



MUKAND

July 20, 2023

Department of Corporate Services  
**BSE Limited,**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400001

**ISIN CODE :** INE304A01026  
BSE Scrip Code : 500460

Listing Department  
**National Stock Exchange of India Ltd.,**  
Exchange Plaza, Plot no. C/1, G Block,  
Bandra-Kurla Complex  
Bandra (E), Mumbai – 400051  
**ISIN CODE :** INE304A01026  
NSE Scrip Name : MUKANDLTD

Dear Sirs,

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

In terms of the provisions of Regulation 34(2) (f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of Mukand Limited for the Financial Year 2022-23.

Request you to kindly take the same on your record.

Yours Faithfully

For Mukand Limited

**Rajendra Sawant**  
Company Secretary



Encl: as above



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Securities and Exchange Board of India (SEBI) vide its circular no. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dt.10th May, 2021, has mandated India's top 1,000 listed entities based on market capitalisation on the BSE and NSE, to submit a 'Business Responsibility & Sustainability Report' (BRSR) along with their Annual Report for 2022-23. The report is required to be in line with the 'National Guidelines on Responsible Business Conduct' (NGRBC), as released by the Ministry of Corporate Affairs.

This report provides information on key business responsibility initiatives undertaken by the Company and can be accessed from our website ([www.mukand.com](http://www.mukand.com)).

In this report, the words – 'Mukand', 'We', 'Company', 'Our' are used interchangeably to denote Mukand Limited.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity :

1. **Corporate Identity Number (CIN) of the Listed Entity** - L99999MH1937PLC002726
2. **Name of the Listed Entity** – Mukand Limited.
3. **Year of incorporation** - 1937
4. **Registered office address** - 3rd Floor, Bajaj Bhawan, 226, Jamnalal Bajaj Marg, Nariman Point, Mumbai – 400 021
5. **Corporate address** - 3rd Floor, Bajaj Bhawan, 226, Jamnalal Bajaj Marg, Nariman Point, Mumbai – 400 021
6. **E-mail** - secretarial@mukand.com
7. **Telephone** - +91-22-61216666
8. **Website** - [www.mukand.com](http://www.mukand.com)
9. **Financial year for which reporting is being done** – 2022-23
10. **Name of the Stock Exchange(s) where shares are listed :**

Name of the Exchange	Stock Code
BSE Ltd.	500460
National Stock Exchange of India Ltd.	MUKANDLTD

11. **Paid-up Capital** – ₹150.14 crore
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –**  
 Mr Rajendra Sawant  
 3rd Floor, Bajaj Bhawan, 226,  
 Jamnalal Bajaj Marg, Nariman Point,  
 Mumbai – 400 021  
 Tel: 022 6121 6666  
 E-mail - secretarial@mukand.com
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, unless otherwise specified.

#### 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	Steel and Heavy Machinery	100%

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Manufacture of Alloy Steel billets and blooms	27151	39.22%
2.	Manufacture of Stainless Steel, billets and blooms, bars, Rods	27153	51.31%
3.	Job works and other Services	-	7.02%
4.	Manufacture of EOT Cranes, Material Handling Equipment and other Industrial Machinery and comprehensive engineering services	28162	2.45%

## 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	2	1	3
International	0	0	0

Our plants are located in Kalwe, Dighe, Thane District (Maharashtra) & Ginigera, Koppal District (Karnataka)

## 17. Markets served by the entity:

## a. Number of locations

Locations	Number
National (No. of States)	All over India (28 States and 8 Union Territories)
International (No. of Countries)	Latin America, European Countries, Middle Eastern Countries, South Asian Countries, etc.(102 Countries)

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

7.18% being Rs. 406.99 crore exports out of total turnover.

## c. A brief on types of customers:

The entire customer base of Mukand is B2B. The stainless steel products of Mukand are used in engineering, power generation, construction and many specialised applications.

## IV. Employees

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

## a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	631	609	96.51	22	3.49
2.	Other than Permanent (E)	58	57	98.28	1	1.72
<b>3.</b>	<b>Total employees (D + E)</b>	<b>689</b>	<b>666</b>	<b>96.66</b>	<b>23</b>	<b>3.34</b>
<b>WORKERS</b>						
4.	Permanent (F)	909	909	100.00	0	0.00
5.	Other than Permanent (G)	88	88	100.00	0	0.00
<b>6.</b>	<b>Total workers (F + G)</b>	<b>997</b>	<b>997</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>

## b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>



S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total differently abled workers (F + G)</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Managerial Personnel*	3	0	0.00

\* Key Managerial Personnel includes MD, CS & CFO

20. **Turnover rate for permanent employees and workers (in percent)**

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.07%	0.63%	11.70%	0.50%	1.60%	2.10%	0.58%	0.30%	0.88%
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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 indicate at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Mukand Sumi Metal Processing Ltd.	Subsidiary	100.00%	No
2.	Mukand Global Finance Ltd. *	Subsidiary	100.00%	No
3.	Adore Traders and Realtors Pvt. Ltd.*	Subsidiary	100.00%	No
4.	Mukand International FZE, U.A.E.**	Subsidiary	100.00%	No
5.	Mukand Engineers Limited*	Associate	36.11%	No
6.	Bombay Forgings Limited	Associate	33.17%	No
7.	Stainless India Limited	Associate	48.30%	No
8.	Hospet Steels Limited	Joint Venture	39.00%	No

\* merged with Mukand Limited w.e.f. May 31, 2022

\*\* Liquidation proceeds repatriated on September 19, 2022 and Jebel Ali Freezone Authority vide its letter dated December 26, 2022 confirmed the clearance of all cessation formalities.

VI. **CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹) – 5,598 crore
- (iii) Net worth (in ₹) – 881 crore

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)  (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	No	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes,  <a href="https://www.mukand.com/investors/shareholder-info/compliance-transfer-agents/">https://www.mukand.com/investors/shareholder-info/compliance-transfer-agents/</a>	599	Nil	NA	354	Nil	NA
Employees and workers	Yes, it is on the intranet.	Nil	Nil	NA	Nil	Nil	NA
Customers	No	200	0	NA	291	76	NA
Value Chain Partners	No	Nil	Nil	NA	Nil	Nil	NA

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

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	GHG Emissions	Risk	Iron and steel production generates significant direct greenhouse gas (GHG) emissions, primarily carbon dioxide and methane, from production processes and on-site fuel combustion. Although technological improvements have reduced the GHG emissions per ton of steel produced, steel production remains carbon-intensive compared to other industries. Regulatory efforts to reduce GHG emissions in response to the risks posed by climate change may result in additional regulatory compliance costs and risks for iron and steel entities because of climate change mitigation policies.	Mukand strives to achieve operational efficiencies through cost-effective reduction of GHG emissions by adopting various measures. Mukand, has undertaken two projects with an aim to reduce our environmental impact by reduction in GHG emissions. Solar project – which is under manufacturing stage and is expected to get completed by the year 2024. PNG - Conversion of Mills furnaces, Heat treatment from Furnace oil, LDO to PNG is under progress. This is expected to be completed in FY 2023-24. Capturing such efficiencies can mitigate the potential financial effects of increased fuel costs that Mukand incurs.	Negative



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Air Emissions	Risk	Mukand, during its production process generates sulphur oxides, nitrogen dioxide, lead, carbon monoxide, and manganese, as well as particles such as soot and dust. These air pollutants, volatile organic compounds (VOCs), and hazardous air pollutants, can have significant localised public health impacts. Despite of sophisticated manufacturing processes, air pollution constitutes a major risk due to heightened regulatory and public concerns and its impact on environment & health.	To mitigate this risk, Mukand strives to actively manage emissions out of its manufacturing activities, through implementation of global industry best practices and aims to facilitate sustainable steel production, lowering costs and potentially enhancing operational efficiency – thereby minimizing the financial implications.	Negative
3	Energy Management	Risk	The production of steel requires significant energy, sourced primarily from the direct fossil fuel combustion as well as energy purchased from the grid. Energy-intense production has implications for climate change, and electricity purchases from the grid can result in indirect Scope 2 emissions. The choice between various production processes—electric arc furnaces and integrated basic oxygen furnaces—can influence whether an entity uses fossil fuels or purchases electricity. This decision, together with the choice between using coal versus natural gas or on-site versus grid-sourced electricity, may influence both the costs and reliability of energy supply. Affordable, easily accessible and reliable energy is an important industry competitive factor. Energy costs account for a substantial portion of iron and steel manufacturing costs.	Mukand has undertaken several initiatives on clean technology energy efficiency and renewable energy like solar energy & wind energy and strive to reduce its reliance on various types of energy and associated sustainability risks, and improving its ability to access alternative sources of energy can thereby positively impacting profitability.	Positive – when managed efficiently
4	Water & Wastewater Management	Risk	Steel production requires substantial volumes of water. We face increasing operational, regulatory and reputational risks associated with water scarcity, costs of water acquisition, regulations on effluents or amount of water used, and competition with local communities and other industries for limited water resources. If we are unable to secure a stable water supply, we could face production disruptions, while rising water prices could directly increase our production costs.	Mukand endeavors to adopt technologies and processes to reduce water consumption thereby reducing operating risks and costs by mitigating the operational impacts of regulatory changes, water supply shortages and community-related disruptions. We have set up a water recycling plant wherein we reuse waste water for process (300 Cum /day). We have minimized the use of process water by having closed circuits throughout the plant, so that only make up water is used.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Waste & Hazardous Materials Management	Risk	While waste reclamation rates in steel production are high, the industry generates significant quantities of hazardous wastes. There are three main waste types in the industry—slag, dusts, and sludges. These by-products are often recycled internally or sold to other industries. However, process wastes such as electric arc furnace dust, can have significant environmental and human health impacts, present a regulatory risk, and result in additional operating costs for entities. Risks related to the long-term impacts of waste disposal may result in significant costs, including those associated with contaminated off-site disposal properties, for which iron and steel producers may be held responsible for remediation and restoration activities.	Mukand strives to reduce waste streams and hazardous waste streams in particular, and recycle or sell non-hazardous by-products, thereby reducing regulatory risks and costs while increasing revenues. We are in compliance with the Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016	Negative
6	Employee Health & Safety	Risk	Industrial processes used in iron and steel production can present significant risks to employees and contractors working at iron and steel plants. Given the high temperatures and heavy machinery involved, worker injuries and fatalities are a matter of concern to iron and steel producers. The industry has relatively high fatality rates, signifying the hazardous work environment and requiring a strong safety culture and health and safety policies. While accident rates in the industry are on a long-term decline, worker injuries and fatalities can lead to regulatory penalties, negative publicity, low worker morale and productivity, and increased healthcare and compensation costs.	To negate the adverse impact on employee health & safety, Mukand has set various processes & safety protocols. Mukand has implemented various safety methods in its plants/operations: Hazard identification and risk assessment is carried out in different sections; Various types of safety audits and inspections are carried out to identify hazards and risks in daily routine; Job safety analysis is carried out periodically. It pays utmost importance towards safety and health of its employees by implementing policies, procedures and conducting various awareness programs among the employees. It conducts many promotional activities among its work force on safety adherence and developing the community on national and international events related to Health, Safety and Environment.	Negative
7	Supply Chain Management	Risk	Iron ore and coal are critical raw material inputs to the steel production process. Iron ore mining and coal production are resource-intensive processes. Mineral extraction often has substantial environmental and social impacts adversely affecting local communities, workers and ecosystems. Community protests, legal or regulatory action, or increased regulatory compliance costs or penalties can disrupt mining operations. Iron and steel entities could face supply disruptions as a result, or in some cases, also may be subject to regulatory penalties associated with the environmental or social impact of the mining entity supplier.	Mukand endeavors to mitigate risk pertaining to its supply chain by appropriate supplier screening. Periodical compliance screening of our critical suppliers helps us ensure business continuity and reduced stress on financials.	Negative



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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)	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	Few Statutory policies viz., CSR, Risk Management & Whistle Blower policy are approved by the Board and other policies are formulated and implemented as per the local laws and regulations.								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	Familiarization program for Independent Directors	<a href="https://www.mukand.com/wp-content/uploads/2022/11/familiarisation-programme-independent-directors.pdf">https://www.mukand.com/wp-content/uploads/2022/11/familiarisation-programme-independent-directors.pdf</a>	P1
2	Policy for determining material subsidiaries of the Company	<a href="https://www.mukand.com/wp-content/uploads/2022/11/policy-determining-material-subsidiaries.pdf">https://www.mukand.com/wp-content/uploads/2022/11/policy-determining-material-subsidiaries.pdf</a>	P1
3	Code of Conduct for members of the Board and Senior Management Personnel	<a href="https://www.mukand.com/wp-content/uploads/2022/11/revised-code-of-conduct-insider-trading-regulation.pdf">https://www.mukand.com/wp-content/uploads/2022/11/revised-code-of-conduct-insider-trading-regulation.pdf</a>	P1
4	Vigil Mechanism/ Whistle blower policy	<a href="https://www.mukand.com/wp-content/uploads/2022/11/whistle-blower-policy-vigil-mechanism.pdf">https://www.mukand.com/wp-content/uploads/2022/11/whistle-blower-policy-vigil-mechanism.pdf</a>	P1
5	Archival Policy for Disclosures to stock exchanges	<a href="https://www.mukand.com/wp-content/uploads/2022/11/archival-policy-for-disclosures-to-stock-exchanges.pdf">https://www.mukand.com/wp-content/uploads/2022/11/archival-policy-for-disclosures-to-stock-exchanges.pdf</a>	P1
6	Code of Fair Disclosure UPSI	<a href="https://www.mukand.com/wp-content/uploads/2022/11/upsi-code-of-fair-disclosure.pdf">https://www.mukand.com/wp-content/uploads/2022/11/upsi-code-of-fair-disclosure.pdf</a>	P1, P4, P7
7	Revised Policy on Materiality of Related Party Transactions	<a href="https://www.mukand.com/wp-content/uploads/2023/01/revised-policy-on-materiality-related-party-transactions.pdf">https://www.mukand.com/wp-content/uploads/2023/01/revised-policy-on-materiality-related-party-transactions.pdf</a>	P1, P4, P7
8	Policy on Materiality-Disclosure of Events	<a href="https://www.mukand.com/wp-content/uploads/2022/11/policy-on-materiality-disclosure-of-events.pdf">https://www.mukand.com/wp-content/uploads/2022/11/policy-on-materiality-disclosure-of-events.pdf</a>	P1, P4, P7
9	Sustainability Policy	--	P2
10	Supply Chain Policy	--	P2, P3, P9
11	Terms of Reference, Nomination & Remuneration Committee	<a href="https://www.mukand.com/wp-content/uploads/2022/11/terms-of-reference-nomination-remuneration-committee.pdf">https://www.mukand.com/wp-content/uploads/2022/11/terms-of-reference-nomination-remuneration-committee.pdf</a>	P3, P4
12	Criteria for making payments to non-executive directors of the Company	<a href="https://www.mukand.com/wp-content/uploads/2022/11/remuneration-policy.pdf">https://www.mukand.com/wp-content/uploads/2022/11/remuneration-policy.pdf</a>	P1
13	Dividend distribution policy	<a href="https://www.mukand.com/wp-content/uploads/2022/11/dividend-distribution-policy.pdf">https://www.mukand.com/wp-content/uploads/2022/11/dividend-distribution-policy.pdf</a>	P3, P4
14	Human Resource policies covering Working hours, leaves, remuneration, compensation etc.	Intranet	P3, P4
15	Anti-Sexual Harassment Policy (internal)	Intranet	P5
16	Any Environment related policy	--	P6
17	Cyber security and Privacy Policy	Intranet	P9
18	Corporate social Responsibility Policy	<a href="https://www.mukand.com/wp-content/uploads/2022/11/csr-policy.pdf">https://www.mukand.com/wp-content/uploads/2022/11/csr-policy.pdf</a>	P3, P8
19	Institutional Mechanism for Preventing Insider Trading	<a href="https://www.mukand.com/wp-content/uploads/2022/11/institutional-mechanism-preventing-insider-trading.pdf">https://www.mukand.com/wp-content/uploads/2022/11/institutional-mechanism-preventing-insider-trading.pdf</a>	P1
20	Remuneration Policy	<a href="https://www.mukand.com/wp-content/uploads/2022/11/remuneration-policy.pdf">https://www.mukand.com/wp-content/uploads/2022/11/remuneration-policy.pdf</a>	P1
21	Risk Management Policy	<a href="https://www.mukand.com/wp-content/uploads/2022/11/risk-management-policy.pdf">https://www.mukand.com/wp-content/uploads/2022/11/risk-management-policy.pdf</a>	P1



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9															
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)	No	No	No	No	No	No	No	No	No															
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.	Mukand has obtained ISO certifications viz. ISO 14001:2015 (Environmental management systems), ISO 50001:2011 (Energy Management System), ISO 9001:2015 (Quality Management System) and IATF 16949:2016 (International Standard for Automotive Quality Management Systems)																							
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Mukand is committed to adopt high environmental standards to its operations with a particular focus on energy, waste management and water. It also sets out targets for workplace safety. While adhering to regulatory requirements, Mukand endeavors to increase efficiency of research and development processes which is good for the customers and also for the planet. Mukand is committed to create a diverse and inclusive workplace that enables everyone to deliver their best work.																							
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.																								
<b>Governance, leadership and oversight</b>																								
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Mukand strongly believes that sustainable and inclusive growth is possible by using the levers of environmental and social responsibility while improving economic performance to ensure business continuity and rapid growth. Mukand is committed to building competitive advantage through customer centricity, innovation, good governance and inclusive human development while being sensitive to the environment. The following are the themes and actions pertaining to the respective ESG components</p> <p>Our Environmental Impact – Mukand focuses on various activities like modern regenerative combustion technology, recycling of metal waste, recycling of treated water, adoption of eco-friendly waste disposal system, celebration of world environment day with tree planting, and various awareness programmes to improve the environment as part of its endeavour to reduce carbon footprints, ensure sustainability in all our processes. Our Social Commitment – We have incorporated corporate social responsibility (CSR) into the core activities of our institutions, such as education, by offering study loans, adopting needy students, providing health insurance, collecting blood, and more. These activities are all part of our commitment to the communities in which our institutions operate. The corporation engages in CSR initiatives in a variety of areas, such as community development, economic growth, and health and safety. Our Governance Framework – Mukand supports and promotes highest standards of ethical business conduct, one that is transparent and accountable, irrespective of one’s position in the hierarchy.</p> <p>The key elements include – Businesses are intertwined with ESG components and with that in mind, at Mukand, we are focused on holistically integrating ESG into our business operations. As part of our ESG value creation, we have adopted a systematic approach to effectively respond to individual elements of ESG. The key elements of ESG that we focus on as part of our business activities are encapsulated hereunder –</p> <table border="1" data-bbox="185 1632 1461 1892"> <thead> <tr> <th>Environmental</th> <th>Social</th> <th>Governance</th> </tr> </thead> <tbody> <tr> <td>Biodiversity</td> <td>Business and Human Rights</td> <td>Shareholders Rights and Grievances</td> </tr> <tr> <td>Climate Change / Carbon Emission</td> <td>Diversity, Equality &amp; Inclusion</td> <td>Fairness, Transparency and Integrity</td> </tr> <tr> <td>Environment Liability, Pollution and Waste Management</td> <td>Health and Safety</td> <td>Internal Controls and Audit and Reporting Mechanism</td> </tr> <tr> <td>Sourcing of Materials, except sanctioned sources</td> <td>Well-being of Labor</td> <td>Fair Trade Practices</td> </tr> </tbody> </table>									Environmental	Social	Governance	Biodiversity	Business and Human Rights	Shareholders Rights and Grievances	Climate Change / Carbon Emission	Diversity, Equality & Inclusion	Fairness, Transparency and Integrity	Environment Liability, Pollution and Waste Management	Health and Safety	Internal Controls and Audit and Reporting Mechanism	Sourcing of Materials, except sanctioned sources	Well-being of Labor	Fair Trade Practices
Environmental	Social	Governance																						
Biodiversity	Business and Human Rights	Shareholders Rights and Grievances																						
Climate Change / Carbon Emission	Diversity, Equality & Inclusion	Fairness, Transparency and Integrity																						
Environment Liability, Pollution and Waste Management	Health and Safety	Internal Controls and Audit and Reporting Mechanism																						
Sourcing of Materials, except sanctioned sources	Well-being of Labor	Fair Trade Practices																						
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Mukand is the highest authority responsible for the oversight of the implementation of Business Responsibility policies.																							



<p>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>	<p>Yes, the Board of Mukand has constituted various Board committees, which are responsible for and superintendence over key sustainability related policies of Mukand Limited, as below:</p> <ol style="list-style-type: none"> <li>1. The Risk Management Committee: The Board has constituted the Risk Management Committee to assist the Board in fulfilling its oversight responsibilities regarding management of element wise key risks, including strategic, financial, operational, sectoral, sustainability (Environment, Social and Governance) related risks, information &amp; cyber security and compliance risks. The Committee ensures that appropriate methodology, processes, and systems are in place to monitor and evaluate risks associated with the business of Mukand and reviews the adequacy of the risk management practices and actions deployed by the management in respect of identification, impact assessment, monitoring, mitigation and reporting of key risks to the achievement of business objectives.</li> <li>2. The Stakeholder Relationship Committee: This Committee considers and resolves the grievances of the shareholders, debenture holders and other security holders of Mukand, including complaints relating to non-receipt of Annual Report, transfer and transmission of securities, non-receipt of dividends/interests and such other grievances.</li> </ol>
--	---

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	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No major non-compliance of material nature has been reported. Operational issues are being addressed on an 'ongoing basis' as and when identified. Each functional head monitors and ensures compliance applicable to their respective functions									Quarterly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	In addition to periodic internal evaluation at Board and Committee level, assurances and comfort is sought by Mukand Ltd. on its policies/ procedures/ codes through periodic audits by external agencies. For the purpose of this report through an extensive exercise, assessment of adequacy of policies mentioned in this section, is done by Dhir & Dhir Associates, an eminent Law firm.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	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	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### 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	Nil	-	-
Key Managerial Personnel	1	Leadership Development Programme	33.00%
Employees other than BoD and KMPs	53	Time Management, General Safety Awareness, 7 Qc Tools for Problem Solving QC Circle, Training On IATF 16949, Basic MS Excel, Communication With Impact, Gender Sensitivity, Presentation Skills, Advanced Ms Excel, Power of Negotiation, Customer Centricity	58.58%
Workers	22	NEEM Safety Training, Fire Training, Safety in Material Handling, Fire Fighting, First Aid, Attitude and Behaviour, Road Safety Training, Discipline at Work, EHS Legal Requirements, General Safety Awareness	52.43%

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding Fee	NA	NA	NA	NA	NA
Non-Monetary					
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA



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. Mukand Ltd. has formulated an anti-corruption & anti-bribery policy. The same is available to its employees at – Employee Service Portal.

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 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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 programmes held	Topic/principles covered under the training	% of value chain partners (by value of business done with such partners) that were assessed
NA	NA	NA

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, Mukand has a Code of Conduct for Board of Directors and Senior Management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Insider trading policy of the Company also guides the Board & other stakeholders on dealing with securities of the Company. The Company receives an annual declaration from its Board of Directors and Senior Management personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with each entity. Additionally, the director do not participate in the business at the board meetings, in the matters in which they are interested.

### 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	Previous Financial Year	Details of improvements in the environmental and social impacts
R&D	Rs. 0.53 crore	Rs. 0.22 crore	-
Capex	Rs. 117.62 crore	Rs. 25.89 crore	-

Mukand is conscious in adopting and improving processes that are enviro-social friendly. However, since each process aims at this aspect, it is not an inseparable aspect of cost and hence can't be ascertained.

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

Yes, as a part of adopting sustainable business processes, we are planning to go for captive power by investing in permanent energy for 60% of our total requirement in the year 2024.

Apart from this, we use Stainless Steel Scrap as a major raw material/ source which helps in reducing carbon footprint of our operations.

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

90% of raw materials is stainless steel scrap.

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.

All the E-waste & Hazardous Waste are being disposed in an eco-friendly manner to Pollution Control Board approved 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.

By virtue of its operations, EPR is not applicable to Mukand.

### 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.
27153	Coils, Bars, RCS, and Billets	97.55%	Manufacture & despatch of cast, rolled and heat treated stainless alloys, special and carbon steels in rounds, squares/ rounds- cornered squares (RCS), hexagon and flat cross sections, bright bars in drawn/ ground/ smooth turned condition and cold finished wires	No	No
28162	Overhead Cranes, Process Plant Equipments	2.45 %	Manufacture and despatch of heavy material handling equipments & mechanical equipments and components for process plants	No	No

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
NA	NA	NA

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Scrap, Packaging Materials	10%	10%



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			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	31.05	-	-	20.36
E-waste	-	-	2.07	-	-	1.74
Hazardous Waste	6,160.00	885.66	1,295.34	2,494.00	1,250.00	3,329.00
Other waste	3,666.00	-	24,995.00	4,997.00	-	23,382.00

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 percentage of products sold) for each product category
Bars and coils	0.30%

**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:

% of employees covered by											
	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)
<b>Permanent Employees</b>											
Male	609	609	100.00	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	22	22	100.00	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>631</b>	<b>631</b>	<b>100.00</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent Employees</b>											
Male	57	57	100.00	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	1	1	100.00	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>58</b>	<b>58</b>	<b>100.00</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

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

% of workers covered by											
	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)
<b>Permanent Workers</b>											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent Workers</b>											
Male	88	88	100.00	88	100.00	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>88</b>	<b>88</b>	<b>100.00</b>	<b>88</b>	<b>100.00</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	Nil	Nil	NA	Nil	Nil	NA
Superannuation	100%	Nil	Yes	Nil	100%	Yes

## 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.

As a responsible employer, Mukand's policies strongly prohibit any kind of discrimination against any person with disability in any matter related to employment as per the Right of Persons with Disabilities Act, 2016. Pursuant to the said Act, Ramps are provided in Kalwe factory & Hospet factory for easy movement of differently-abled people.

## 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.

Mukand has embodied the principles of non-discrimination and equal opportunity – however, it has not formulated a separate Equal Opportunity Policy so far.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

\* Paternity leave for male is also provided for 5 days

## 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	<p>Mukand has constituted a Works Committee to receive and redress grievances. The Works Committee predominantly acts on 2 counts.</p> <ul style="list-style-type: none"> <li>Coordination between Management &amp; Workmen: The committee ensures that its members are aware of the developments which affect the workmen. The workmen are explained what is to be done whenever they approach the works committee regarding their queries. The committee while interacting with workmen is an active listener, thereby finding out the expectations / pain areas of the workmen and communicates the same to Management.</li> <li>Grievances Redressal: The committee gives a patient hearing of the workmen's grievances and then takes up the issue with Management for redressal of the grievances. The Works committee also helps in highlighting the pain areas of Management due to workmen absenteeism etc.</li> </ul>
Other than Permanent Workers	Workers can approach ER Head directly for submission of their grievances. ER Head discusses the grievance with Management and feedback is given to the workers.
Permanent Employees	Employees can approach HR Head directly for submission of their grievances. HR Head discusses the grievance with Management and feedback is given to the employees.
Other than Permanent Employees	Employees can approach HR Head directly for submission of their grievances. HR Head discusses the grievance with Management and feedback is given to the employees.



## 7. Membership of employees and worker in association(s) or Unions recognized 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	631	Nil	Nil	602	Nil	Nil
Male	609	Nil	Nil	581	Nil	Nil
Female	22	Nil		21	Nil	Nil
Total Permanent Worker	909	909	100.00	873	873	100.00
Male	909	909	100.00	873	873	100.00
Female	Nil	Nil		Nil	Nil	Nil

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

	FY 2022-23					FY 2021-22				
	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</b>										
Male	609	142	23%	693	113%	581	391	67%	291	50%
Female	22	4	18%	22	100%	21	3	14%	7	33%
<b>Total</b>	<b>631</b>	<b>146</b>	<b>23%</b>	<b>715</b>	<b>113%</b>	<b>602</b>	<b>394</b>	<b>65%</b>	<b>298</b>	<b>49%</b>
<b>Workers</b>										
Male	909	143	15%	144	15%	873	154	17%	42	4%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>909</b>	<b>143</b>	<b>15%</b>	<b>144</b>	<b>15%</b>	<b>873</b>	<b>154</b>	<b>17%</b>	<b>42</b>	<b>4%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	609	515	85%	581	581	100%
Female	22	13	59%	21	16	76%
<b>Total</b>	<b>631</b>	<b>528</b>	<b>84%</b>	<b>602</b>	<b>597</b>	<b>99%</b>
<b>Workers</b>						
Male	909	909	100%	873	873	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>909</b>	<b>909</b>	<b>100%</b>	<b>873</b>	<b>873</b>	<b>100%</b>

Mukand carries out reviews of all eligible employees/ workers every year with the due process set by law.

## 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, Company has an Occupational Health, Safety & Environment Policy. Entire Kalwe plant is covered. All workers have been trained on it.



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

Mukand has implemented various safety methods in its plants / operations:

- 1) Hazard identification and risk assessment is carried out in different section;
  - 2) Various types of safety audits and inspections are carried out to identify hazards and risks in daily routine;
  - 3) Job safety analysis is carried out periodically.
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
- Yes. We have a Central safety committee meeting periodically and area safety committee meeting is in place where workers are reporting hazards related issues.
- d. Do the employees / worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
- Yes. Annual Health Check-ups are being done for all our workers & employees.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.67	0.74
Total recordable work-related injuries	Employees	0	0
	Workers	5	6
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Mukand, as a responsible employer has adopted various measures for safety & well-being of its workforce. Routine & periodical House Keeping Audits, Safety Audits, Safety Inspections, Trainings are conducted. Measures for Hazard eliminations are taken at plant level through defined SOP's and processes.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year:

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

Mukand carried out internal assessment on these counts at its plants & offices.

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.

After analysing the safety-related incidents, we have taken following corrective actions in our manufacturing facilities:

- (i) Ban on use of Bamboo scaffolding and use of metallic scaffolding, to ensure safety.
- (ii) Use of safety nets.
- (iii) Special safety training for NEEM employees.
- (iv) Training for all the workforce for crane operation related to material handling.



## Leadership Indicators

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

Yes, Mukand extends both - Statutory & Voluntary compensatory packages. We have taken Public Liability Insurance, Accident & Term insurance for our workforce.

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

Mukand's internal audit team conducts audits of Contractors to ensure that statutory payments are done for their workers.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

- 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, on a case to case basis, Mukand provides extension / retainership to its employees.

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No formal assessment is made. It is done on need basis
Working Conditions	

- 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.

Not Applicable as no formal assessment being done.

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

### Essential Indicators

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

Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by analysing the impact of each stakeholder groups on our business and vice versa. Based on the exercise carried out, we prioritised our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our Organizational strategy.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	No	Other	Periodical	Considering the remoteness and difficulty of the rural areas, programs have been designed to address issues of education and sanitation

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, Meetings	Quarterly Chairman Communique	Financial performance
Employees and Workers	No	Intranet / Website	Regular	Developments in business activities
Customers	No	Email, Meetings	Regular	Mukand regularly carries out customer satisfaction surveys and takes necessary actions to improve our performance, quality, delivery and services
Value Chain Partners	No	Email, Meetings	Regular	Regular business activity including redressal of concerns and issues
Regulatory Authority	No	SE & MCA filings	Periodic	Statutory filings

### 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.

At present, Board interaction with Shareholders – one of the key stakeholders in general meetings and amongst other things, economic, environmental, and social aspects around business of the Company are discussed.

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.

Mukand has always believed that stakeholder participation in business decision making is a crucial aspect to take the organization forward and shall consider developing a formal process around this in coming years.

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

People around the plant are the identified marginalized stakeholder group for Mukand, and we strive to engage in all the aspects where their interests are involved.

### PRINCIPLE 5: Businesses should respect and promote human rights

#### Essentials 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			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	NIL					
Other than permanent						
<b>Total Employees</b>						
<b>Workers</b>						
Permanent	NIL					
Other than permanent						
<b>Total Workers</b>						



There are no formal trainings on Human rights that is being provided however, our Human Resource policies contains basic principles on human rights and our HR trainings contain the essentials elements of human rights.

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

Category	2022-23					2021-22				
	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	Not Applicable									
Male										
Female										
<b>Other than Permanent</b>										
Male	Not Applicable									
Female										
Workers										
<b>Permanent</b>										
Male	909	0	0.00	909	100.00%	873	0	0.00	873	100.00%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Other than Permanent</b>										
Male	88	0	0.00	88	0.00	113	0	0.00	113	100.00%
Female	0	0	0.00	0	0.00	0	0	0.00	0	100.00%

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)	6	1,17,07,928.00	1	-
Key Managerial Personnel	2	47,57,877.50	-	-
Employees other than BoD and KMP	623	7,12,173.50	22	6,75,576.00
Workers	909	7,19,526.50	Nil	Nil

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)

There is no separate individual / committee responsible for addressing human rights impacts or issues caused or contributed to by the business. Works committee constituted under the Factories Act, 1948 looks into the Human Rights aspects of grievances. Details of Work Committee are given at point 6 of Essential Indicator under Principle 3.

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

Works committee constituted under the Factories Act, 1948 looks into the Human Rights aspects of grievances. Details of Work Committee are given at point 6 of Essential under Principle 3.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil			Nil		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

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

The presiding officer of the Internal Complaints Committee (ICC) looks into all the complaints under POSH and statutory process and timelines are followed, in case any complaint is made. Whistle Blower mechanism in the Company protects the identity of the person raising the alarm.

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

Mukand looks forward to identify & incorporate aspects of human rights into its business agreements and contracts in coming years.

9. Assessments for the year:

	<b>% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	NA
Forced/involuntary labour	NA
Sexual Harassment	NA
Discrimination at workplace	NA
Wages	NA
Others – please specify	NA

Mukand periodically assesses the elements mentioned above, however there is no formal assessment which is being done.

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

Not Applicable.

#### Leadership Indicators

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

Not Applicable.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

There was no due diligence conducted on Human rights aspect during the year.

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?

Mukand is committed to provide for special provisions to differently-abled employees and visitors as per Rights of Persons with Disabilities Act, 2016; and it has built ramps at its workplaces for their easy accessibility.

4. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	Not Assessed
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

As of now, Mukand has not made any formal assessment of its value chain partners on aforementioned elements.

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	FY 2021-22
Total electricity consumption (A)	52,97,79,686.50	45,35,42,737.20
Total fuel consumption (B)	79,62,68,499.50	88,57,19,580.40
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>132,60,48,186.00</b>	<b>133,92,62,318.60</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.024	0.029
Energy 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.

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

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. Mukand is covered under PAT scheme of the Government of India. The target for Mukand in PAT Cycle 7 is 0.0972MTOE/ MT. This target is to be achieved by FY 24-25. PAT cycle 7 is from FY 22-23 to 24-25.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	15,21,163	19,12,652
(ii) Groundwater	-	-
(iii) Third party water	3,42,756	3,05,772
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>18,63,919</b>	<b>22,18,424</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>15,19,483</b>	<b>14,47,457</b>
Water intensity per rupee of turnover (Water consumed / turnover)	0.000003	0.000003
Water 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.

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

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

No

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	FY 2021-22
NOx	µgm/m3	18.07	13.58
SOx*	Kg/day	1,346.96	1,411.21
Particulate matter (PM)	Mg/NM3	47.24* 10 <sup>28</sup>	46.5 * 10 <sup>28</sup>
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	Mg/M3	0.1	0.1
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	-	-

\*The above values for SOx is provided for Thane Factory. Whereas the values of SOx emissions from Hospet Factory for both the financial years are 2021-22 = 13.79 mg/m<sup>3</sup>, 2022-23 = 17.61 mg/m<sup>3</sup>.

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.

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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	9,14,993.37	8,25,386.64
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	1,23,243.48	1,53,197.02
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000002	0.000002
Total Scope 1 and Scope 2 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.

There is no Independent Assessment done. All the required statutory and internal inspections / audits are carried out on a periodic basis.

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

Yes. We at Mukand, have undertaken two projects with an aim to reduce our environmental impact by reduction in GHG emissions.

- Solar project – which is under manufacturing stage and is expected to get completed by the year 2024. The estimated reduction in GHG is 79,000 Tonne/ year
- PNG - Conversion of Mills furnaces, Heat treatment from Furnace oil, LDO to PNG is under progress. This is expected to be completed in FY 2023-24

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	95.50	68.34
E-waste (B)	14.86	10.60
Bio-medical waste (C)	0.02	0.02
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	4.96	3.66
Radioactive waste (F)	NA	NA
Used Oil, MT	20.52	25.40
Waste containing oil, MT	5.10	4.60
Acidic Residue, MT	1,554	974
Flue Gas Cleaning Residue, MT	2,319	2,265
Chemical Sludge from Waste water treatment, MT	1,950	1,727
Empty paint drums, Nos.	2,494	2,077
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
1. Furnace Slag	24,057	23,007
2. Refractories	938	375
3. Mill Scale	3,666	3,667
4. EOF Slag	1,43,573	1,35,476
5. LRF Slag	12,996	12,943
6. Thickener Sludge	12,939	13,581
7. Scrap from Autogrinding	1,322	802
8. Scales & Cut ends	24,677	23,752
9. LRF FES Dust	1,966	2,412
Total (A+B + C + D + E + F + G + H)	2,34,591.96	2,23,170.60



Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	25,563	25,002
(ii) Re-used	32,637	32,417
(iii) Other recovery operations	-	-
<b>Total</b>	<b>58,200</b>	<b>57,419</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	5.12	4.61
(ii) Landfilling	1,69,422	1,56,595
(iii) Other disposal operations	-	-
<b>Total</b>	<b>1,69,427.12</b>	<b>1,56,599.61</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.

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

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.

Mukand adopts various measures to reduce the waste.

- 1) Replacement of all lights to LED
- 2) Replacement of AC with 5 Star Ratings
- 3) Use of waste heat recovery unit for oil heating with waste heat.
- 4) Disposal of waste to authorised suppliers.

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	Types 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.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No EIA undertaken during the reporting period					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
NIL				

We comply with all the environmental laws applicable to our operations.



## 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	FY 2021-22
From renewable sources		
Total electricity consumption (A)	27,78,722.33	3,45,23,412.93
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	27,78,722.33	3,45,23,412.93
From non-renewable sources		
Total electricity consumption (D)	53,40,61,675.00	42,52,26,853.00
Total fuel consumption (E)	79,62,68,500.00	88,57,19,580.00
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2,63,31,08,942.00	1,31,09,46,433.00

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.

There is no Independent Assessment done. All the required statutory and internal inspections / audits are carried out on a periodic basis.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>Nil</b>	<b>Nil</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.

There is no Independent Assessment done. All the required statutory and internal inspections / audits are carried out on a periodic basis.

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

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:



**No operations are held in water stress area.**

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(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		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	Not Applicable
- 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		
<b>Total water discharged (in kilolitres)</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.

There is no Independent Assessment done. All the required statutory and internal inspections / audits are carried out on a periodic basis.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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	Not Assessed	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Since all the essentials principles for computation of Scope III are not considered, we shall assess Scope III emissions from coming years.

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.

There is no Independent Assessment done. All the required statutory and internal inspections/ audits are carried out on a periodic basis.

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.

Not Applicable. Mukand does not operate in any ecologically sensitive area.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste heat recovery unit at SMS for Oil Heating from waste heat of Furnace.	NA	Electricity saving
2.	Installation of Automatic power factor controller to reduce overall power consumption	NA	Electricity saving

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?

No Value Chain partner evaluation is being done at present. We look forward to formalise the process in coming years.

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

NA

**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.

Mukand is affiliated with 6 National & 1 State Trade and Industry Chambers.

- 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.

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry	National
2	The Alloy Steel Producers Association of India	National
3	Indian Stainless Steel Development Association	National
4	Steel Furnace Association of India	National
5	Engineering Export Promotion Council	National
6	Federation of Indian Export Association	National
7	Thane-Belapur Industrial Association	State

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

Name of authority	Brief of the case	Corrective active taken
Not Applicable. There were no instances of any anti-competitive conduct by Mukand.	-	-



## Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
Mukand through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good on a need basis. Mukand has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/ Industry bodies.					

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Not applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not applicable						

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

Mukand understands that the community around its manufacturing facilities is a very critical stakeholder and its welfare and safety is of utmost importance. The Plant head & Plant HR are the designated officials to whom the community around plants can approach for their grievances.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers.	3.87%	0.46%
Sourced directly within the State.	81.71%	72.70%

## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No	State	Aspirational District	Amount spent (In INR)
Not applicable			

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

Considering the nature of operations and requirement of the industry, scrap steel is necessarily bought from reputed companies or is imported.

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

NA

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

NA

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:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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 Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

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

##### Essential Indicators

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

Our consumers can visit our website and write back to us in case of any concerns or queries. All the relevant Email IDs are published on the corporate website – [www.mukand.com](http://www.mukand.com)

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	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil					
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:

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0



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. It is available on our Internal Employee Service Portal

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.

NA

### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Details of our products are available on the Website – [www.mukand.com](http://www.mukand.com). We publish the same on trade websites like IndiaMART. For our customers, the same is available on our Sales Brochures.

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

Our product packaging contains the safe usage instructions for our consumers.

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.

NA. Mukand does not fall into essential product category.

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)

We follow the product display information as mandated by applicable laws.

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