

**SMEL/SE/2023-24/51**

**August 29, 2023**

<p><b>The Secretary, Listing Department, BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400 001 Maharashtra, India Scrip Code: <b>543299</b></p>	<p><b>The Manager – Listing Department National Stock Exchange of India Limited</b> “Exchange Plaza”, 5th Floor, Plot No. C/1, G- Block, Bandra-Kurla Complex, Bandra (East), Mumbai 400 051, Maharashtra, India Symbol: <b>SHYAMMETL</b></p>
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**Dear Sir/Madam,**

**Sub: Business Responsibility and Sustainability Report for F.Y 2022-23**

Please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') of Shyam Metalics and Energy Limited ('Company') for FY 2022-23. The BRSR forms part of the Company's 21<sup>ST</sup> Annual Report of the Company for the FY 2022-23.

The Business Responsibility and Sustainability Report for the F.Y 2022-23 is available on the website of the Company at:

<https://www.shyammetalics.com/wp-content/themes/shyam/assets/investors/announcement/BRSR-2023.pdf>

This is submitted pursuant to Regulation 34(2) and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable SEBI Circulars, if any.

This is for your information and records.

Thanking You,

**For Shyam Metalics and Energy Limited**

  
**Birendra Kumar Jain**  
**Company Secretary**  
**ICSI Membership No. ACS 8305**



Encl: as above





OUR BRANDS:



**SHYAM METALICS AND ENERGY LIMITED**

REG. OFFICE: Trinity Tower, 7th Floor, 83, Topsia Road, Kolkata - 700 046, West Bengal, CIN: L40109WB2002PLC095491 GSTIN: 19AAHCS5842A2ZD

SALES & MARKETING OFFICE: Viswakarma Building, North West Block, 1st, 2nd & 3rd Floor, 86C, Topsia Road, Kolkata - 700 046

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# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2022-23

## Section A: General Disclosures

### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L40101WB2002PLC095491
2. **Name of the Listed Entity** - Shyam Metals and Energy Limited
3. **Year of Incorporation** - 2002
4. **Registered office address** - "Trinity Tower" 83 Topsia Road, 7th Floor, Kolkata-700046
5. **Corporate address** - "Viswakarma Building" 86C, Topsia Road, Kolkata -700 046
6. **E-mail** - compliance@shyamgroup.com
7. **Telephone** - +91 -33 40164001
8. **Website** - www.shyammetals.com
9. **Financial year for which reporting is being done** -1st April 2022 - 31st March 2023
10. **Name of the Stock Exchange(s) where shares are listed** -
  - a. National Stock Exchange of India Limited (NSE)
  - b. Bombay Stock Exchange (BSE) Limited (BSE)
11. **Paid-up Capital** - ₹2,550,806,880
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** -  
 Mr. U.P. Singh, DGM ESG  
 +91 - 9234531271  
 esg@shyammetals.com
13. **Reporting boundary** - The disclosures in this report are prepared on a consolidated basis which includes two entities **Shyam Metals and Energy Limited (SMEL)** And **Shyam SEL and Power Limited (SSPL)**.

### II. Products/Services

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

S. No	Main Activity group code	Description of Main Activity	Business Activity Code	Description of Business Activity	% of Turnover of the entity
1	C	Manufacturing	C7	Metal and metal products	97.7 %
2	G	Trade	G1	Wholesale Trading	2.3 %

#### 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	Ferro Alloys	24104	14.44 %
2	Sponge Iron	24102	15.16 %
3	TMT Bars and Long Products	24109	47.82 %
4	Pellets	24109	8.29 %
5	Billets	24109	7.84 %
6	Others	24109	6.45 %

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	12	16
International	-	-	-

#### 17. Markets served by the entity:

##### a. Number of locations

Location	Total
National (No. of States)	32 (Including union territories)
International (No. of Countries)	17

##### b. What is the contribution of exports as a percentage of the total turnover of the entity? 9.83 %

##### c. A brief on types of customers

We are a leading integrated metal producing company based in India mainly steel Industry in West Bengal and Odisha with a focus on Long Steel Products and Ferro Alloys. Our Sambalpur manufacturing plant caters to customers in Southern and Western regions of India whereas our Jamuria and Mangalpur manufacturing plants caters to customers in Northern and Eastern regions of India. The Company supplies to several business customers which are Commercial & Industrial consumers. Engagement provides a better understanding of customer requirements and how continuous improvement in service can be delivered. Shyam Metalics serves and operates under B2B, B2C and B2D segments

### IV. Employees

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

##### a. Employees and Workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	<b>EMPLOYEES</b>					
1	Permanent (D)	2760	2725	98.73 %	35	1.27 %
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	2760	2725	98.73 %	35	1.27 %
	<b>WORKERS</b>					
4	Permanent (F)	4651	4636	99.68 %	15	0.32 %
5	Other than Permanent (G)	5990	5069	84.62 %	921	15.38 %
6	Total workers (F + G)	10641	9705	91.20 %	936	8.80 %

##### b. Differently abled Employees and Workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	<b>DIFFERENTLY ABLED EMPLOYEES</b>					
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	<b>Total differently abled employees (D + E)</b>	<b>No, differently abled employees are there in the current FY</b>				
	<b>DIFFERENTLY ABLED WORKERS</b>					
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	<b>Total differently abled workers (F + G)</b>	<b>No, differently abled workers are there in the current FY</b>				

#### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10 %
Key Management Personnel*	5	-	-

\* Comprising of Managing Directors, Wholetime Directors and Company Secretary

**20. Turnover rate for permanent employees and workers**

	FY 2022-23 (Turnover rate in current FY) %		FY 2021-22 (Turnover rate in previous FY) %		FY 2020-21 (Turnover rate in the year prior to the previous FY) %	
	Male	Female	Male	Female	Male	Female
Permanent Employees	2.69	0	6.21	0	5.54	0
	Total		Total		Total	
	2.69	0	6.21	0	5.54	0
Permanent Workers	1.85	0	6.42	0	3.5	0
	Total		Total		Total	
	1.85	0	6.42	0	3.5	0

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No	Name of the subsidiary/ associate companies (A)	Indicate whether Subsidiary/ Associate	% of shares held by listed entity*	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Shyam SEL And Power Limited	Subsidiary	100 %	Yes
2	Shyam Energy Ltd	Subsidiary	87.12%	No
3	Platinum Minmet Pvt Ltd	Subsidiary	99.85%	No
4	Shree Venkateshwara Electrocast Pvt. Ltd.	Subsidiary	90%	No
5	Hrashva Storage and Warehousing Pvt Ltd.	Subsidiary	99.90%	No
6	Meadow Housing Pvt. Ltd.	Subsidiary	71.43%	No
7	Taurus Estates Pvt. Ltd.	Subsidiary	89.29%	No
8	Whispering Developers Pvt. Ltd.	Subsidiary	67.57%	No
9	Nirjhar Commodities Pvt. Ltd	Subsidiary	58%	No
10	Shree Sikhar Iron & Steel Pvt Ltd.	Subsidiary	99.91%	No
11	S S Natural Resources Pvt. Ltd.	Subsidiary	60%	No
12	Shyam Metals Flat Product Pvt. Ltd.	Subsidiary	100%	No
13	Ramsarup Industries Ltd.	Subsidiary	60%	No
14	Shyam Metals International DMCC	Subsidiary	100%	No
15	Meghana Vyapar Private Limited	Associate	35.51 %	No
16	MJSJ Coal Ltd.	Joint Venture	9%	No

\*Held directly or through subsidiary companies

**VI. CSR Details**
**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

(ii) **Turnover** (in ₹): ₹12,610.18 crore

(iii) **Net worth** (in ₹): ₹6,228.34 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 weblink for grievance redress policy)	FY22-23 Current Financial Year			FY21-22 Previous Financial Year		
		Number of complaint filed during the year	Number of complaint pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<b>Communities</b>	Yes, a mechanism is in place to interact with the community leaders to understand and address their concerns, if any	Nil	Nil	NA	Nil	Nil	NA
<b>Investors (other than Shareholders)</b>	<a href="https://www.shyammetals.com/investors/investor-relations-contact/">https://www.shyammetals.com/investors/investor-relations-contact/</a>  KFin Technologies Limited (KFinTech) Share Transfer Agent provides share registration and related services to the Shareholders and Investors.  Details of investor complaints received by the Company are filed on a quarterly basis with the Stock Exchanges.	50	0	All the complaints were disposed off during the year.	5800	0	All the complaints were disposed off during the year.
<b>Shareholders</b>	<a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>  Stakeholders Relationship Committee has been formed to oversee redressal of investor grievances.	Nil	Nil	NA	Nil	Nil	NA
<b>Employees and workers</b>	<a href="https://shyam.hrone.cloud/Account/Index">https://shyam.hrone.cloud/Account/Index</a>  <a href="https://www.shyammetals.com/wp-content/uploads/2021/08/SMEL_PolicyDocs_WhistleBlower.pdf">https://www.shyammetals.com/wp-content/uploads/2021/08/SMEL_PolicyDocs_WhistleBlower.pdf</a>	Nil	Nil	NA	Nil	Nil	NA
<b>Customers</b>	<a href="https://www.shyammetals.com/contact-us/">https://www.shyammetals.com/contact-us/</a>	Nil	Nil	NA	Nil	Nil	NA
<b>Value Chain Partners (supply chain partners)</b>	<a href="https://www.shyammetals.com/wp-content/uploads/2021/08/SMEL_PolicyDocs_WhistleBlower.pdf">https://www.shyammetals.com/wp-content/uploads/2021/08/SMEL_PolicyDocs_WhistleBlower.pdf</a>	Nil	Nil	NA	Nil	Nil	NA
<b>Other (Anonymous, trainees)</b>	<a href="https://www.shyammetals.com/wp-content/uploads/2021/08/SMEL_PolicyDocs_WhistleBlower.pdf">https://www.shyammetals.com/wp-content/uploads/2021/08/SMEL_PolicyDocs_WhistleBlower.pdf</a>	Nil	Nil	NA	Nil	Nil	NA

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

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

S. No	Material issue identified*	Indicate Whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Impact Assessment	O		-	The financial implications related to risk and opportunity will be worked out by the company in due course of time
2	Anti-corruption practices of the company	R		-	
3	Health & safety of employees	R		-	
4	Development and well-being of local communities	O		-	
5	Sustainability disclosures	O		-	
6	Environmental declaration of products	O		-	
7	GHG emissions and climate change	O		-	
8	Adoption of innovative, resource- efficient and low-carbon technologies and solutions	R		-	
9	Life cycle assessment of products and processes	O		-	
10	Sustainability in the supply chain	O		-	
11	Water and effluents	O		-	
12	Air pollution	O		-	

\*Issues material to Shyam Metals is identified through materiality assessment, conducted in the financial year 2022-23.

## Section B: Management and Process Disclosures

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

<b>P1</b>	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
<b>P2</b>	Businesses should provide goods and services in a manner that is sustainable and safe.
<b>P3</b>	Businesses should respect and promote the well-being of all employees, including those in their value chains.
<b>P4</b>	Businesses should respect the interests of and be responsive to all its stakeholders.
<b>P5</b>	Businesses should respect and promote human rights.
<b>P6</b>	Businesses should respect and make efforts to protect and restore the environment.
<b>P7</b>	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
<b>P8</b>	Businesses should promote inclusive growth and equitable development.
<b>P9</b>	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	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	www.shyammetals.com/investors/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international Codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. SEBI (Listing obligation and Disclosure Requirements) Regulations, 2015	ISO 9001, ISO 14001 and ISO 45001	ISO 45001	-	Indian labour codes	ISO 14001	-	-	-	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The entity is in process to set targets for Sustainability KPIs related to climate change, energy, water, waste, air emissions and biodiversity for short term (2030) and long term (2050) goals.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The entity is working to set its goals and targets and to track performance on the commitments								
<b>Governance, leadership, and oversight</b>									
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)	<p>The Company is committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles.</p> <p>The environmental impacts cover Climate, Resources (Energy &amp; Water), Waste Management and Nature &amp; Biodiversity.</p> <p>The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.</p> <p>It strives to be neighbour of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has a separate CSR Policy, in line with the "Code of Conduct".</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Brij Bhushan Agarwal (DIN: 01125056) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company's CSR Committee is responsible for sustainability related issues. For composition of CSR Committee, please refer the Corporate Governance.								



**10. Details of Review of NGRBCs by the Company**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies and follow up action</b>	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by Executive Committee as a part of ESG review.  During the review, the effectiveness of the policies is evaluated and necessary amendments to policies and procedures are implemented.																	
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	The Company complies with the extant regulations and principles as are applicable. No major non-compliance. Operational issues are being addressed on an 'ongoing basis' as and when identified.																	
<b>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.</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various department heads, business heads and approved by the management or board. An internal assessment of the workings of the BR policies has been done. All financial and non-financial performance including policies are subject to annual third-party verifications/audits that independently evaluate the results.								

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

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

## 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 that 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		During the year, the Board of Directors of the Company (including its committees) has invested time on various updates comprising matters relating to and pertaining to the business, regulations, economy and environmental, social and governance parameters.	100 %
Key Managerial Personnel		Topics pertaining to integrity and ethics, core values, code of conduct, and sustainability covered enabling KMPs to drive company's values, purpose and strategy in the business	100 %
Employees other than BoD and KMPs	22	1. Safety Trainings, 2. Functional Trainings 3. Technical Trainings 4. Behavioral Trainings	80 %
Workers	50	Safety Trainings Topics Covered Stop the Pandemic, Work environment, Electrical Safety, Conveyor Safety, Confined Space Entry, PPE, Fire Fighting training, Road Safety, Lifting tools & tackles	70 %

#### 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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

The Company had no monetary and non-monetary 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 FY23 based on materiality thresholds.

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

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

Case Details	Name of the regulatory/ enforcement agencies / judicial institute
	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.**

The Company's Code of Conduct covers aspects relating to anti-corruption or anti-bribery. In terms of the said Code, the Company believes in conducting its business in a transparent manner and does not indulge in bribery or corruption. The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes or make directly/indirectly any illegal payments, gifts, donations or any benefits which are intended to obtain business or unethical favours and the same has been mentioned in its Code of conduct for Director and Senior management Executives. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. This policy is applicable to individuals including Board Members and Senior Managerial Personnel associated with the Company and such person acting on behalf of the Company.

The Company has also adopted a Whistleblower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct.

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

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery / corruption against directors / KMPs / employees / workers that have been brought to the Company's attention.

	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 22-23 (Current Financial Year)		FY 21-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

**7. Provide details of any corrective action taken or underway on issues related to fines/ penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest - Not applicable**

**LEADERSHIP INDICATORS**

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

Total number of awareness programme held	Topics/ Principle covered under the training	%age of value chain partners covered (by the value of business done with such partners) under the awareness programmes
48	Environment, social & Governance Risk and Opportunity	Not Evaluated
54	BRSR principles	Varying from 30 to 35 %

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

Yes, the Company has processes for the management of conflict of interests involving members of the Board which may arise due to Directors joining the Boards of other companies and even conflicts which would take place during the course of normal business activities. In this respect, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding.

Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

Also, in the Meetings of the Board, the Directors abstain themselves from participating in the items in which they are concerned or interested.

Further, the Company undertakes assessment at sites in order to identify any and all potential areas for conflict of interest. It engages with internal and external stakeholders to ensure the comprehensiveness of this assessment process based on the outcomes of this assessment process.

## 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.

	Current Financial year (2022-23)	Previous Financial Year (2021-22)	Details of improvements in environmental and social impact
R&D	-	-	For more details on steps taken and efforts made towards conservation of energy, utilising alternate sources of energy, technology absorption and the expenditure incurred on Research and Development, refer to the 'Disclosure on Conservation of Energy and Technology Absorption' forming part of the Report of the Board of Directors in the Company's Report and Accounts 2023.
Capex	-	-	

Note: The Company conducts R&D linked to environmental and social initiatives, however currently the expenditures are not tracked

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

Yes, the entity is in a process to adopt policy for sustainable sourcing where all the new and existing supply chain partners are mandatorily evaluated on environment, health & safety and sustainability parameters before onboarding.

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

The entity is planning to assess the inputs which are sourced sustainably.

#### 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 - Not Applicable

#### 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 to primary iron and steel making process

### 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 independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.

The entity has conducted LCA for its products which includes TMT and Structures.

#### 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
	N.A	

#### 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 22-23	FY 21-22
Water	21%	21%
Fly Ash	10%	10%

Re-cycling of water for usage in cooling cycle, horticulture and supply re-cycled water for irrigation to nearby communities whenever possible. Fly ash generated is sold to fly ash brick manufacturing units. The Company is in constant endeavor for recycling, reusing of material leading to conservation of resources.

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

	FY 2022-23 Current Financial year			FY 21-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as 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)
<b>PERMANENT EMPLOYEES</b>											
Male	2725	2725	100%	-	-	No benefit is taken for the current FY		No benefit is taken for the current FY		-	-
Female	37	37	100%	-	-					-	-
Total	2762	2762	100%								
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	-	-	-	-	-	No benefit is taken for the current FY		No benefit is taken for the current FY		-	-
Female	-	-	-	-	-					-	-
Total	-	-	-	-	-						

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No (B)	% (B/A)	No (C)	% (C/A)	No (D)	% (D/A)	No (E)	% (E/A)	No (F)	% (F/A)
<b>PERMANENT WORKERS</b>											
Male	4636	2442	53 %	Nil		No benefit is taken for the current FY		No benefit is taken for the current FY		Nil	
Female	15	7	47 %								
Total	4651	2449	53 %								
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	5069	Assessment for the same need to be done									
Female	921										
Total	5990										

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

Benefits	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	80 %	97 %	Y	77.93 %	95.04 %	Y
Gratuity	85.32 %	100 %	Y	96.4 %	100 %	Y
ESI	24 %	65 %	Y	31.71 %	71.20 %	Y
Others – please specify	-	-	-	-	-	-

### 3. Accessibility of workplaces

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

No differently abled employees are there in the current Financial Year. Yet, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

The Company respects human rights and nurtures an inclusive culture that does not discriminate on the basis of religion, gender, caste or disabilities and has a policy for equal opportunity for all. The Company has a Human Rights Policy that aims to protect human rights and reinforce the culture of inclusivity and equality within our organization. Further, equal opportunity is covered as part of our Code of Conduct.

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

Gender	Permanent employees		Permanent workers	
	Return to work	Retention rate	Return to work	Retention rate
Male	-	-	-	-
Female	-	-	-	-
<b>Total</b>	No Parental leave taken for the FY 22-23			

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

Yes/No (If Yes, then give details of the mechanism in brief)

Permanent Workers	Yes - All HR & Reporting managers have set grievance handling mechanism
Other than Permanent Workers	Yes -All HR & Site engineers & managers have set grievance handling mechanism
Permanent Employees	Yes -All HR, reporting managers & Business Leads have set grievance handling mechanism
Other than Permanent Employees	NA

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

Category	FY 22-23 (Current Financial Year)			FY 21-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employee's / 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						
Female						
Total Permanent Workers						
Male						
Female						

### 8. Details of training given to employees and workers:

Category	FY 22-23					FY 21-22				
	Current Financial Year					Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
No. (B)		% (B/A)	No. (C)	% (C / A)	No. (E)		% (E/D)	No. (F)	% (F / D)	
<b>Employees &amp; Workers</b>	100% of our employees are given trainings on health & safety measures and skill upgradation through regular training sessions organized by the concerned departments									

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

All employees of the Company undergo an annual performance appraisal process as determined by the Company. The appraisal process is based on criteria such as grade of the employee, role / designation of the employee, her / his role in and contribution to the overall performance of the Company, the performance of profit centre / division to which she / he belongs, merits of the employee, past performance record, future potential of the employee and / or such other criteria as may be determined by the management.

## 10. Health and safety management system:

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

Yes, occupational health and safety management system has been implemented by the entity. It covers the entire operations covering all project sites, manufacturing units, industrial production facilities and offices.

The Company believes that a safe and healthy work environment is a pre-requisite for employee well-being, and the adoption of best practices in occupational health and safety have a direct impact on its overall performance. The coverage is 100% and includes all employees and workers.

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

The Company has in place systematic risk management process to identify and control all the hazards in construction project sites, manufacturing units, industrial production facilities and offices. Further, the system comprises followings safety processes for identifying Work related hazards and assess risks on routine and non-routine basis:

Hazard Identification Risk Assessment and Risk Management (HIRA), Job Safety Analysis, Incident investigation, Safety Audit, Safety Inspections from previous incident, referring to manuals.

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

Yes. The reporting system for a near miss, unsafe acts & unsafe conditions is being implemented in all division are provided with targets to reports no. of U/A and U/C

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

Yes, medical centres and first aid facilities are available for both employees and workers. We have first center having round the clock dispensary facility. Also it is employed with four pharmacists and 1-part time doctor. We have also tied up with Multi specialty hospital at Sambalpur to handle major cases.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.01	1.96
	Workers	1.97	3.73
Total recordable work-related injuries	Employees	5	6
	Workers	46	47
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	1
	Workers	3	4

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

Every month Safety observations for unsafe act and condition are shared with the divisions and corrective actions are ensured. All rotating parts are safeguarded with machine guards. All platform is provided with handrails and toe guards. Housekeeping is carried out on a regular basis to prevent slip, trip & fall. On-job and off-job training is provided to workmen by the respective departments. A regular safety audit is carried out to identify the deviations. The noncompliance is corrected on priority basis to prevent any unforeseen incident. All the incidents are investigated, and corrective and preventive actions are taken to curb the recurrence. Regular Toolbox talk are conducted to aware the workmen regarding the hazards associated with that specific job activity. SOP training are provided to enhance the skill of the workmen and avert accidents.

- System Improvements: Work at Height SOP awareness training provided to employees at Dam & Power House
- SOP includes 'Stop Work' authorization to Supervisor, Engineer, Line Manager, HOD in case of Unsafe Situation at site.
- Competency Evaluation of Contractor workmen before vendor selection
- All workers to undergo approval from doctor to confirm 'medical fitness' for work at height.
- Job Specific Trainings
- Scaffolding Inspector Certificate Training provided to 36 employees at the hydro plant through external agency.
- Refresher Emergency Response training for site supervisory staff including contractor
- Physical Improvements
- Procured its own scaffolding material which shall be used in maintenance work not relying on the material of the contractor
- Daily Tool Box talk on safety for all workmen, especially those engaged in work at height.

Compulsory training for workers engaged in work at height at site, which includes do's and don'ts including proper access and egress from the high platform, PPE compliance.

The Company has developed high risk procedures in line with corporate safety standards. Line manager's involvement in Safety Observation systems (SOS) using the software tool, Incident reporting & Investigation using software-based tools. Regular trainings are provided to employees & associates.

Some of the other measures taken at plants are as below:

- OHS Policy OHS Induction & OHS Trainings
- Motivational Programs
- Standard Operating Procedure
- OHS Committees
- Mass Safety Tool Box Talks
- Permit to Work
- LOTO
- Confined Space Entry
- QRA
- Manual Material Handling Assessment
- Industrial Hygiene Survey
- OHS Inspections
- Barrier Health Management
- Safety Kaizen
- Hazardous Area Classification
- Gas Monitoring
- Near Miss Reporting System
- Incident Investigation System
- Contract Safety Management
- Road Safety
- Visual Display Management
- Electrical Safety
- Tools, tackles & equipment's inspection

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

	FY 22-23 (Current Financial Year)			FY 21-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working Conditions</b>	481	11		457	24	
<b>Health &amp; Safety</b>	294	3		288	2	

### 14. Assessments for the year:

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

<b>Health and safety practices</b>	100% of plants and offices were assessed by entity through third parties.
<b>Working Conditions</b>	100% By Addl. Director of Factories and boilers.

### 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.

All operational plants were assessed by third party for Occupational Health & safety practices by reputed and authorized third party agencies. No significant concerns were raised during the audit and nor was there any lapse on the statutory compliance part. However, minor gaps and few opportunities for improvement beyond the compliance were pointed out by the auditors. Majority of the OFI's have been implemented at site locations while few OFI's are under progress (plan for implementation is finalized and work is in progress) at our plant locations. Some of the OFI's, duly implemented, are provided below –



- Fire hydrant system installed in CPP and are under progress at SMS#2 and Ferro.
- Provision for safe guarding of rotating parts is under progress for the entire plant.
- House Keeping is given utmost importance and is carried out by all the departments on priority.
- Much more emphasis is to improve the awareness level of workmen through trainings, Mock drills.

**Leadership Indicator**

**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)?**

The Company extends life insurance coverage for work related death of its employees and workers.

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

The Company is compliant to statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time. The other value chain partners (vendors) are equally responsible for complying as per the contract.

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

All the employees and workers who suffer from work related injuries are suitably compensated following applicable regulation and company policy.

**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. The philosophy behind the SMEL people management is to empower its employees through a broad range of initiatives directed towards their holistic growth. It believes in continuous learning and keeping abreast of the latest technologies and processes. Continuous work is done on designing and offering new and exciting learning opportunities for all employees

**5. Details on assessment of value chain partners:**

**% of value chain partners (by value of business done with such partners) that were assessed**

<b>Health and safety practices</b>	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.
<b>Working Conditions</b>	

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

No corrective action plan has been necessitated on the above-mentioned parameters.

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

**Essential Indicators**

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

SMEL maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this dynamic mechanism of stakeholder engagement, the Company has currently identified internal and external stakeholder groups: Employees & their families, Government and Regulatory Authorities, Customers, Communities and local authorities, Suppliers, Institutions, Investors, Competitors, Media, NGO, Industry Association.

**2. List of key stakeholder groups identified as 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	Purpose and scope of engagement including key topics and concern raised during such engagement.
Investors	No	Conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings, Email, Stock Exchange (SE) intimations, Investor/Analyst meet/Conference calls, Annual Report, Quarterly results, Media releases, Company/ SE website	Frequent and as and when required	To meet the need and expectation which are material to the Company including but not limited to share price appreciation, dividend, profitability and financial stability, ESG performance and other growth prospects.
Customers	No	Customer meets, Official communication channels: Advertisements, publications, website and social media, Conferences events, Phone calls, emails and meetings, Business interaction, Customer plant visit, helpdesk, conferences	Frequent and as and when required	To acquire new customers and service the existing ones through Customer satisfaction and feedback, Product quality, availability, delivery and timeline, aftersales service.
Suppliers & transporters	No	Regular supplier/contractors meet, Plant visit, MoU and agreements, Training workshops, seminars and meetings, surveys, Supplier audits, Official communication channels: Advertisements, publications, website and social media	As and when required	Service existing business, Need and expectation schedule, supply chain issue, training and compliance, Quality delivery and payments, ISO standards.
Employees & their Families	No	Emails and meetings, Employee engagement initiatives, Performance appraisal, Grievance redressal mechanisms, Notice boards  Circular and messages from corporate and line management, Employee Referral policy, HR-one portal helpdesk, Welfare initiatives for employees and their families.	Daily Newsletter – Quarterly Emails – As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education, skill, training and awareness.
Government & regulatory authorities	No	Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections, Quarterly Results, Annual reports, Stock Exchange filings	As and when required	Strong ESG practices, changes in regulatory framework, employment, environmental measures, reporting requirement, statutory compliance, support from authority.
R&D (Educational Institution)	No		As and when required	
Communities	Yes	Community visit and projects, local charities, volunteerism, seminars, CSR project	As and when required	Community development, self-sustainability, livelihood support, Sustainable Development Goals, building capacity of future leaders, CSR projects.
Media	No	Press releases, Quarterly Results, Annual reports, AGM information and media interactions	As and when required	Performance reporting, Good practices, show cases, awards and achievements
Industry association	No		As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Competitors	No		As and when required	
Environment	No		Frequent and as and when required	

## 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 has set up various committees on economic and ESG governance and performance monitoring. These committees include CSR Committee, Risk Management Committee, Stakeholder's Relationship Committee, etc. The CSR Committee is a committee constituted by the Board and has a mix of Executive and Non-executive members. The Risk Management Committee is constituted by the Board and is chaired by an Independent Director. The Stakeholders' Relationship Committee is constituted by the Board and is chaired by an Independent Director. Quarterly performance update and reviews were conducted by the respective committees on these topics and consolidated performance report and outcome were presented to the Board in their quarterly meetings. Also, the Company has been conducting stakeholder engagement exercise from time to time on ESG topics. As per their respective terms of reference, the various Committees meet periodically to review the performance of the Company in various areas.

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

Yes, outcome of the materiality assessment and stakeholder engagement exercise are taken forward to identify material topic of concern on sustainability for the Company. Based on these material topics of significance to the Company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.

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

All the CSR programs are focused on addressing the most pressing issues and meeting the needs of the most vulnerable populations across the globe especially women, youth and marginalized groups. The Company operates its business in an ethical, economic, social and environmentally sustainable manner, while recognizing the needs and interests of its critical stakeholders.

## 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:

The majority of our employees are provided with human rights awareness. For all new employees who are onboarded, Human Rights awareness is part of the induction session. For the worker category, face-to-face/classroom session on the code of conduct is done which includes aspects of Human Rights.

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

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	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)
<b>Employees</b>										
Permanent	2762	0	0	2762	100%	4196	0	0	4196	100%
Male	2725	0	0	2725	100%	4173	0	0	4173	100%
Female	37	0	0	37	100%	23	0	0	23	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent	4651	0	0	4651	100%	4175	0	0	4175	100%
Male	4636	0	0	4636	100%	4175	0	0	4175	100%
Female	15	0	0	15	100%	0	0	0	0	0
Other than Permanent	5990	5990	100%	0	0	1070	1070	100%	0	0
Male	5069	5069	100%	0	0	840	840	100%	0	0
Female	921	921	100%	0	0	230	230	100%	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR)	Number	Median remuneration/ salary/ wages of respective category
<b>Board of Directors (BoD)*</b>	7	6.65 Lakhs	1	1.15 Lakhs
<b>Key Managerial Personnel*</b>	7	399.51 Lakhs	0	-
<b>Employees other than BoD and KMP</b>	2725	3.87 Lakhs	37	20,263 INR Per Month
<b>Workers</b>	4636	2.55 Lakhs	15	-

# includes sitting fees paid

\* includes Managing Directors and Executive Directors also

Note: 1. Mr. Ajay Choudhary and Mr. Venkata Krishna Nageshwara Rao Majji resigned on 14th February 2023  
2. Mr. Bhagwan Shaw and Mr. Shree Kumar Dujari resigned on 8th November 2022

### 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)

The Company does not have a single focal point for addressing the human rights issues. However, the HR head and the head of the respective department is responsible for addressing the same.

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

The Company has put in place a robust Grievance Redressal process for investigation of employee concerns. They may put in a written grievance letter through respective HR departments and the necessary action will be taken. All grievances are addressed as and when received by the respective Unit Heads/Project Managers/ through Admin in coordination with HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

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

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Sexual Harassment</b>	0	-	-	0	-	-
<b>Discrimination at workplace</b>	0	-	-	0	-	-
<b>Child Labour</b>	0	-	-	0	-	-
<b>Forced Labour/ Involuntary Labour</b>	0	-	-	0	-	-
<b>Wages</b>	0	-	-	0	-	-
<b>Other human Rights related issues</b>	0	-	-	0	-	-

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes. The business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights. The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses.

These clauses are part of the contracts with suppliers, partners, and are extended across the supply chain in the form of Supplier/Vendor Code of Conduct.

**9. Assessments for the year:**

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

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

There were no significant risks or concerns (considering Q9)

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

No complaint received in FY22 for human rights violation. The Company is in process of formulating its Supplier/Vendor Code of Conduct (SCoC) including human rights compliance requirements for value chain partners.

**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?**

- Yes, almost all premises and offices are accessible to differently abled visitors

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Currently, this is not being assessed.
Discrimination at workplace	However, the Company's Supplier/Vendor Code of Conduct (SCoC), addresses many of these aspects. All suppliers need to necessarily sign the SCoC for dealing with the Company and are expected to comply with its requirements.
Child Labour	
Forced labour /Involuntary labour	
Wages	
Others- please specify	

**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 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A)	63,30,219.34 GJ	49,11,028.84 GJ
Total fuel consumption (B)	2,59,40,807 GJ	2,95,83,599.02 GJ
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	3,22,71,026.91	3,44,94,627.86
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00025	0.00033
Energy intensity (optional) – the relevant metric may be selected by the entity (Equivalent per ton of steel)	19.98	32.98

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - Yes, Cleenviron and Envomin Consultant Pvt. Ltd.**

**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.**

Yes. SMEL Sambalpur and Jamuria Plant is a designated consumer (DC) under the PAT scheme of the Government of India. The Company was in PAT cycle 3 in FY 22. Now the entity is under PAT cycle 7 and the target with registration number INS00097OR and INS0093WB respectively, Specific energy consumption of the entity is 0.4712 TOE/Tonne of equivalent product, Equivalent major product output is 1041690 tonne in accordance to the given data the target for specific energy consumption is 0.4417 TOE/Tonne of equivalent product. The entity is working in an efficient way to achieve the desired target.

**Key Results achieved under PAT Cycle-III**

Specific energy consumption (baseline) FY-2015-16	0.5469
Production (baseline) tonne FY-2015-16	260711
Target SEC as notified (From baseline to Assessment year)	0.524
Normalized SEC (Achieved in the Target Year) FY-2019-20	0.4139
<b>Energy savings certificates to be issued</b>	<b>+28704</b>

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	85,84,945	72,92,625
(ii) Groundwater	NIL	NIL
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>85,84,945</b>	<b>72,92,625</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>85,84,945</b>	<b>72,92,625</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.00006</b>	<b>0.00007</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>5.31</b>	<b>6.97</b>

**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, in house team of SMEL carry out the assessment on day to day basis.

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

Yes, the entity has adopted the Zero Liquid Discharge principle. The entity has set Waste Water Treatment Plants of design capacity 3000 KLD and 4000 KLD respectively. The wastewater generated from different processes is treated in the Treatment Unit. The treated water is then recycled back to different units as per the requirement. SMEL recognizes the need for the efficient management of water resources within and outside its operating sites. Efforts are made to increase water use efficiency, while also ensuring its availability for all stakeholders. All plants are based on the principle of 'ZERO LIQUID DISCHARGE'. Wastewater is treated and recycled in the water use cycle or diverted for horticulture use.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Kg/tcs	564.87	426.4
Sox	Kg/tcs	1090.33	731.07
Particulate matter (PM)	Kg/tcs	465.51	496.38
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others—please specify	-	-	-

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.** - Yes, Cleenviron and Envomin Consultant Pvt. Ltd.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4671629.94	5215254.94
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	474325.39	386819.38
Total Scope 1 and Scope 2 emissions	Total emission per rupee of turnover	0.00004	0.000053
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e/ton	3.18	5.35

**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.**

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

Yes, the organization has collectively planted saplings/plants in the current year FY22-23. The plantation of local species is carried out every year to restore and rehabilitate the dumping sites with a survival rate of more than 70 %. The area in the plant premises has been converted into the green cover and development of the green belt has been carried out to achieve the desired targets apart from the plantation drive. The entity is shifting more towards renewable sources of energy. Shifting from the conventional sources of energy the entity is producing solar energy through floating Solar Panels.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	10	8.58
E-waste (B)	57.12	68.8
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	34	39.55
Battery waste (E)	0.7	1.55
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	11.3	22.6
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	282143.76	140317.04
Total (A+B + C + D + E + F + G+ H)	282256.88	140458.30

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

**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 solid wastes Middling & Rejects from coal washery is used in FBC Boiler as a fuel. Ash and accretion & Dolchar from DRI kilns is used in captive brick manufacturing unit & in FBC Boiler respectively. Deducting dust is reused in the Pellet plant. Tar from PGP plant is sold to authorized recyclers. Slag and dust from SMS are used in Landfilling in abandoned mines. Fly ash from FBC Boiler is used in landfilling in abandoned stone quarries. Fe-Mn slag from Ferro alloy plant is recycled, Si-Mn slag is used in land filling & Fe-Cr slag is used as aggregate in concrete works. Hazardous wastes such as Used Oil, Waste containing oil, spent resin, Tarry residues, discarded containers is disposed through authorized recyclers. Moreover, there is no involvement of any toxic chemicals in the plant process.

**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.	21°41'4.78"N to 21°39'36.36"N 84° 1'29"E to 84° 2'51.64"E	Integrated steel unit	Yes, the conditions given in the EC Letter are being complied with.

**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
Expansion of existing Integrated steel plant to final capacity of Sponge Iron- 20,54,000 TPA, Billets (Mild & Alloy Steel)- 23,73,566 TPA, Rolled Products – 15,60,000 TPA, CPP- 328 MW, Pellets- 30,00,000 TPA, Producer Gas Plant- 96,450 Nm <sup>3</sup> /Hr, Sinter Plant- 5,90,625 TPA, Blast Furnace- 3,93,750 TPA, by M/s. Shyam Metalics and Energy Limited located at Village- Pandloi, Block- Lapanga, District- Sambalpur, Odisha.	File no. F.NO.J- 11011/495/2006-IA.II(I)	16.08.2022	Yes	Yes	<a href="http://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=42011&amp;proposal_no=IA/OR/IND/269835/2020&amp;typep=EC">http://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=42011&amp;proposal_no=IA/OR/IND/269835/2020&amp;typep=EC</a>

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes, the Company is complying with all the mentioned acts and rules.**

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide the details of the non compliance	Any fines / penalties / action taken by regulatory agencies such as Pollution Control Board or by courts	Corrective action taken, if any

NA

**Leadership Indicators**

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

Parameter	FY 2022-23 (Current Financial Year) GJ	FY 2021-22 (Previous Financial Year) GJ
<b>From renewable sources</b>		
Total electricity consumption (A)		NIL
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C)		
<b>From non-renewable sources</b>		
Total electricity consumption (D)		As per Essential Indicator 1
Total fuel consumption (E)		
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)		

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



**2. Provide the following details related to water discharged:**

No wastewater is discharged from any office or plant locations.

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of Treatment		
(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		
(v) Others		
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in kilolitres)		

All the plants practice Zero waste Discharge.

**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**

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

Currently mapping is in progress for the Company's permanent facilities and offices. The data will be provided for FY23. 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 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the Entity		

Please refer to Essential Indicator 3

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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		
(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 kilolitres)		Please refer to Leadership Indicator 2

**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**

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent	Organisation is in a process of calculating their Scope 3 emissions from the current financial year	
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**

**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.**

Currently, the organization is in the process of assessing any such impact on Biodiversity.

**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:**

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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The company is in process of collecting data on such specific initiatives

**7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. No**

**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.**

Any such impact has not been assessed yet

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

Currently, the organization is in the process of assessing value chain partners for environmental impacts.

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

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Bengal chamber of Commerce (BCC)	State
2	Bharat Chamber of Commerce (BCC)	National
3	Merchant Chamber of Commerce (MCC)	Sate
4	Indian Chamber of Commerce (ICC)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	Confederation of Indian Industry (CII)	National
7	SteelMint	National

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

There is no action taken or underway against Shyam Metalics and Energy Limited on any issues related to anti-competitive conduct.

**Leadership Indicators**

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

Sl. No	Public Policy covered	Method restored for such advocacy	Whether information in public domain	Frequency of review by board	Web link if available
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SMEL works closely with industry/trade associations in evolving policies that govern the functioning and regulations of the Indian Steel sector. The company is a member of various working groups/ trade associations to support the government in the following areas –

1. Bengal chamber of Commerce
2. Bharat Chamber of Commerce
3. Merchant Chamber of Commerce
4. Indian Chamber of Commerce
5. Federation of Indian Chambers of Commerce & Industry
6. Confederation of Indian Industry
7. SteelMint

**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 (Y/N)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable - as there were no projects that require SIA as per law in the current year

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

Not Applicable- No projects are there for which Rehabilitation and Resettlement (R&R) is being undertaken by the entity.

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

District, Panchayat and village committees raise the issues to the CSR department and after thorough evaluation, CSR department addresses community issues. Shyam Metalic Foundation (SMF) have CSR Volunteers who are directly interacting with the Women SHG groups and other village groups on a regular basis to convey SMF objectives and also listen to their issues which SMF tries to address on priority basis. The grievances of the community could also be sent to any of the plant HR / Admin teams who will handle the same.

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial year
Directly sourced from MSMEs/ small producers	0	0
Sourced directly from within the district and neighbouring districts	0	0

The entity is planning to directly source from the MSME and produce a Road map that has been prepared for the same.

#### 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
	NIL

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

S.No	State	Aspirational District	Amount spent (In INR)
1	Odissa	Sambalpur	₹2,48,49,900
2	West Bengal	Jamuria	₹1,81,40,866

##### 3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

There is no such policy yet, but the entity is working on a responsible sourcing policy.

b. From which marginalized /vulnerable groups do you procure? Not Applicable

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
				Not Available

##### 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
		Not Available

##### 6. Details of beneficiaries of CSR Projects:

S.No	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Skill Development	302	By virtue of working in areas with predominantly rural communities, the programs by default reach out largely to the vulnerable and marginalised communities.
2	Education program	250	
3	Sports promotion	580	
4	Sehat	17251	

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

##### Essential Indicators

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

A well-established system is in place for dealing with consumer feedback. Consumers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, transmittal letter communications and verbal communications, etc. directly to project management teams. The customers can also complaint through the toll-free number and email address provided on the Company website.

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

	As a percentage to total turnover
<b>Environmental and social parameters relevant to the product</b>	The Company educates its customers on environmental parameters and for safe and responsible usage of power.
Safe and responsible usage	
Recycling and/ or safe disposal	

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

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Received during the year	Pending resolution at the end of the year	Remark	Received during the year	Pending resolution at the end of the year	Remark
Data privacy advertising	NIL	NIL		NIL	NIL	
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

S.No	Number	Reason for recall
Voluntary call	Nil	NA
Forced recall	Nil	NA

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

The company has a formal policy on Information security Management and a manual of all the relevant policies is available in the company.

**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. – None**
**Leadership Indicators**
**1. Channels/platforms where information on products and services of the entity can be accessed (provide a web link, if available).**

All information regarding the business of SMEL can be accessed through the Company's website [www.shyammetalics.com](http://www.shyammetalics.com) and in its periodic disclosures such as the annual report and the integrated report.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

- Not Applicable

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. - Not Applicable**
**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) - Not Applicable**
**5. Provide the following information relating to data breaches:**

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

b. Percentage of data breaches involving personally identifiable information of customers - Nil