



Annexure – 1

Business Responsibility and Sustainability Report

Globally, awareness among corporations is increasing, on how their operations impact environmental, social and governance (ESG) parameters. Companies have over the years reiterated their commitment towards ESG and sustainability, apparent from increased sustainability reporting. Various internationally recognised reporting frameworks have been used to measure, monitor and disclose their performance against targets under various ESG indicators.

The sustainability reporting landscape in India has been evolving since 2009. In 2011 the Ministry of Corporate Affairs (MCA) introduced the National Voluntary Guidelines on Social, Environment, and Economic Responsibilities of Business (NVG). The Business Responsibility Report (BRR) was introduced in 2012 by the Securities and Exchange Board of India (SEBI) based on the NVGs and by 2019 it became mandatory for the top 1,000 listed companies by market capitalisation to prepare the BRR annually. In accordance with these requirements the BRR became applicable to Indian Metals & Ferro Alloys Limited in FY 2019-20.

The MCA issued the National Guidelines on Responsible Business Conduct (NGRBCs) in 2019, based on which SEBI introduced the Business Responsibility & Sustainability Report (BRSR) in 2021. From financial year 2022-23 onwards, filing of BRSR was made mandatory for the top 1,000 listed companies (by market capitalisation), replacing the existing BRR (in terms of amendment to regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI-LODR) vide Gazette notification no. SEBI/LAD-NRO/GN/2021/22 dated May 05, 2021). IMFA therefore became eligible to present its first Business Responsibility and Sustainability Report.

IMFA's philosophy as a responsible corporation is 'touching lives beyond business.' The Company believes that sustainability is one of the key pillars of its operations and is cognizant of its duties with respect to reducing its environmental impact. The Company supports inclusive growth and equitable development and believes in responsible business conduct.

The Company's performance and its impact on ESG parameters, based on the 9 Principles set out in the NGRBCs is presented herewith.

Section A: General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the listed entity	L27101OR1961PLC000428
2. Name of the listed entity	Indian Metals & Ferro Alloys Limited
3. Year of incorporation	1961
4. Registered office address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
5. Corporate address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
6. E-mail	mail@imfa.in
7. Telephone	0674-2611000
8. Website	www.imfa.in
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11. Paid-up Capital	₹ 53.96 crores
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: Mr. Bijayananda Mohapatra Contact No.: 9777575659 Email id: bijayanandamohapatra@imfa.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).	The disclosures under this report are made on a standalone basis.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Metal and Metal Products	99.58%

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 Chrome	27110	99.58%

III. Operations

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

Location	Number of Plants/Mines	Number of Offices	Total
National	4	9	13
International	-	1	1

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	10

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

Contributions of exports as a percentage of total turnover – 95%

c. A brief on types of customers

IMFA's customers are mainly manufacturers of stainless steel that require ferro chrome. Our clientele also includes international traders.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	810	787	97%	23	3%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	810	787	97%	23	3%
WORKERS						
4.	Permanent (F)	1,318	1,307	99%	11	1%
5.	Other than Permanent (G)	3,943	3,490	89%	453	11%
6.	Total workers (F + G)	5,261	4,797	91%	464	9%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	1	1	100%	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13%
Key Management Personnel	2	-	-



20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.21%	9.52%	12.14%	9.02%	-	8.82%	8.34%	5.71%	8.29%
Permanent Workers	6.72%	9.09%	6.74%	7.48%	9.09%	7.49%	5.31%	-	5.27%

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

21. (a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	IMFA Alloys Finlease Limited	Subsidiary	76.00%	No
2.	Utkal Coal Limited	Subsidiary	79.20%	No
3.	Indmet Mining Pte Limited	Subsidiary	100.00%	No
4.	PT. Sumber Rahau Indah (Subsidiary of Indmet Mining Pte. Ltd.)	Subsidiary	70.00%	No

VI. CSR Details

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

Yes

(ii) Turnover (in ₹)

₹ 2,649.45 crores

(iii) Net worth (in ₹)

₹ 1,858.86 crores

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)*	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes ¹	223	Nil	-	141	Nil	-
Employees and workers	Yes ²	-	-	-	1	1	Inquiry was initiated in 2021-22 and completed in 2022-23
Customers	Yes ³	-	-	-	-	-	-
Value Chain Partners	Yes ⁴	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

* If Yes, then provide web-link for grievance redress policy-

¹ Shareholder grievances can be addressed at: <https://www.imfa.in/investor-information/investor-services.htm>

² Grievance redressal policy for Employees and Workers is available internally on the intranet.

³ The mechanism is available with the Sales and Marketing Department as part of the Sales and Marketing Manual

⁴ All contracts with Value Chain Partners have a clause that describes how to escalate grievances.

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.	Air Quality	Risk	Poor ambient air quality may attract penalties and lead to cessation of operations by statutory authorities. It may also have a negative impact on the community including adverse health outcomes.	<p>The company has installed adequate numbers of Air Pollution Control Devices (APCD), such as Gas Cleaning Plants (GCP), Dust Extraction Systems (DE), Mist Cannons, Rain Guns and Dry Fog Dust Suppression Systems (DFDS).</p> <p>Regular maintenance work is done on the equipment for optimum functionality.</p> <p>Ambient air quality is monitored in accordance with a schedule as per prescribed norms, and no negative feedback has been received by the company.</p>	Negative
		Risk	The fumes generated during tapping and hot metal handling may have harmful impacts on the working crew	<p>All furnaces are fitted with Fume Extraction Systems and Mist Cannons to suppress fumes and dust.</p> <p>Reasonable levels of air ambience are being maintained and no negative feedback has been received by the company.</p>	Negative
2.	Water Management	Risk	Release of wastewater may lead to statutory violations and may also have adverse impacts on the local community.	Wastewater from our operations is reused entirely, for cooling various equipment, suppressing dust, or for ash cooling. Domestic wastewater is treated through Sewage Treatment Plants (STP) and used for gardening. There is no discharge of wastewater.	Negative
3.	Solid Waste Management	Risk converted to opportunity	Ash and slag produced during operations are environmental pollutants.	<p>The Company has a fly ash brick manufacturing plant and Low Density Aggregate Plant that utilises the ash. Ash is also supplied to local brick manufacturing units, for road construction and to cement manufacturing units.</p> <p>Slag is utilised for internal road construction and filling low lying areas.</p>	Positive



Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	P1 to P9: Code of Conduct: https://www.imfa.in/pdfs/code.pdf P1: Whistleblower Policy: https://www.imfa.in/pdfs/WBP.pdf P1 to P6, P8 to P9: Quality, Environment and Occupational Health & Safety Policy: https://www.imfa.in/our-business/integrated-management-system.htm P4 and P8: CSR Policy: https://www.imfa.in/pdfs/CSR-Policy.pdf P3 and P5 The following are available internally: <ol style="list-style-type: none"> 1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy. 2. Grievance Redressal Policy 								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	ISO 9001:2015 which relates to quality of products – Principle 2 and Principle 9.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company recognises that improving its ESG performance is a continuous process. Currently, specific commitments, goals, or targets have not been set by the Company. However, the efforts made towards maintaining and improving its ESG performance are addressed throughout the report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

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*)

We believe sustainability is a key pillar to development and growth. Environment protection, customer satisfaction, employee growth and community development are some of the many challenges the Company faces. Towards this end we have taken several responsible business measures to protect the environment, the communities we interact with, our customers, employees, value chain partners and other stakeholders, which are reviewed periodically for continuous improvements.

We strive towards organisational excellence through robust corporate governance measures and being a responsible business leader by integrating our processes and measures with the value chain.

The Company is dedicated to conserve natural resources through process improvements, waste reduction and minimising pollution. We have a solar power generation capacity of 4.5MWp and a zero-water discharge policy at both the Choudwar and Therubali units where all wastewater is treated and recycled. The Company has also started investing in battery-operated vehicles. Most importantly, the upcoming furnaces at Kalinga Nagar project will incorporate carbon capture.

The Company is also committed to provide a safe and healthy work environment to all employees and business associates. We have adopted proactive measures and comply with all applicable laws and regulations that contribute to overall holistic growth and development. The CSR team also undertakes various community projects after regular stakeholder consultations that deal with various local issues related to health, sanitation, livelihood etc.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Subhrakant Panda, Managing Director								
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.	<p>The Company has the following Board committees to address different aspects of sustainability:</p> <ul style="list-style-type: none"> • Audit Committee, • Whistle Committee, • Risk Management Committee, • Stakeholders Relationship Committee and • CSR Committee. <p>Adequate internal control systems exist to oversee the implementation of related policies.</p>								

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
Performance against above policies and follow up action	Y [#]	Y	Y	Y	Y	Y	Y	Y	Y	Q*	Q	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q*	Q	Q	Q	Q	Q	Q	Q	Q
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No).										P1	P2	P3	P4	P5	P6	P7	P8	P9
If yes, provide name of the agency.										No	No	No	No	No	No	No	No	No
										-								

Y – Yes, * Q – Quarterly

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)	Not applicable as the answer to question 1 above is "Yes".								



Section C: Principle-wise Disclosures

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	Awareness on BRSR Business Responsibility & Sustainability	100%
Key Managerial Personnel	2	Awareness on BRSR – Business Responsibility & Sustainability	100%
Employees other than BoD and KMPs	5	1. Awareness on BRSR – Business Responsibility & Sustainability 2. NEO – New employee orientation 3. POSH – Prevention of Sexual Harassment at Workplace 4. WLT – Women Leaders of Tomorrow	26%
Workers	2	1. Better WE – To help focus on working together. 2. Upgradation of knowledge and skills – work culture and work ethics	16%

*In addition to mentioned programmes, familiarisation programmes are also conducted for Independent Directors to keep them apprised of developments in the business/industry.

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

There are no such monetary payments made (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, nor have any non-monetary actions (imprisonment or punishment) been initiated against the company/director/KMPs.

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

Not applicable.

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

Yes, IMFA has an anti-corruption and anti-bribery policy. The Code of Conduct for IMFA's Directors and Employees reinforces the company's commitment towards anti-corruption and anti-bribery. The Code of Conduct is also extended to all dealings with suppliers, customers, and other business associates. Employee Manuals are available at each site, and the appointment letters also have a list of "Dos and Don'ts" addressing anti-bribery, anti-corruption and other responsible behaviour.

The code of conduct is available at: <https://www.imfa.in/pdfs/code.pdf>

IMFA has further adopted a Whistle Blower Policy that allows employees to approach the Whistle Committee or the Chairman of the Audit Committee to report concerns regarding unethical behaviour, fraud, or violation of IMFA'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:

	FY (Current Financial Year)	FY (Previous Financial Year)
Directors	No such disciplinary action has been taken by any law enforcement agency for charges of bribery/corruption.	
KMPs		
Employees		
Workers		

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

Particulars	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

No such complaints have been received.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable as there are no instances of corruption or conflict of interest.

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.

Particulars	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	32%	21%	Capital expenditure has been incurred towards specific technologies to improve air quality and prevent contamination of ground and surface water.

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

Yes. The Company has its own captive chrome ore mines. Our mines are compliant with all the statutory requirements.

For other raw materials, like Bauxite and Quartzite, we ensure that proper mining permissions have been acquired from the mining department of the state. Furthermore, interstate despatch of materials is possible only with a transit pass from the state of despatch, which is obtained prior to transporting materials from the vendor to the plant.

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

63% of the Company's raw materials are sustainably sourced.

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.

The Company is a manufacturer of ferro chrome, a product used as raw material by steel manufacturers. As our product is completely consumed in the production of stainless steel, there is no scope for reclaiming the product for reuse, recycling, or disposal at end of life. Therefore, this question is not applicable for the Company's product.

Tarpaulins are used as packaging while transporting chrome ore. These tarpaulins are re-used as many times as possible. When they become unusable, they are disposed through State Pollution Control Board (SPCB) authorised vendors.

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.

No. Extended Producer Responsibility (EPR) is not applicable to the entity's activities.



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	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	787	787	100%	787	100%	0	0%	0	0%	0	0%
Female	23	23	100%	23	100%	23	100%	0	0%	23	100%
Total	810	810	*100%	810	100%	23	100%	0	0%	23	100%
Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*Health insurance provided by the Company covers only critical illnesses.

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,307	1,307	100%	1,307	100%	-	-	-	-	-	-
Female	11	11	100%	11	100%	11	100%	-	-	11	100%
Total	1,318	1,318	100%	1,318	100%	11	100%	-	-	11	100%
Other than permanent workers											
Male	3,490	2,131	61%	3,490	100%	-	-	-	-	-	-
Female	453	441	97%	453	100%	453	100%	-	-	453	100%
Total	3,943	2,572	65%	3,943	100%	453	100%	-	-	453	100%

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of Workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A	100%	100%	N.A
ESI	46.24%	100%	Y	46.68%	100%	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.

Yes, the premises/offices (except Corporate Head Quarter & Branches) of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. Wheelchairs and ramps are available at our locations for access.

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.

As a practice IMFA does not discriminate against persons with disabilities, however, the Company does not have a written equal opportunity policy in place at the moment.

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

We have policy only for maternity leave and none of the employee has availed the said leave during last financial year.

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.

Category	Yes/No	If yes, give details of the mechanism in brief.
Permanent Workers		
Other than Permanent Workers		
Permanent Employees		Refer note below
Other than Permanent Employees		

The Company has a "Grievance Redressal Policy" applicable to all permanent employees. It seeks to promote practices and procedures that ensure creation and sustenance of healthy relationships and expeditious settlement of employee grievance, thereby improving productivity and overall efficiency of the organisation.

As per the policy there are three stages to addressing an employee grievance:

Stage I: The grievance must be submitted with requisite documents to the aggrieved employee's immediate supervisor ("relevant authority" at this stage). On receipt, the supervisor will discuss the matter with the aggrieved employee and redress the grievance if it is within their power to do so. A formal response has to be communicated to the employee within ten days of receipt of the grievance with a copy to the HR department.

Stage II: If at Stage I the aggrieved employee is not satisfied with the outcome, they can approach the Department/ Functional/Business Unit Head ("relevant authority" at this stage) within seven days of receipt of the decision. The reasons for taking the grievance to the next stage have to be indicated clearly in the prescribed form. The relevant authority will also meet the aggrieved employee to discuss the grievance in detail. Within ten days of receipt of the grievance the relevant authority has to communicate their response to the employee with a copy to the HR department.

Stage III: If dissatisfied with the outcome at Stage II, the employee can approach the Grievance Redressal Committee within seven working days of receipt of formal communication of the outcome, clearly stating the reasons. This Committee will further discuss the matter in detail with the employee. The Committee has to respond within thirty working days of receipt of the grievance with a copy to the HR department.

The decision of the Committee in Stage III is final, and no further appeal can be entertained against their decision. However, unresolved grievances recorded in the monthly reports have to be referred to the Managing Director for a final decision.

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	787	-	-	786	-	-
Female	23	-	-	18	-	-
Total	810	-	-	804	-	-
Total Permanent Workers						
Male	1,307	1,098	84%	1,281	1,084	85%
Female	11	8	73%	11	8	73%
Total	1,318	1,106	84%	1,292	1,092	85%



8. Details of training given to employees and workers:

Category	FY2022-23					FY2021-22				
	Total	On Health & Safety Measures		On Skill Upgradation		Total	On Health & Safety Measures		On Skill Upgradation	
		No.	%	No.	%		No.	%	No.	%
Employees										
Male	787	473	60%	759	96%	786	255	32%	679	86%
Female	23	11	48%	18	78%	18	3	17%	15	83%
Total	810	484	60%	777	96%	804	258	32%	694	86%
Workers										
Male	1,307	1,041	80%	1,026	79%	1,281	852	67%	578	45%
Female	11	6	55%	6	55%	11	4	36%	6	55%
Total	1,318	1,047	79%	1,032	78%	1,292	856	66%	584	45%

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

Category	FY2022-23 (Current Financial Year)			FY2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	787	787	100%	786	786	100%
Female	23	23	100%	18	18	100%
Total	810	810	100%	804	804	100%
Workers						
Male	1,307	1,307	100%	1,281	1,281	100%
Female	11	11	100%	11	11	100%
Total	1,318	1,318	100%	1,292	1,292	100%

This information relates to employees on the direct rolls of the company does not include contractual works.

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, there are occupational health and safety management systems in place. The Quality Management Systems Policy outlines health and safety procedures and is applicable to all employees and workers of the Company. At the Choudwar and Therubali factories, as per statutory requirements, an additional Health and Safety Policy is applicable which dictates procedures to ensure the health and safety of all the employees and workers at these locations. This policy is in line with The Factories Act, 1948. A copy of this policy is submitted to the Directorate of Factories and Boilers, Odisha.

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

To ensure the safety of our employees and workers, we identify work-related hazards and risks by conducting a Hazard Identification and Risk Assessment (HIRA) using a 6/6 HSE Risk Matrix. We also bolster our Triangular Safety System by conducting Safety Observation and Interactions (SOI), task risk assessments, cross functional audits, housekeeping audits, canteen and hygiene audits, and all other relevant inspections. Standard Operating Procedures (SOPs) have been developed and documented based on these assessments. Based on the SOPs, monthly Job Cycle Checks (JCC) are conducted at all locations to identify work-related hazards.

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

Yes, there are processes in place to ensure that work-related hazards are reported, and employees can remove themselves from such risks.

A work-related hazard once identified is rated on a severity scale of 1-5. Hazards rated as 4 and 5 are dealt with immediately. Workers are required to inform their supervisors and remove themselves from the area and the workstations are closed and barricaded till the conditions are made safe. For hazards rated 1-3, workers are required to inform their immediate supervisors and the vicinity of the hazard is kept off-limits while the requisite corrective procedures are carried out to deal with the hazard.

Field Safety Observation Registers are available at Choudwar and Therubali in which workers may note their observations regarding unsafe conditions, and other possible risks on a daily basis. At the mines, a Safety Suggestion Box is available for workers to raise their concerns. These observations are discussed at Safety Committee meetings, Pit Safety Committee meetings, and departmental meetings. Workers can also raise their concerns directly during Safety Committee meetings and Departmental meetings. Inputs from all mentioned sources are actioned and targets are assigned to action owners which are reviewed periodically till completion.

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

Yes, employees/workers have access to non-occupational medical and healthcare services. At the factories, pre-employment and basic health check-ups are conducted annually. Annual audiometry and spirometry tests are conducted for workers exposed to high decibel noises and heavy dust work environments respectively. At the mines, pre-employment checks are done for all workers. Health check-ups are conducted once in five (5) years for workers below the age of 45, and once in the three (3) for workers above the age of 45. For drivers, and operators, an additional eye refraction test is also conducted. Food handlers are tested for infectious disease based on FSSAI requirements.

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

Safety Incident	Category	FY2022-23 Current Financial Year	FY2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employee	-	0.098
	Worker	0.181	0.264
Total recordable work-related injuries	Employee	0	1
	Workers	3	3
Number of fatalities	Employee	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Workers	0	0

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

The Company has taken several measures to prevent accidents and ensure a safe and healthy workplace. Some of the key measures taken include:

- Personal Protective Equipment
- Lifesaving Rules and Safety Principles.
- Permit to Work (PTW) and Lock-out and Tag-out (LOTO) – steps taken to isolate electrical systems.
- HIRA - Hazard Identification and Risk Assessment
- Safety Observations and Interactions (SOI), mock drills and safety mass meetings
- Emergency Preparedness and Response Plan and on-site emergency plan.
- AAINAA or Advance Action taken in Industries to Abate Accidents, priority action points for preventing accidents in factories.
- Fire prevention equipment such as fire hydrant lines, extinguishers, sand buckets, smoke detectors, etc.
- Display of safety boards and Material Safety Data Sheet (MSDS)
- Incident Investigation Reports – root cause analysis (RCA), and Corrective and Preventive Action (CAPA)
- Contractor safety management systems – a six step check list to assess contractors before deployment.
- Third-party Safety Audit every two years.
- Toolbox Talk and STARRT – Safety related discussions with workers before commencement of shifts.
- Monthly Safety Theme – discussions on a specific health and safety related topic each month conducted at all locations.
- Safety Champions for different standards (such as barricading, LOTO system, general electrical safety, ground control, etc) who are aware of the requirements of the standard and are responsible for their implementation on site.
- Behavioural Based Safety Training for employees and workers on tools such as CLEAR Principle, HAZID Prompts, etc.



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

Category	FY2022-23 (Current Financial Year)			FY2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-		-	-	
Health & Safety	2,384	51	The complaints were received close to year end and are still within the Company's prescribed timeline for resolution.	2,801	Nil	

14. Assessments for the year:

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

The factories are assessed every year by the Central Inspection Coordination Group (CICG). This group comprises the Directorate of Factories and Boilers, Odisha, the Regional Officer Environment, and the Assistant or Deputy Labour Officer. Similarly, mines are assessed by the Directorate General of Mine Safety – Electrical and Mechanical, every year.

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.

Near misses, first aid, lost time injuries, and other safety related incidents are internally investigated to ascertain the root cause or any contributory causes. Thereafter, Corrective Action and Preventive Actions (CAPA) are undertaken to address the risks identified. Corrective actions include:

- Fall protection provided at floor edges.
- Periodic checks of Heavy Earth Moving Machinery (HEMM) is to be maintained by the contractor and cross verified by the mechanical department.
- Heavy motors to be shifted by using flat trolley.
- Welding machine and temporary cables lying on the ground to be barricaded with a caution board. Projected or exposed rod needs to be cut immediately.
- Awareness training on proper use of PPE such as safety goggles.
- O₂ cylinders to be secured and kept in an upright position.
- Necessary precautions to be followed for jobs under high-tension lines, such as 33KV.
- Fatigue sensing devices of "Dumpers" to be checked for working and effectiveness. Dumper not to be parked at the toe of loose benches.
- U clamps to be used to bind cables.
- Check for loose boulders. Loose boulders outside the edge of the berm to be cleared properly. Awareness on use of proper tools for boulder cleaning and dressing.
- Super elevation of the turning point to be maintained properly.
- After every blasting the face to be checked by a competent person for unsafe conditions. If observed, it must be informed to the shift in-charge and action taken.
- The accumulation of water and sludge on decline paths to be cleared.
- Catcher of Down the Hole (DTH) drilling machines to be checked regularly.
- Electrical panels/Distribution Boards to be suitably water protected.
- Single flexible hose to be used instead of multiple to avoid any jamming due to solid lime in coupling joints.

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.

The key internal and external stakeholders of the Company have been identified based on an assessment of all stakeholders in consultation with the management. These stakeholder groups add value to the organisation and also have an immediate impact on the operations and workings of the Company. Given this, we constantly engage with our stakeholders to meet their expectations, identify and manage risks, thus contributing to sustainable decisions.

The identified internal and external stakeholder groups are listed in response to Question 2 and broadly include – Employees, Shareholders, Customers, Communities, Suppliers, Partners, and Vendors.

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 & Marginalised 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
Community	No	Community Meetings	Other – Continuous	The purpose of engaging with the local community is to provide them the opportunity to discuss local issues such as health, sanitation, livelihood, and infrastructure development, with IMFA's CSR teams.
Investors (Other than Shareholders)	No	Other – Press Release, Earnings Interviews, In-person Meetings, Conference Calls.	Other – Continuous	To educate investors about IMFA's values and business and long-term business strategy. It also helps investors voice their concerns regarding company policies, reporting, company strategies, etc.
Shareholders	No	Other – E-mails, Personal Telephone Calls, Press Release, Earnings Interviews, In-person Meetings, Conference Calls, Website Disclosure, Advertisements.	Other – Continuous	To educate shareholders about IMFA's values and business and long-term business strategy. Shareholders are also able to voice their concerns regarding company policies, reporting, company strategies, etc.
Employees and Workers	No	Other – Company's Journal, Open House Meetings etc.	Other – Continuous	For career management and growth. To identify learning opportunities, and also for discussions on compensation structures.
Customers	No	E-mails, In-person Meetings, Conferences	Quarterly	The purpose of interacting with customers is to identify opportunities to improve our product and also to understand our customers' needs and identify industry and business challenges.
Value Chain Partners	No	E-mails, Meetings	Other – Continuous	To ensure compliance with statutory, health and safety requirements and to build long lasting sustainable relationships.



PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (A)	No. of employees/ workers covered (B)	% (B/A)
Employees						
Permanent	810	157	19.4%	804	53	6.6%
Other than permanent	-	-	-	-	-	-
Total Employees	810	157	19.4%	804	53	6.6%
Workers						
Permanent	1,318	25	2%	1,292	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	1,318	25	2%	1,292	-	-

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	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 Employees	810	-	-	810	100%	804	-	-	804	100%
Male	787	-	-	787	100%	786	-	-	786	100%
Female	23	-	-	23	100%	18	-	-	18	100%
Other than permanent employees	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent Workers	1,318	-	-	1,318	100%	1,292	-	-	1,292	100%
Male	1,307	-	-	1,307	100%	1,281	-	-	1,281	100%
Female	11	-	-	11	100%	11	-	-	11	100%
Other than permanent workers	3,943	3,371	85.49%	577	14.63%	3,918	3,323	84.81%	595	15.19%
Male	3,490	2,918	83.61%	577	16.53%	3,488	2,893	82.94%	595	17.06%
Female	453	453	100%	-	-	430	430	100%	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category*	Number	Median remuneration/ salary/ wages of respective category*
Board of Directors (BoD):				
(a) Executive Directors	3	1,362.00	0	NA
(b) Non-Executive Non-Independent Directors	2	7.73	0	NA
(c) Non-Executive Independent Directors	2	15.00	1	15.00
Key Managerial Personnel	2	167.32	0	NA
Employees other than BoD and KMP	787	7.21	23	4.67
Workers	1,307	3.29	11	3.41

* in lakhs per annum.

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 has established committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy and Grievance Redressal Policy to address various issues. The Grievance Redressal Policy addresses grievances relating to bias, favouritism, victimisation, and humiliation.

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

The organisation has various policies such as "Whistleblower Policy," "Grievance Redressal Policy," "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy," that address various human rights issues. Written complaints received from aggrieved persons are addressed in accordance with the procedures laid down in these policies.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	1	1	Refer note below
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

The inquiry into the complaint pending at the end of the previous year was completed in accordance with company policy and is not pending resolution at the end of the current year.

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

The Company has a zero tolerance policy towards harassment of any kind, including sexual harassment.

As per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (the policy), in order to conduct a free and fair enquiry and avoid adverse consequences to the complainant the Internal Committee constituted under this policy may recommend any of the following to the management:

- Transfer the aggrieved woman (complainant) or respondent to any other workplace.
- Grant leave to the complainant up to a period of 3 months. Such leave shall be in addition to the leave otherwise entitled to;
- Restrain the respondent from reporting on the work performance of the complainant or writing her confidential report and assign the same to another officer.

In addition:

- In case the respondent is a member of the Internal Committee, they are required to step down as a member during the enquiry of the complaint; and
- During the enquiry proceedings the complainant and/or their witnesses shall be called separately to ensure an atmosphere free of intimidation.
- In case of redressal of other grievances (related to supervision, viz bias, favouritism, etc. or victimisation, humiliation and disputes with other employees, covered under the Company's "Grievance Redressal Policy"), the policy strictly stipulates that an "aggrieved employee" shall not be victimised for raising a grievance.

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

Yes, human rights requirements do form a part of our business agreements and contracts. Contracts with service providers and material suppliers mandate that the vendor must not engage child labour while providing services/material. The Company also ensures that all contractual workers are paid a minimum wage.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	All 3 locations – Mines, Choudwar and Therubali, have been inspected by the Statutory Authority (Labour) for verification of compliance with respect to wages/child labour during 2022-23.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

There were no significant risks/concerns arising from the assessments.



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) – in giga joules	2,35,649.00	2,50,451.00
Total fuel consumption (B) – in giga joules	109,240.00	123,914.00
Energy consumption through other sources (C)	15,055,620.00	13,270,242.00
Total energy consumption (A+B+C)	15,400,509.00	13,644,607.00
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00058	0.00053

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.

The Company's energy consumption or energy intensity were not assessed in the current or previous financial year by any external agency.

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

As per the directives of the Ministry of Power and in consultation with the Bureau of Energy Efficiency, the Company's power plant at Choudwar is a Designated Consumer (DC) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. The target set under the PAT scheme is 1.3673 TOE/T in PAT – II Cycle. This target has been achieved.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,921,069	3,519,688
(ii) Groundwater	141,488	227,731
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others*	790,603	997,334
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,853,160	4,744,753
Total volume of water consumption (in kilolitres)	4,853,160	4,744,753
Water intensity per rupee of turnover (Water consumed/turnover)	0.00018	0.00018

*Mine seepage water and surface run-off water.

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. –

The Company's water consumption or water intensity were not assessed in the current or previous financial year by any external agency.

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

The Sukinda Chromite Mines lease area has two (2) Effluent Treatment Plants (ETPs). Wastewater and run-off being generated at the Sukinda Chromite Mine and Mahagiri Chromite Mine are treated at these ETPs. At these mines, treated water is used for suppressing dust and for plantation activities as per prescribed norms. During the monsoon season, the water is discharged to the land outside the lease area as per prescribed norms. The quality of the treated water is monitored through a real-time telemetry system at the ETP and it is ensured that no effluent water is discharged from the mines.

At the Choudwar and Therubali factories, there are another two (2) ETPs for treating wastewater. The treated wastewater is used for equipment cooling, slag cooling, ash conditioning, suppressing dust. Choudwar also has two (2) Sewage Treatment Plants (STPs) for treating domestic wastewater. The treated water is used for gardening. Similar to the mines, the Company ensures that no effluent is being discharged at these two locations.

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	Metric Tonnes	926.57	853.34
SOx	Metric Tonnes	1,580.73	1,456.56
Particulate matter (PM)	Metric Tonnes	658.79	636.65
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.

The Company's air emission or emission intensity were not assessed in the current or previous financial year by an external agency.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,005,739.64	1,026,348.20
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	7,476.56	8,686.44
Total Scope 1 and Scope 2 emissions per rupee turnover		0.000038	0.000040

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.

The Company's air emission or emission intensity were not assessed in the current or previous financial year by any external agency.

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

The Company is committed to reducing Green House Gas emissions. Towards this the following steps have been taken:

- Utilising CO-rich furnace off gas to generate power which results in saving approximately 30,000-35,000MT of coal each year at Choudwar.
- The Company continuously plants saplings on the over burden dump, safety zones, haulage road barriers, public road barriers. etc. at the mines, with good survival rates.
- Roof-top solar power panels installed in Therubali factory, Sukinda and Mahagiri Mines.
- The Company has installed 4.5 MW Solar Power plant at Therubali.



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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	176.68	85.19
E-waste (B)	0.36	1.33
Bio waste (C)	0.03	0.02
Construction and demolition waste (D)	-	-
Battery waste (E)	3.09	7.41
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	7,540.89	7,879.45
Used Oil	43.34	44.44
GCP Residue	6,087.00	6,217.00
Flue Gas Cleaning Residue	1,348.95	1,393.66
Filter contaminated with oil	0.09	0.11
Waste or residue containing oil	2.00	1.78
Container contaminated with hazardous waste	6.49	5.85
Liner contaminated with hazardous waste/chemicals	-	0.33
Contaminated cotton rags or other cleaning material	0.30	0.24
Filter and filter material	0.71	0.96
Chemical sludge from wastewater management	49.13	205.26
Oil and grease skimming residues	2.90	9.82
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,092,948.34	3,071,735.93
Ash generated from Power Plant	507,332.00	520,083.00
Ferro chrome slag	326,221.34	307,165.93
Overburden generated during mining operations	2,259,395.00	22,44,487
Total (A + B + C + D + E + F + G + H)	3,100,669.40	3,079,709.33
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	-	-
(ii) Re-used	14,506.00	14,104.00
- GCP residue	6,087.00	6,217.00
- Ash utilised in own brick plant	4,962.00	6,873.00
- Ferro Chrome slag used for internal road making	3,457.00	1,014.00
(iii) Other recovery operations	-	-
Total	14,506.00	14,104.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.28	1.71
(ii) Landfilling	591,726.34	594,852.93
(iii) Other disposal operations	231,458.44	244,988.75
- Handed over to authorised vendor (used oil, plastic waste, container, E-waste)	168.25	85.76
- Battery Waste	2.98	7.18
- Used Oil	15.29	5.28
- Handed over to authorised vendor (Empty Barrels/Containers/Liners Contaminated with Hazardous Chemicals/Wastes)	3.01	1.02
- Handed over to authorised vendor (Used oil)	14.01	26.11
- Handed over to authorised vendor (Container contaminated with hazardous waste)	1.58	3.14
- Handed over to authorised vendor (e-waste)	0.13	2.50
- Handed over to authorised vendor (bio-waste)	0.02	0.02
- Handed over to authorised vendor (Used oil, waste residue containing oil, filter and filter material, chemical sludge from waste water treatment plant, discarded containers etc.)	13.50	12.37
- Flue gas cleaning residue	1,348.95	1,393.66
- Ash supplied to other brick plant	229,906.00	243,457.00
Total	823,187.06	839,843.39

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.

The Company's waste generation and management practices were not assessed in the current or previous financial year by any external agency.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company has a well-established waste management system in place. All waste, including hazardous and non-hazardous waste, is identified, collected, stored, and/or disposed as per prescribed norms viz Hazardous Wastes Rules, E-Wastes Rules, Plastic Wastes Rules etc. Disposal is monitored and reviewed regularly.

Hazardous waste generated from mining operations is collected and stored in different types of waste yards. The collected waste is then disposed through authorised recyclers or disposers. Waste generated from operations and bio-degradable, i.e., from administrative activities, is stored in a separate shed and disposed through authorised recyclers or re-processors. E-waste and batteries are also disposed through authorised recyclers or reprocesses.

At the Choudwar factory, hazardous waste is collected, stored, and disposed as per the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016 (as amended from time to time). Plastic waste is collected, segregated and handed over to authorised recyclers.

Ash generated from the power plant is utilised in the brick industry, cement industry, for road making, to fill out mine voids, and reclaim waste and degraded land. Ash is also used as Inputs in Low Density Aggregate Plant. Slag, a solid waste, generated from the charge chrome plant, is also utilised in making internal road and to fill up low lying areas.

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.	Sukinda Mines (Chromite) M/s IMFA Ltd.	Chrome Ore Mining	Yes
2.	Mahagiri Mines (Chromite) M/s IMFA Ltd.	Chrome Ore Mining	Yes

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

The Company has not undertaken any project in the current financial year based on which environmental impact assessments were required to be conducted.

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:

Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder, are all applicable to IMFA and the Company is compliant with all related regulations and guidelines.



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.

IMFA is affiliated to ten (10) 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.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2.	International Chrome Development Association (ICDA)	International
3.	International Chamber of Commerce (ICC)	International
4.	Confederation of Indian Industry (CII)	National
5.	Utkal Chamber of Commerce and Industry (UCCI)	State
6.	Federation of Indian Mineral Industries (FIMI)	National
7.	Ferrochrome Producers Association (FCPA)	National
8.	Indian Ferro Alloys Producers' Association (IFAPA)	National
9.	Confederation of Captive Power Plants Odisha (CCPPO)	State
10.	Federation of Indian Export Organisations (FIEO)	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.

No adverse orders have been received from regulatory authorities related to anti-competitive conduct by the entity.

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.

The Company has not undertaken any Social Impact Assessments in the current financial year. SIA will be undertaken in FY23-24 in relation to the upcoming project in Kalinga Nagar.

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

The Company currently does not have any project for which rehabilitation and resettlement is required. Rehabilitation and resettlement activities for the Kalinga Nagar project are scheduled for the next financial year.

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

Grievances of the community are reported to concerned officers at respective locations, whether plant or mine. These grievances are escalated to senior management, who provide resolution after careful deliberations.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	8.38%	10.40%
Sourced directly from within the district and neighbouring districts	32.94%	42.24%

Note: The percentages provided are based on approximations.

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.**

Customer complaints: The mechanisms in place to receive and respond to customer complaints on export and domestic sales are described below:

Export Sales: Customers notify the Sales and Marketing Department (S&M) of any non-conformity, which is recorded in the Customer Complaint Register. The Department analyses the complaint and:

- (a) if it pertains to quality (chemical and size of the product), it is forwarded to the Head of Manufacturing, Production in-charge, Quality Control (QC) in-charge at the plant for investigation.
- (b) Other complaints are investigated by the S&M department.

If the issue (related to size deviation and Chromium difference) can be resolved as per the provisions of the contract at the destination, the Head of S&M shall try to do so with the customer after consultation with the Ferro Alloys Business Unit Head. If required, a Company representative(s) may visit the customer to assess and determine the cause of the non-conformity. The Company representative's report is submitted to the Head of Sales & Marketing, who in turn in consultation with the Ferro Alloys Business Unit Head, takes suitable corrective and preventive actions (as per prescribed protocols), that are acceptable to the customer as well.

Records of non-conformities and their resolution are maintained in the prescribed form and suitable corrective action is taken to avoid future occurrences.

Domestic Sales: Customers can submit their complaints in writing or verbally at Corporate Head Quarters (CHQ), Branches or at IMFA Therubali/Choudwar. Complaints received at CHQ and Branches are acknowledged in the prescribed Customer Complaint Acknowledgement form. Complaints received at Works are forwarded to CHQ for acknowledgement. In case complaints are acknowledged at Branches, a copy of the acknowledgement is forwarded to S&M in Bhubaneswar.

Once the complaint is acknowledged a preliminary investigation carried out by an executive of the S&M department, which involves: a) Understanding the complaint and customer expectations; b) Ascertaining if the entire consignment related to the complaint is segregated and untampered; and c) Any other aspect.

The preliminary investigation report is submitted to the S&M Head along with the Customer Complaint Acknowledgement. The S&M Head then determines whether a further detailed investigation is required. If so, an executive of the S&M Department carries out the said investigation. On completion, the Domestic Sales in-charge disposes the complaint based on the terms of the Purchase Order and/or mutual agreement between the customer and the Company.

For issues arising from customer complaints, corrective action is taken by the designated personnel to avoid similar occurrences in the future.

The "Review of Customer Complaint" and "Cost of Poor Quality" are recorded in the prescribed forms and copies are shared with the branches concerned. A brief of all the steps taken between the acknowledgement of the complaint and corrective action is recorded in the Customer Complaint Register maintained by the S&M Department.

Customer Feedback: Feedback is collected from customers with each consignment, where customers rate IMFA's product quality, delivery and personal interaction on a scale of 0 to 10. These feedback forms are either sent to customers via email or hand-delivered during sales visits. Feedback can also be collected over the telephone. All feedback forms are compiled and analysed on a half-yearly basis, for any corrective action.



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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

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

	FY22-23 (Current Financial Year)			FY21-22 (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	No complaints have been received in any of the given categories in the current or previous financial year.					
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Instances	Number	Reasons for recall
Voluntary Recall		Product recalls are not applicable to the company*
Forced Recalls		

*IMFA's product Ferro Chrome is a non-hazardous, non-toxic item used as a raw material in the steel industry. It does not pose any threat to the customer, i.e. steel manufacturers and therefore, there are no product recalls on account of safety issues.

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, the entity has a policy on cyber security and risks related to data privacy. The policy is available with the IT department.

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.

During the year, there are no reported 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.