaches:
- Number of instances of data breaches along-with impact
Nil
 - Percentage of data breaches involving personally identifiable information of customers
Not applicable