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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A: General Disclosure

I. Details of the Listed Entity

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	Block - 1, Neyveli - 607 801, Cuddalore District, Tamilnadu.
6	E-mail	investors@nlcindia.in
7	Telephone	044-28360027, Fax: 044-28360057
8	Website	http://www.nlcindia.in/
9	Financial year for which reporting is being done	2022-23
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	
	Name of the Person	Shri. D.Shankar, General Manager, Management Services,
	Telephone	04142 212558
	Email address	gmms@nlcindia.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	
	Type of Reporting	The disclosures made under this report are made on a standalone basis for NLCIL.
	If selected consolidated:	-

II. Product/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Electricity supply	Electric power generation	79%
2	Mining	Mining of coal and lignite	21%

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

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Electric power generation	35102	79%
2.	Sale of Coal	05101	14%
3.	Sale of Lignite	05201	7%

Source: [National Industrial Classification](#)





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III. Operations

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

Location	Number of plants	No. of Offices	Total
National	15	9	24
International	-	-	-

17. Markets served by the entity:

a. No of Locations

Locations	Numbers
National (No. of States)	10
International (No. of Countries)	NA

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 auxiliary services to customers comprising of state distribution companies, Commercial and Industrial consumers. The company is also having a fuel supply agreement with an Independent Power producer, TAQA Neyveli Power Company Pvt Ltd., Neyveli erstwhile St-Cms Electric Company Pvt. Ltd. for its thermal power plant and MoU with NTPC for a period of 03 years for supply of coal for its thermal power plants. Lignite is sold through E-Auction route to industries for captive power generation, refractories and other allied uses. NLCIL is also involved in power trading where power consumers buy the surrendered power by the DISCOMs. There are customers in the field of mining and solar power generation firms who receive consultancy services from NLCIL

IV. Employees

18. Details as at the end of Financial Year:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (D)	3,676	3,357	91%	319	9%
2	Other than Permanent Employees (E)	102	72	71%	30	29%
3	Total Employees (D+E)	3,778	3,429	91%	349	9%
Workers						
4	Permanent (F)	7,105	6,534	92%	571	8%
5	Other than Permanent (G)	15,736	14,786	94%	950	6%
6	Total Workers (F+G)	22,841	21,320	93%	1521	7%
b. Differently abled employees and workers						
Employees						
1	Permanent Employees (D)	53	51	96%	2	4%
2	Other than Permanent Employees (E)	0	0	0	0	0
3	Total Differently Abled Employees (D+E)	53	51	96%	2	4%
Workers						
4	Permanent (F)	159	129	81%	30	19%
5	Other than Permanent (G)	0	0	0	0	0
6	Total Differently Abled Workers (F+G)	159	129	81%	30	19%

19. Participation/Inclusion/Representation of women

S.No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	10	2	20
2	Key Management Personnel (excluding Whole Time Directors)	1	0	0





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20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2022-2023 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.04	0.02	1.06	1.45	1.51	1.46	0.46	1.22	0.53
Permanent Workers	0.04	0.01	0.05	0	0.18	0.01	0.03	0.17	0.04

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 the listed entity	Does the entity indicated in 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 Companies Act, 2013: **Yes**

(ii) Turnover (in ₹) : ₹ 12,955.00 Crore

(iii) Net worth (in ₹): ₹ 14,638.86 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) If Yes, then provide web-link for the grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Y	327	4	NA	101	6	NA
Investors (other than shareholders)	Y	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Y	16	Nil	NA	21	Nil	NA
Employees and workers	Y	Nil	Nil	NA	Nil	Nil	NA
Customers	Y	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Y	Nil	Nil	NA	1	1	NA
Others (please specify)							





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

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

Sl.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
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	<p>Safety measures and action taken to avoid fire incidents in thermal plants are:</p> <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, ISO 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 <p>Safety measures in Mines : NLCIL has implemented a comprehensive set of safety measures to ensure a safe and healthy workplace in all its mines. These include annual safety audits by an ISO Team, monthly inspections by Central Safety Council Members, safety workshops and training and regular safety officer meetings. State-of-the-art technology is used in Neyveli mines with built-in safety features and strict adherence to Standard Operating Procedures is enforced. Risk assessment-based Safety Management Plans covering all mining activities is in place. Safety meetings, inspections and awareness activities are conducted regularly, including Tri-partite & Bi-partite meetings and Safety Week Celebrations. Safety equipment, first aid, fire safety and accident investigation protocols are all well-established and monitored</p>	Negative





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Sl.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)
3.	Air Emissions	R	<p>The main sources of emission of pollutants are</p> <ul style="list-style-type: none"> • Drilling and excavation activity • Transportation of lignite/ coal • Storage yard & Haul roads • Stack emissions • Ash handling system 	<p>The steps taken by NLCIL for controlling emission are:</p> <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
4.	Land acquisitions	R	<p>Delay for NLCIL's operations related to mining activities.</p>	<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	<p>Availability of abundant resource</p>	<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	<p>Renewable energy is one of the key focus areas of NLC as a long-term strategy.</p>	<p>Development of renewable energy deployments are being ventured.</p>	Positive
7.	Water and effluent Management	R	<p>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</p>	<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





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Sl.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.	Governance	R	Being a regulated entity, compliance in all aspects is a priority	<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 norms • Risk management with oversight of the Board. • Code of conduct training and guidance for all our stakeholders. 	Negative
9.	Training, education and development	O	We understand the changing landscape in the context of 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
10.	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 footprint 	Negative
11.	Innovation and Digitization	O	We believe sustained innovation is required to promote the green innovation and create a work friendly environment	We believe sustained innovation is required to promote the green innovation and create a work friendly environment.	Positive
12.	Sustainable Supply Chain	O	As part of our strategy to provide continuous power supply to our customers, we understand the importance of a sustainable supply chain	<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 ESG data of suppliers on voluntarily basis. 	Positive
13.	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
14.	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"> • Ensure and implement responsible business practices in areas of high biodiversity value 	Negative





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Sl.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)
15	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 the Ministry of Power (MoP). Ensuring safety and security of people and environmental impact during decommissioning. 	Negative
16	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

Section B: Management and Disclosures

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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
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#:~:text=NLCIL%20Vendor%20Grievance%20Process%20allows%20vendors%20to%20access,about%20the%20contracting%20process%20and%20contract%20award%20decisions Waste Management Policy - https://www.nlcindia.in/new_website/Waste%20Management%20Policy.pdf ESG Policy - https://www.nlcindia.in/new_website/ESG_policy_28082023.pdf								





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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<p>Dividend Distribution Policy - https://www.nlcindia.in/investor/dividenddistributionpolicy_15042017.pdf</p> <p>Policy for Investment in Surplus Funds - https://www.nlcindia.in/investor/policyforSTD07122018.pdf</p> <p>Environment Policy of NLC - https://www.nlcindia.in/new_website/env-policy-2019.pdf</p> <p>CSR Policy - https://www.nlcindia.in/new_website/csr_new/csr_policy_2021.pdf</p> <p>Code of Conduct - https://www.nlcindia.in/new_website/codeconduct.pdf</p> <p>Code of conduct for prevention of Insider Trading - https://www.nlcindia.in/investor/code_conduct_trading.pdf</p> <p>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</p> <p>Health & Safety Policy - https://www.nlcindia.in/new_website/NLC%20Safety%20policy.pdf</p> <p>Code of Conduct to regulate, monitor and report trading - https://www.nlcindia.in/investor/code_conduct_trading.pdf</p>								
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, Trustee) 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 • ISO 45001-2018- Safety Management System and ISO • ISO 9001 - 2015 Quality Management System • ISO 14000-2015 – Environmental Management System • ISO 17025 - Testing and Calibration Laboratories 								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>NLCIL has ambitiously established a growth target to emerge as a prominent energy player, aiming for a robust power generation capacity of 17,171 MW by 2030. To ensure self-sufficiency in fuel supply, the Company plans to expand its lignite mining capacity from the current 30.10 MTPA to an impressive 40.10 MTPA, as well as enhance its coal mining capacity from 20.00 MTPA to a remarkable 44.00 MTPA. Moreover, NLCIL aims to significantly augment its renewable energy capacity to reach 6,031 MW by 2030, a substantial increase from its existing capacity of 1,421 MW.</p>								
6 Performance of the entity against the specific commitments, goal 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)									
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Functional Directors bear the responsibility of effectively implementing and overseeing the Business Responsibility policies within their specific functional domains.								





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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 actively establishing a dedicated working committee to effectively oversee and address various sustainability-related topics								

10. Details of Review of NGRBCs by the Company:

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

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

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

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	All principles are covered by our ESG policy								
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)									





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Section C: Principle Wise Performance Disclosure

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	<ul style="list-style-type: none"> Training and certification on Cybersecurity Technological Advancements In Mine Mechanization And Management Towards Industry Enabling By Industry 4.0 And Digitalisation 	50%
Key Managerial Personnel	4	<ul style="list-style-type: none"> Corporate Governance Developments in Power trading and the power market Cost and Business orientation SAP programme 	40%
Employees other than BoDs and KMPs	1,298	<ul style="list-style-type: none"> Functional and Behavioural training Health and well-being Management Development Quality and Environmental standards 	93%
Workers	1,316	<ul style="list-style-type: none"> Safety Skill development and upgradation Statutory program Women empowerment CSR awareness 	40%

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

Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement					
Compounding fee					





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Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment			Not Applicable		

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.

Category	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

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

NLCIL has implemented robust internal standing orders that provide guidance on anti-bribery and anti-corruption practices. As part of its commitment to maintaining integrity, NLCIL has collaborated with esteemed organizations such as the Central Vigilance Commission (CVC) and Transparency International India (TII) to establish the Integrity Pact Programme. This program ensures that all tenders exceeding ₹ 1 Crore are closely monitored, with a strict integrity pact being enforced between NLCIL and its suppliers/contractors.

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

Category	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors		
KMPs	NA	NA
Employees		
Workers		

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

Topic	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
	NA		NA	
Number of complaints received in relation to issues of Conflict of Interest of 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.

Not Applicable





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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
1	Vendors Meet dated 28 th October, 2022	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.

1. Code of Conduct for Board Members and Senior Management Personnel.
2. Code of conduct for prevention of Insider Trading.
3. Code of Practices and Procedures for disclosure of Unpublished Price Sensitive Information.
4. Whistle Blower Policy.
5. Complaint Handling Policy.
6. Policy for Materiality of Event.
7. Policy on Related Party Transaction

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

ESSENTIAL INDICATORS

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

Type	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	Details of improvement in environmental and social aspects
Research & Development (R&D)	37%	30%	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, Lignite to Diesel, Lignite to Methanol etc. are being carried out.
Capital Expenditure (CAPEX)	95%	77%	

Note: The values of CAPEX has been restated for FY22 after considering cost incurred in implementation of renewable energy plants

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

Lignite/Coal Linkage:

- 100% of lignite requirement for the power generation is sourced sustainably by locating the power station at pithead reducing the energy required for transportation.
- 100% of coal requirement for the proposed NLC Talabira Thermal Power Project is sourced sustainably from Talabira II & III Coal Mines, Odisha.

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

The majority of inputs used by NLCIL are sourced sustainably, primarily through captive mining of coal and lignite. However, the Company is actively engaged in evaluating and implementing sustainability checks for its suppliers, thereby ensuring that the entire supply chain aligns with sustainable practices.





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

(a) Plastics (including packaging)

Since 2006, Neyveli Township has imposed a ban on the utilization of plastic bags and covers. In order to address the issue of discarded plastics such as oil covers and milk covers, a systematic approach has been adopted. These plastics are collected, shredded into smaller pieces and then processed to serve as additives in construction projects within the township. This innovative practice promotes sustainability by effectively repurposing plastic waste for constructive purposes

(b) E-waste

NLCIL collects and disposes the e-waste through e-tender by MSTC to Pollution Control Board Authorized recycler.

(c) Hazardous waste

NLCIL safely disposes the hazardous waste generated through e-tender by MSTC to Pollution Control Board Authorized recycler/co-processors/disposal facility.

(d) other waste

NLCIL is committed to utilize 100% fly ash generated from the lignite and coal-based thermal power projects.

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

Not Applicable

LEADERSHIP INDICATORS

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

NIC code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency (Yes/ No)	Results communicated in the public domain (Yes/ No) If yes provide web-link
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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
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Not Applicable		





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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste	Not Applicable			Not Applicable		
Hazardous waste						
Other waste						

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

Indicate product category	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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	3,357	33,57	100%	3,,357	100%	NA	NA	3,357	100%	NA	NA
Female	319	319	100%	319	100%	319	100%	NA	NA	319	100%
Total	3,676	3,676	100%	3,676	100%	319	100%	3,357	100%	319	100%
Other than Permanent Employees											
Male	72	72	100%	72	100%	NA	NA	72	100%	NA	NA
Female	30	30	100%	30	100%	30	100%	NA	NA	30	100%
Total	102	102	100%	102	100%	30	100%	72	100%	30	100%

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	6,534	5,534	85%	6,534	100%	NA	NA	6534	100%	NA	NA
Female	571	571	100%	571	100%	571	100%	NA	NA	571	100%
Total	7,105	6,105	86%	7,105	100%	571	100%	6534	100%	571	100%
Other than Permanent Workers											
Male	14,786	14,786	100%	14786	100%	NA	NA	NA	NA	NA	NA
Female	950	950	100%	950	100%	NA	NA	NA	NA	NA	NA
Total	15,736	15,736	100%	15736	100%	NA	NA	NA	NA	NA	NA



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

Sl.No.	Benefits	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Y	100	100	Y
2	Gratuity	100	100	Y	100	100	Y
3	ESI	-	-	-	-	-	-
4	Others-Please Specify	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.

The Company is fully committed to ensuring the inclusion and representation of physically challenged persons in its workforce, in accordance with the provisions outlined in the Rights of Persons with Disabilities Act, 2016. To uphold this commitment, the Company has implemented an internal manual specifically aimed to provide equal opportunities to all. This policy aligns with the guidelines set forth by the Department of Personnel and Training (DoP&T) and encompasses various facilities and support mechanisms aimed at promoting a conducive working environment for PwDs.

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 ensures proper representation of persons with disabilities within its workforce and adheres to the provisions outlined in the Rights of Persons with Disabilities Act, 2016. NLCIL's internal manual offers guidelines adhering to the Act.

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%	NA
Female	100%	100%	100%	NA
Total	100%	100%	100%	NA

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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NLCIL upholds a strong belief in open and transparent communication, fostering an environment where employees are encouraged to express their concerns to their business heads, HR department, or senior management members. The Company follows an open-door policy, ensuring that every employee, regardless of hierarchy, has access to the senior management team. Additionally, NLCIL has established the Corporate Whistleblower Initiative (CWI), providing a formal platform for employees to report grievances on various matters. The details of the grievance mechanism and CWI are effectively communicated to employees through a dedicated module, including sensitization during the employee induction program.





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Category	Yes/No (If Yes, then give details of the mechanism in brief)
Other than Permanent Workers	Moreover, NLCIL has a comprehensive policy addressing the prevention, prohibition and redressal of sexual harassment of women in the workplace, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy is made available on the Company's website and an Internal Complaints Committee (ICC), consisting primarily of women members, is responsible for conducting inquiries related to such complaints. NLCIL consistently conducts workshops, group meetings, online training modules and awareness programs to sensitize employees on the prevention of sexual harassment at the workplace, ensuring regular and proactive engagement on this critical issue.
Permanent Employees	<p>The process of redressal mechanism is given below:</p> <ul style="list-style-type: none"> 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. For the purpose of prompt, correct and quick disposal of representations, employees have been grouped in the following three categories. (a) Workmen and Staff. (b) Supervisors and Executives. (c) Executives of GM and above. For each category of employees, a separate Corporate Level Redressal Committees formed. The Grievances will be handled in two stages: <ul style="list-style-type: none"> 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
Other than Permanent Employees	

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	3,357	2,535	76%	3,585	2,878	80%
Female	319	243	76%	332	256	77%
Total	3,676	2,778	76%	3,917	3,134	80%
Total Permanent Workers						
Male	6,534	4,475	68%	6,760	4,867	72%
Female	571	373	65%	569	398	70%
Total	7,105	4,848	68%	7,329	5,265	72%





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8. Details of training given to employees and workers:

Category	FY 2022-2023 (Current FY)					FY 2021-2022 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,357	151	4%	643	19%	3,585	138	4%	1,112	31%
Female	319	17	5%	150	47%	332	17	5%	169	51%
Total	3,676	168	5%	793	22%	3,917	155	4%	1,281	33%
Workers										
Male	6,534	1,930	30%	1326	20%	6,760	1,174	17%	1,014	15%
Female	571	47	8%	196	34%	569	47	8%	157	28%
Total	7,105	1977	28%	1522	21%	7,329	1,221	17%	1,171	16%

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,357	3,357	100%	3,585	3,585	100%
Female	319	319	100%	332	332	100%
Total	3,676	3,676	100%	3,917	3,917	100%
Workers						
Male	6,534	6,534	100%	6,760	6,760	100%
Female	571	571	100%	569	569	100%
Total	7,105	7,105	100%	7,329	7,329	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 such system?
Yes, ISO 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 Identification and Risk Assessment is practiced and Safety Management Plan (SMP) is prepared based on the same.
- 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, every employee and worker have the authority to challenge and stop unsafe activities
- Do the employees/ worker 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





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

Safety Incident/Number	Category	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.03
	Workers	0.13	0.07
Total recordable work-related injuries	Employees	0	2
	Workers	8	4
No. of fatalities	Employees	0	0
	Workers	2	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- NLCIL conducts an annual safety audit of all mines by the ISO Team, while accredited external agencies perform safety audits of thermal plants once every two years.
- Internal Safety Organization and Central Safety executives regularly inspect mines and thermal plants, providing safety observation reports to unit heads for compliance.
- Thorough investigations into accidents/incidents are conducted to identify root causes and implement corrective actions to prevent recurrence.
- Central Safety Council inspections and meetings are conducted monthly, as per the annual schedule, covering different units.
- Mines and thermal plants are overseen by qualified statutory officials who have established various divisions to ensure safety and health.
- Comprehensive standard operating procedures (SOPs) are in place for all mining and thermal activities, which are strictly implemented and periodically reviewed. SOPs are available in the local language to enhance understanding and implementation.
- The Central Safety Wing conducts monthly safety officers' meetings, encompassing all units of NLCIL, NUPPL and NTPL.
- Monthly Unit Safety Committee meetings are held in mines and thermal plants.
- Each mine maintains round-the-clock fire tenders, managed by CISF personnel.
- A dedicated division with expertise in groundwater control effectively studies and manages water danger potentials.
- NLCIL's Vocational Training Center is equipped with a simulator for virtual-based training of equipment operators, aiming to eliminate accidents during actual equipment operation.
- Blast-free technology, utilizing surface miners, is employed for coal excavation in Talabira – II & III OCP.

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

Topic	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA





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14. Assessments for the year:

Topic	% 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.

Corrective actions

- **Provision of Personal Protective Equipment (PPE):** All employees working at mines and thermal plants receive mandatory and job-specific PPE to ensure their safety. A meticulous PPE issuance register is maintained, meticulously recording the frequency of PPE distribution.
- **Implementation of Standard Operating Procedures (SOP):** Comprehensive SOPs are meticulously crafted for all activities conducted within mines and thermal plants. A stringent adherence to these SOPs is enforced to promote consistent and secure work practices.
- **Lock Out and Tag Out (LOTO) Protocol:** Before commencing any work, strict adherence to LOTO procedures is paramount. Workers are furnished with LOTO ID cards, which are affixed to locks, containing detailed information about the person responsible. These locks are only removed once the work is completed.
- **Effective Training and Assessment:** Our approach includes concise safety videos, hands-on demonstrations of proper PPE usage and interactive feedback sessions. Subsequent tests ensure the efficacy of the training. Additionally, the Group Vestibule Training Centre (GVTC) employs simulator-based training for HEMM Operators, promoting enhanced skill acquisition in a local language context.
- **Rigorous Workmen’s Inspectors Oversight:** Periodic inspections by Workmen’s Inspectors from diverse disciplines such as Mining, Mechanical and Electrical facilitate a comprehensive evaluation of safety protocols. Their observations are diligently forwarded to Safety Officers and Unit Heads for swift corrective action, thereby fostering a robust safety culture.
- **Illumination Enhancement Initiatives:** Regular illumination surveys are conducted within the mines to maintain adequate lighting levels, adhering to regulations. The adoption of LED fittings is systematically replacing conventional lighting across SME machines, haul roads and various other locations in both mines and thermal plants.
- **Daily Safety Promotion Through Public Address System:** Daily safety reminders and announcements are delivered through the public address system, reinforcing a culture of safe work behavior. Each workday commences with a collective Safety Pledge.
- **Contract Workmen’s On-Site Safety Training:** Thorough safety training is extended to contract workers involved in LHS/JT-2 Structural strengthening work. This ensures consistent safety precautions during welding, cutting and material handling operations.
- **Comprehensive Safety Audits:** A multi-disciplinary team conducts regular safety audits across all Mines and Thermal Power Plants. These assessments drive continual improvements and compliance with safety standards.
- **Structured Monthly Safety Officers Meeting:** A monthly safety gathering, involving Safety Officers from all NL units, including NT and NU, led by ED/Central Safety, promotes knowledge exchange, best practice sharing and proactive safety culture reinforcement.
- **Central Safety Council (CSC) Vigilance:** The CSC, comprising representatives from different units, undertakes meticulous monthly inspections, culminating in presentations of findings to unit heads and ED/Central Safety in the afternoon. This proactive approach exemplifies our dedication to maintaining a robust safety framework.





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LEADERSHIP INDICATORS

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

A. Employees (Yes/No): Yes

B. Workers (Yes/No): Yes

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

NLCIL diligently adheres to the deduction and deposition of all applicable statutory dues pertaining to its transactions, in accordance with prevailing regulations. This process is subject to rigorous review during both internal and statutory audits. In the case of contract workers, monthly clearance is provided by the respective division executives and HR executives to ensure full compliance with all statutory requirements. Only after obtaining clearance, payments are released for all types of work. Furthermore, periodic inspections by relevant authorities are carried out to ensure continued adherence to statutory obligations.

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:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Employees	0	0	0	1
Workers	2	0	2	2

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

Yes

5. Details on assessment of value chain partners:

Topic	% 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.





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

ESSENTIAL INDICATORS

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

NLC India Limited employs a dynamic and strategic stakeholder engagement process that involves identifying key stakeholder groups from a wide array of potential stakeholders. The selection is based on careful evaluation of the material influence each group holds over the Company's value creation capabilities and vice versa. Presently, the Company has recognized seven internal and external stakeholder groups that play crucial roles: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions and 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 association	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 initiatives
Suppliers	No	Mail communications, seminars, conferences	On a need basis	Business related discussions, awareness and training programmes, workshops and seminars
Government and 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 actively engages in ongoing consultation with stakeholders on Environment, Social and Governance (ESG) topics through dedicated departments within the organization. NLCIL places great importance on seeking regular feedback from stakeholders and incorporates this input into the organization's strategy, ensuring alignment with its mission and vision. To prioritize material issues that impact both stakeholders and the business, internal discussions are held to identify and shortlist key concerns. These identified concerns are then addressed through discussions with relevant stakeholders, considering their priority and impact.





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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.

NLCIL places a strong emphasis on valuing the opinions and suggestions of its diverse stakeholders. The Company actively engages with stakeholders to ensure that their expectations are effectively translated into policies and practices. In response to the needs and requirements expressed by stakeholders, NLCIL implements various CSR activities. These activities encompass a wide range of initiatives, including healthcare promotion through medical camps, construction of healthcare centers for government hospitals, Covid relief measures, sanitation improvement by contributing to the construction of toilets in railway stations in Tamil Nadu, education support through scholarships for girl students and rural development projects that provide affordable access to social facilities in Neyveli. NLCIL maintains continuous engagement with local communities, fostering the development of a value-driven 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

ESSENTIAL INDICATORS

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3,676	49	1.2%	3,917	50	1.2%
Other than permanent	102	NA	0	136	NA	0
Total Employees	3,778	49	1.2%	4,053	50	1.2%
Workers						
Permanent	7,105	35	0.5%	7,329	98	1.3%
Other than permanent	15,736	NA	0	15,465	NA	0
Total Workers	22,841	35	0.15%	22,794	98	0.4%

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

Category	FY 2022-2023 (Current FY)				FY 2021-2022 (Previous FY)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	3,357	-	-	3,357	100%	3,585	-	-	3,585	100%
Female	319	-	-	319	100%	332	-	-	332	100%
Total	3,676	-	-	3,676	100%	3,917	-	-	3,917	100%





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Category	FY 2022-2023 (Current FY)					FY 2021-2022 (Previous FY)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)
Employees										
Other than Permanent										
Male	72	-	-	72	100%	92	-	-	92	100%
Female	30	-	-	30	100%	44	-	-	44	100%
Total	102	-	-	102	100%	136	-	-	136	100%
Workers										
Permanent										
Male	6,534	-	-	6,534	100%	6,760	-	-	6,760	100%
Female	571	-	-	571	100%	569	-	-	569	100%
Total	7,105	-	-	7,105	100%	7,329	-	-	7,329	100%
Other than Permanent										
Male	14,786	-	-	14,786	100%	14,607	-	-	14,607	100%
Female	980	-	-	980	100%	858	-	-	858	100%
Total	15,736	-	-	15,736	100%	15,465	-	-	15,465	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)	4	2,74,222	NA	NA
Key Managerial Personnel (excluding Whole Time Directors)	1	2,11,735	NA	NA
Employees other than BoD and KMP	3,233	1,45,676	309	88,471
Workers	6,534	1,05,301	571	65,991

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 strictly adheres to the principles enshrined in the Constitution of India, as well as the laws pertaining to human rights, such as the Right to Information (RTI) Act, the Prohibition of Child Labour Act, the Sexual Harassment at Workplace Act and other relevant labor laws. The Company has established a dedicated working group to oversee and manage human rights activities and promptly address any concerns that may arise. It is noteworthy that NLCIL has not received any complaints from stakeholders concerning human rights violations, underscoring its commitment to upholding the highest standards of ethical and legal conduct in this regard.

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

NLCIL has established a robust redressal process that encompasses the receipt of grievances, their thorough addressing through a formal procedure and timely resolution. In addition, NLCIL diligently adheres to the redressal mechanisms prescribed by the relevant laws that encompass human rights issues. By strictly following these statutory provisions, NLCIL ensures that grievances related to human rights are effectively and appropriately resolved, further strengthening its commitment to safeguarding and promoting human rights within its sphere of influence.





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

	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	NIL	NIL	2	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

The Company is deeply committed to safeguarding stakeholders from any form of discrimination or harassment, taking proactive measures to prevent adverse consequences. In this regard, the Whistleblower policy is in place, which not only encourages and facilitates the reporting of any misconduct or wrongdoing but also provides robust protections to genuine whistleblowers. These protections encompass safeguards against harassment, unfair treatment, or victimization, ensuring that individuals who come forward with information are shielded from any form of retaliation or negative consequences. By promoting a safe and supportive environment for reporting concerns, the Company fosters a culture of transparency, accountability and protection for all stakeholders involved.

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

Yes, business agreements and contracts contain human rights requirements

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	The Company is in compliance with all applicable laws
Forced/involuntary labor	
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.

NLCIL ensures to support the fundamental principles of human rights in all aspects of its operations. This dedication is in perfect harmony with the Company's Human Rights Statement, which serves as a guiding framework. NLCIL places great importance on promoting awareness and ensuring ethical conduct among its employees. To achieve this, the Company conducts regular training programs that focus on the Code of Conduct. These initiatives aim to sensitize employees to the principles and values that govern their actions, fostering a culture of responsible and ethical behaviour throughout the organization.





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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?

NLCIL ensures accessibility for differently abled visitors at its Registered Office, Corporate Office and all its Units. The facilities are equipped with ramps to facilitate easy movement for individuals with disabilities. Adequate elevators and infrastructure are in place to meet the specific needs of differently abled visitors. In recognition of the needs of visually impaired customers, the Company maintains application forms in Braille, ensuring inclusivity and providing equal opportunities for all. NLCIL's commitment to accessibility extends to creating a welcoming and inclusive environment for individuals with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labor	NLCIL places strong emphasis on its value chain partners aligning with the same values, principles and business ethics upheld by the Company. While no specific assessment targeting value chain partners has been conducted, certain covenants are in place to closely monitor these parameters in certain lending arrangements. These measures ensure that NLCIL's partners are expected to uphold high standards of conduct and ethics throughout their business interactions, promoting a culture of integrity and responsible business practices across the value chain.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others 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
Not Applicable

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

ESSENTIAL INDICATORS

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total electricity consumption (A) (GJ)	1,00,60,225	1,04,81,481
Total fuel consumption (B) (GJ)	27,77,36,715	28,16,41,277
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	28,77,96,940	29,21,22,758
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per- rupee of turnover)	0.0022	0.0029
Energy intensity (optional) – the relevant metric may be selected by the entity	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.

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.

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.





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TPS-I Expn

- TPS 1 Expansion is a Designated Consumer (DC) under PAT scheme of the Government of India.
- Target achieved in PAT 1 Cycle (2012-13 to 2014-15) and also earned 3212 Energy Savings Certificate.
- Target not achieved in PAT II Cycle (2016-17 to 2018-19) and 17970 no. of ESCert purchased.
- Remedial measures viz. heat rate improvement by turbine overhaul, energy efficiency coating in circulating water pumps, fixing of capacitor banks for voltage improvement, replacement of conventional lamps with LED lamps etc are being carried out.

TPS-II

- TPS-II is a Designated Consumer (DC) under PAT scheme of the Government of India.
- In PAT cycle-I (2012-13 to 2014-15), TPS-II had achieved the Net Heat Rate(NHR) target of 3148 kcal/kWhr. In this cycle, TPS-II was credited with 535 escerts.
- In PAT cycle-II (2016-17 to 2018-19), TPS-II could not achieve the Net Heat Rate target of 3097.48 kcal/kWhr. In this cycle, due to non-achievement of NHR target, 69365 escerts were purchased.
- Remedial measures viz. turbine overhaul to improve heat rate, RAPH basket cleaning and seal replacement, arresting air ingress in boilers, replacement of conventional lamps with LED lamps etc are being carried out.

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Water withdrawal by source (in Million Litres)		
(i) Surface water	8,505	5,621
(ii) Groundwater	21.9	1,911
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	1,09,774	63,244
Total volume of water withdrawal (in Million Litres) (i + ii + iii + iv + v)	1,18,300	70,776
Total volume of water consumption (in Million Litres)	83,598	69,415
Water intensity per rupee of turnover (Water consumed / turnover) (ML per rupee of turnover)	0.00000064	0.00000070
Water intensity (optional) – the relevant metric may be selected by the entity	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.

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.

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

The Company is yet to implement Zero Liquid Discharge. However, various steps are being undertaken to reduce consumption of water and re-use treated water for green belt development.

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

Parameter	Please specify unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)**
NOx	µg/m ³	110-478	70-297
SOx	µg/m ³	741 -2528 *	359 -3078*
Particulate matter (PM)	µg/m ³	37 -120	28 - 70
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	mg/m ³	NA	NA
Others – please specify	PPM	NA	NA

* For reducing the SO₂ emissions FGD implementation in under progress.

** For FY 22 in previous reporting AAQ data was provided

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.





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

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
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	2,55,23,638.6	2,65,76,644.4
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	253.2	212.6
Total Scope 1 and Scope 2 emissions per rupee of turnover (in ₹)	tCO ₂ e/INR	0.00020	0.00027
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	tCO ₂ e	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.

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.

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

- NLCIL diligently adheres to government guidelines and procedures in its mining activities, while also embracing numerous green and sustainability initiatives. These initiatives encompass the utilization of clean energy technologies for mining operations, extensive development of green belts, bio-reclamation of abandoned mined-out lands for agriculture and the integration of renewable energy sources such as wind and solar power.
- The expansive green belt established by NLCIL acts as a natural carbon sink, significantly improving the air quality of the surrounding areas. Each year, approximately 100 hectares of land are reclaimed and afforested by planting 2,500 trees per hectare, following the Ministry's guidelines.
- In the thermal plants, NLCIL employs cutting-edge technologies like Electrostatic Precipitators (ESP), Super Critical Boilers and plans to implement Flue Gas Desulfurization (FGD) to ensure that emission levels remain well within the prescribed limits.
- All units within NLCIL actively adopt energy conservation measures to further reduce greenhouse gas (GHG) emissions.
- NLCIL's foray into renewable energy has been a remarkable milestone in reducing the nation's reliance on coal fuels. The Company has successfully established 1,370.06 MW of solar power plants and 51 MW of wind power plants across various locations. Additionally, battery cars have been introduced at NLCIL General Hospital to minimize the carbon footprint associated with conventional vehicles.

Renewable energy expansion

NLCIL's ambitious targets for the shift towards renewable power generation will significantly reduce reliance on coal fuel and, most importantly, contribute to a considerable reduction in the industry's carbon footprint in the foreseeable future.

- NLCIL has secured 510 MW through the Indian Renewable Energy Development Agency Limited (IREDA) under the CPSU scheme, as well as an additional 150 MW through the Solar Energy Corporation of India (SECI).
- NLCIL has ambitious plans to establish 4,610 MW of renewable energy projects in Tamil Nadu and other states.





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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.00	0.00
E-waste (B)	12.91	0.00
Bio-medical waste (C)	12.30	27.30
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	21.57	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)		
Transformer oil	0.00	70.86
Used oil	91.62	174.71
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0.00	0.00
Total (A+B + C + D + E + F + G+ H)	138.40	272.87
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	NA	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
e-waste	12.91	0.00
Bio-medical waste	12.30	27.30
Battery	21.57	0.00
Hazardous	91.62	245.57
Total	138.40	272.87

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

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.

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 prioritize the preservation of valuable topsoil from mined-out land, which is subsequently reused for land reclamation purposes. NLCIL implements contemporary techniques for slope stabilization and topsoil preservation in mines to foster green cover and environmental sustainability.





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- NLCIL actively engages in organic/bio farming on the reclaimed land, ensuring the soil remains fertile and supports sustainable production in an eco-friendly manner.
- Within the Neyveli Township, NLCIL has constructed a state-of-the-art sewage treatment plant with a capacity of 30 MLD (million liters per day). The treated effluent and manure produced by the plant are utilized for green zone development. Additionally, the treated water is utilized for horticulture & Nurseries.
- A comprehensive Integrated Solid Waste Management System (ISWMS) is proposed to cover the entire Neyveli Township area, based on a pilot study and historical waste data. The ISWMS includes the establishment of a bio-gas plant utilizing domestic/municipal solid waste under the concept of “waste to energy.” It also involves waste-to-electricity conversion to capture greenhouse gases and vermi-composting/micro-nutrient composting using biochrest to produce bio-manure.
- NLC India Limited has consistently aligned itself with the national mission of “Clean & Green India” for the past six decades, consistently implementing the latest environmental technologies.
- NLCIL has successfully executed an R&D project in collaboration with Vellore Institute of Technology (VIT) that utilizes bottom ash from thermal power plants as a substitute for fine aggregates (sand) in construction activities. A 920 square feet experimental building has been constructed using bottom ash as a replacement for fine aggregates.
- NLCIL ensures the 100% utilization of fly ash generated from its thermal power plants by supplying it to brick industries, cement industries and utilizing it in-house for manufacturing fly ash bricks, solid blocks, RCC (reinforced cement concrete) door and window frames, lamp posts, slabs and more.

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	NTTPP, Odisha	Power Generation	Yes. Obtained EC on 02-02-2021 and WLC on 13-10-2020

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
1200 MTPD Lignite to Methanol Project	EIA Notification, 2006 5(F) A category	02.01.2023 -Till now	Yes Eco tech Labs Pvt Ltd	No	https://environmentclearance.nic.in/proposal_status_new1.aspx

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:

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 agency such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				





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LEADERSHIP INDICATORS

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	20,006	49,928
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	20,006	49,928
From non-renewable sources		
Total electricity consumption (D)	1,00,40,219	1,04,31,553
Total fuel consumption (E)	27,77,36,715	28,16,41,277
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	28,77,76,934	29,20,72,830

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

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in Million Litres)		
(i) To Surface water		
-No treatment		
-With treatment – please specify level of Treatment	-	13,537
(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	39,088	24,215
(v) Others		
-No treatment		
-With treatment – please specify level of Treatment	11,058	419
Total water discharged (in Million Liters)	50,146	38,173

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

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.





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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in Million Litres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in Million Litres)		Currently, no plant is located in a water stressed area.
Total volume of water consumption (in Million Litres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in Million Litres)		
(i) Into Surface water		
-No treatment		
-With treatment – please specify level of Treatment		
(ii) Into Groundwater		
-No treatment		
-With treatment – please specify level of Treatment		
(iii) Into Seawater		
-No treatment		
-With treatment – please specify level of Treatment		Currently, no plant is located in a water stressed area.
(iv) Sent to third-parties		
-No treatment		
-With treatment – please specify level of Treatment		
(v) Others		
-No treatment		
-With treatment – please specify level of Treatment		
Total water discharged (in Million Litres)		

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

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.





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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 3 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	NLCIL is in the process of collating data for accounting scope 3 emissions for the relevant emission categories	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.

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)	Outcome of the initiative
1	Use of Overburden Clay as alternate for coarse aggregate	The overburden resulting from mining operations used to be discarded without any utilization, despite containing valuable sand materials. Recognizing the potential, IITM, Chennai and NLCIL have collaborated on a research project to explore the feasibility of extracting sand and clay from the overburden materials.	The extraction process has yielded a recovery rate of approximately 40 to 60% of sand from the overburden.
2	Study on Development of Hi-Tech Agriculture using Hydroponics / Aeroponics	As part of reclamation activities, a cutting-edge agricultural system utilizing hydroponics and aeroponics techniques is being established. The primary goal of this project is to develop a hydroponic cultivation system within the reclaimed area of Mine-IA, integrated with IoT capabilities for real-time data capture and plant growth monitoring	Extensive research indicates that this innovative technique holds immense potential for generating increased revenue while efficiently utilizing limited land resources.
3	Floating Solar PV plant at Thermal lake, Neyveli	As a sustainable energy solution, a floating solar power plant of 200kW capacity has been implemented to generate electricity for operating the water pump and providing illumination.	The floating solar photovoltaic (PV) system has generated a total of 3.74 Lakh units of power.

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

Yes. NLCIL has implemented a comprehensive disaster management plan with a primary objective of ensuring the safety and well-being of the individuals working at the plant. This plan encompasses various objectives, including responding to emergencies swiftly and efficiently, minimizing environmental damage, mitigating loss of assets for both the plant and the surrounding community, conducting rescue operations and providing treatment for the injured.

The disaster management plan addresses a wide range of potential disasters, encompassing natural events such as geological, hydrological, climatic and atmospheric occurrences, as well as man-made disasters of a sociological or technological nature. The main purpose of this plan is to foster a proactive, holistic and integrated approach to strengthen disaster preparedness, mitigation and emergency response in the event of any unforeseen calamities. It serves as a comprehensive framework and guidance for the power sector utilities, covering all phases of the disaster management cycle, through the "Crisis and Disaster Management Plan for the power sector."





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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?

- To minimize the impact on the environment, NLCIL is implementing various mitigation measures, including adopting cleaner renewable energy sources, CFBC and supercritical boilers, green mining practices and installing pollution control measures such as dust suppression systems, bag filters and water jets/sprinklers.

- Regular monitoring of the environmental stress reduction resulting from these eco-friendly activities is conducted and the findings are reported to the appropriate regulatory authorities through reports like Environmental Statements, Environmental Compliance reports and Fly Ash Report. Some reports, such as the Fly Ash reports, are also made available on NLCIL's website.

- The Company is actively engaged in addressing global environmental issues through several initiatives. Notably, efforts are being made to increase capacity in the renewable energy sector, with the aim of significantly reducing greenhouse gas emissions. NLCIL has already installed 1,370.06 MW of solar and 51 MW of wind power plants, establishing its presence in renewable energy.

- To combat pollution in its thermal power projects, NLCIL has implemented environmental protection measures, such as tall stacks to disperse and reduce gaseous and particulate pollution, electrostatic precipitators for dust control and the initiation of flue gas desulfurization (FGD) to control SO₂ emissions.

- In NLCIL's mining operations, environmental protection measures include dust suppression using water sprinklers and the establishment of dense green belts along roadsides in and around the mines.

- NLCIL places significant emphasis on environmental awareness and has conducted various programs addressing topics such as environment and pollution control, energy conservation, co-generation techniques, mining mitigation and environmental impact assessment.

By implementing these measures and initiatives, NLCIL is actively working towards environmental sustainability and promoting responsible practices across its operations.

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

Nil

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

ESSENTIAL INDICATORS

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

NLCIL has 12 affiliations with industry chambers/associations

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

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)	National
3	All India Management Association (AIMA)	National
4	Power Sector Skill Council (PSSC)	National
5	Skill Council for Mining Sector (SCMS)	National
6	National Institute of Personnel Management (NIPM)	National
7	Standing Conference of Public Enterprises (SCOPE)	National
8	Central Board of Irrigation and Power (CBIP)	National
9	Project Management Associates (PMA)	National
10	Public Relations Society of India (PRSI)	National
11	National Safety Council (NSC)	National
12	All India Organization of Employer's (AIOE)	National





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

Name of Authority	Brief of the case	Corrective action taken
Not Applicable		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S.No	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other- please specify)	Web Link, if available
The Company plays an active role in stakeholder consultations, collaborating with industry players and government entities to contribute valuable insights in the development of policies related to energy, economic reforms, water management, mining practices, sustainability, electricity and non-conventional energy sources. Furthermore, the Company actively engages with trade and industry associations to shape regulations and policies pertaining to the power sector. By actively participating in these processes, the Company strives to contribute to the formulation of effective and impactful policies that benefit the industry and promote sustainable practices.					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable, as there were no projects that required SIA to be undertaken under law					

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

S.No	Name of Project for which R&R is ongoing	State	District	No. of project affected families	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Talabira II & III OCP	Odisha	Sambalpur	1,512	100%	₹ 4.05 Crore
2	Talabira II & III OCP	Odisha	Jharsuguda	1,461	100%	₹ 0.58 Crore
3	NLCIL (Mine II)*	Tamil Nadu	Cuddalore	358	100%	₹ 37.03 Crore

Note: NLCIL (Mine II): (i). Total agriculture lands acquired during FY 2022-23 is 114.193 Ha
(ii). No house site lands were acquired and hence no displaced families
(iii). Total number of awardees for FY 2022-23 is 358

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

NLCIL fosters community engagement through a range of CSR activities, overseen by a dedicated CSR head who serves as the primary contact person for addressing community grievances. To facilitate communication, community members can approach NLCIL through program officers who specialize in different areas. These program officers, acting as the initial point of contact, can receive complaints and grievances from the community, either through oral communication or written submissions. They work closely with the CSR head to ensure that the concerns are heard, thoroughly addressed and resolved to the community's satisfaction. This approach promotes effective communication channels and ensures that community members can easily reach out to NLCIL with their feedback and grievances.





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4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	9 %	23%
Sourced directly from within the district and neighbouring districts	0.9 %	2.26%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S.No	State	Aspirational District information	Amount spent in INR
1	Rajasthan	Jaisalmer	1,88,345

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

S.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	2 Nos. of patents were granted	Yes	Yes	

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects.

S.no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Promoting Health care and Sanitation	6,24,452	90%
2	Promoting Education and Employment Enhancing Skills		
3	Protection of national heritage, art and culture		
4	Measures for the benefit of armed forces veterans		
5	Promoting Rural Sports		
6	Rural development project		
7	Disaster Management, including relief, rehabilitation and reconstruction activities		





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

ESSENTIAL INDICATORS

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

The Central Electricity Regulatory Commission (CERC) serves as the regulatory authority responsible for overseeing the tariff regulations of generating companies owned or controlled by the Central Government. Generating stations are required to submit tariff determination applications in the form of generating tariff applications, miscellaneous applications, or review applications.

In the event of appeals against the decisions made by the Central and State Electricity Regulatory Commissions, the Appellate Tribunal for Electricity (APTEL) comes into play as a multi-disciplinary expert appellate body. Established in 2005, APTEL is entrusted with the task of hearing appeals primarily filed by DISCOMs or generating stations, particularly on issues related to capacity and energy charges that have been disallowed by CERC. The appeals process involves the submission of pleadings, followed by hearings. Subsequently, the Appellate Tribunal may remand the appeal back to CERC for further 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:

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

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	NA	NA	NA	NA	NA	NA
Advertising	NA	NA	NA	NA	NA	NA
Cyber-security	NA	NA	NA	NA	NA	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	NA	NA	NA	NA	NA	NA
Other (Product related)	NA	NA	NA	NA	NA	NA

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

Name of authority	Number	Reasons for recall
Voluntary recalls		Not Applicable
Forced recalls		





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

Yes. NLCIL has developed a Cyber Security & Data Privacy Policy reflecting on its commitment to safeguard and restrict access to sensitive data

Link: https://www.nlcindia.in/new_website/cyber-policy-17-22.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

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. NLCIL's major services include Electricity generation 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. NLCIL's major services include Electricity generation 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. NLCIL's major services include Electricity generation it is not directly involved in the distribution services to the consumer

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact –
Nil

b. Percentage of data breaches involving personally identifiable information of customers –
Not Applicable

