

RVNL/SECY/STEX/AGM-20/2023

02.09.2023

| | |
|---|--|
| National Stock Exchange of India Ltd. Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai - 400 051. Scrip: RVNL | BSE Ltd. Department of Corporate Service, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001. Scrip: 542649 |
|---|--|

Sub: Business Responsibility & Sustainability Report for the FY 2022-23

Dear Sir/Madam,

Pursuant to 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 & Sustainability Report (BRSR) for the Financial Year 2022-23, which also forms part of the Annual Report for Financial Year 2022-23.

This is for your information and record.

Thanking you,

Yours faithfully,
For Rail Vikas Nigam Limited

(Kalpana Dubey)
Company Secretary & Compliance Officer



BUSINESS RESPONSIBILITY AND SUSTAINABILITY

REPORT 2023

Section A

General Disclosure

I. Details of the listed entity

| | | |
|-----|--|---|
| 1. | Corporate Identity Number (CIN) of the listed entity | L74999DL2003GOI118633 |
| 2. | Name of the Listed Entity | Rail Vikas Nigam Limited |
| 3. | Year of Incorporation | 2003 |
| 4. | Registered Office Address | 1st Floor, August Kranti Bhawan, Bhikaji Cama Place, R.K. Puram, New Delhi-110066 |
| 5. | Corporate Address | 1st Floor, August Kranti Bhawan, Bhikaji Cama Place, R.K. Puram, New Delhi-110066 |
| 6. | E-mail | investors@rvnl.org |
| 7. | Telephone | +91 11 26738299 |
| 8. | Website | www.rvnl.org |
| 9. | Financial year for which reporting is being done | 2022-23 |
| 10. | Name of Stock Exchange(s) where shares are listed | BSE & NSE |
| 11. | Paid-up Capital | Rs. 2,08,50,20,100 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Kalpana Dubey, Company Secretary and Compliance Officer +91 95606 97008 kalpana.dubey@rvnl.org |
| 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 report contains disclosures about the company's social and governance performance on a consolidated basis, while the environmental disclosures focus on the performance of its businesses that fall within the organization's operational control and boundaries. However, data regarding vehicular emissions, refrigerants and waste could not be gathered from a few PIUs; hence they have been not been considered in the reporting boundary.

II. Products/Services

| | | | |
|-----|--|--|--|
| 14. | Details of business activities (accounting for 90% of the turnover): | | |
| | Description of Main Activity | Description of Business Activity | % of turnover of the entity |
| | 1. Rail Infrastructure | RVNL is carrying out planning, development, resource mobilization and execution of railway related projects on fast-track basis. | 91% |
| 15. | Products/Services sold by the entity (accounting for 90% of the entity's Turnover): | | |
| | Product/Service | NIC Code | % of total turnover contributed |
| | 1. Construction & maintenance of Railways & Rail Bridges. | 42102 | 91% |
| | 2. Construction & maintenance of motorways, streets, roads, other vehicular & pedestrian ways, highways, bridges, tunnels and subways. | 42101 | 9% |

III. Operations

| | | | | |
|-----|--|-------------------------|-------------------------|--------------|
| 16. | Number of locations where plants and/or operations/offices of the entity are situated | | | |
| | Location | Number of Plants | Number of Office | Total |
| | National | Not Applicable | 30 | 30 |
| | International | Not Applicable | 2* | 2 |

* As of now, we have two international offices, a branch office in Maldives and a joint venture company in Kyrgyzstan.

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

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 36* |
| International (No. of Countries) | 2 |

*including 28 states and 8 union territories.

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

No Exports

c. A brief on types of customers

RVNL's customers primarily consist of the Indian Railways and its various departments and organizations. As a railway infrastructure provider, RVNL works closely with the Indian Railways.

IV. Employees

18. Details as at the end of Financial Year

a. Employees and workers (including differently-abled)

| Particulars | Total (A) | Male | | Female | |
|------------------------------|------------|------------|---------------|-----------|--------------|
| | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Employees | | | | | |
| 1. Permanent (D) | 185 | 177 | 95.68% | 8 | 4.32% |
| 2. Other than permanent (E) | 240 | 236 | 98.33% | 4 | 1.67% |
| Total Employees (D+E) | 425 | 413 | 97.18% | 12 | 2.82% |
| Workers | | | | | |
| 1. Permanent (F) | | | | | |
| 2. Other than permanent (G) | | | | | |
| Total Employees (F+G) | | | | | |

RVNL does not have any workers.

b. Differently abled Employees and worker

| Particulars | Total (A) | Male | | Female | |
|--|------------|------------|----------|------------|----------|
| | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| Differently abled Employees | | | | | |
| 1. Permanent (D) | Nil | Nil | 0 | Nil | 0 |
| 2. Other than permanent (E) | Nil | Nil | 0 | Nil | 0 |
| Total differently abled employees (D+E) | Nil | Nil | 0 | Nil | 0 |
| Differently abled Workers | | | | | |
| 1. Permanent (F) | | | | | |
| 2. Other than permanent (G) | | | | | |
| Total differently abled workers (F+G) | | | | | |

RVNL does not have any workers

19. Participation/Inclusion/Representation of women

| Particulars | Total (A) | No. & Percentage of Females | |
|--------------------------|-----------|-----------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors | 9 | 1 | 11.11% |
| Key Management Personnel | 6 | 2 | 33.33% |

20. Turnover rate for permanent employees and workers

| Particulars | Turnover rate in 2022-23 | | | Turnover rate in 2021-22 | | | Turnover rate in 2020-21 | | |
|---------------------|--------------------------------|--------|-------|--------------------------|--------|-------|--------------------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 2.30% | 3.33% | 2.34% | 2.65% | 0.00% | 2.56% | 2.54% | 4.17% | 2.59% |
| Permanent Workers | RVNL does not have any workers | | | | | | | | |

V. Holdings, Subsidiaries and Associate Companies (including joint ventures)

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

| 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) |
|---|---|---|---|
| HSRC Infra Services Limited | Subsidiary | 100.00% | Yes |
| Haridaspur Paradip Railway Company Limited | Joint Venture | 30.00% | No |
| Kutch Railway Company Limited | Joint Venture | 50.00% | No |
| Krishnapatnam Railway Company Limited | Joint Venture | 49.76% | No |
| Bharuch Dahej Railway Company Limited | Joint Venture | 35.46% | No |
| Angul Sukinda Railway Limited | Joint Venture | 32.86% | No |
| Dighi Roha Rail Limited | Joint Venture | 50.00% | No |
| Shimla Bypass Kaithlighat Shakral Pvt. Ltd. | Joint Venture | 50.00% | No |
| Chennai MMLP Pvt. Ltd. | Joint Venture | 26.00% | No |
| Bengaluru MMLP Pvt. Limited | Joint Venture | 16.33% | No |
| Kyryzindustry-RVNL Closed Joint Stock Company | Joint Venture | 50.00% | No |

VI. CSR Details

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

Yes, CSR is applicable to RVNL.

FY 2022-23

(ii) Turnover (₹)

202815700000.00

(iii) Net worth (in ₹)

64791500000.00

VII. Transparency and Disclosure Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | Number of complaints filed during the year | FY 2022-23 | Remarks | Number of complaints filed during the year | FY 2021-22 | Remarks |
|---|---|--|---|---------|--|---|---------|
| | | | Number of complaints pending resolution at close of the year | | | Number of complaints pending resolution at close of the year | |
| Communities | Yes. https://pgportal.gov.in | 0 | 0 | | 0 | 0 | |

| | | | | | | | |
|-------------------------------------|---|----|----|--|---------|---------|---|
| Investors (other than shareholders) | Yes. https://pgportal.gov.in | 0 | 0 | | 0 | 0 | |
| Shareholders | Yes. https://rvnl.org/investor | 23 | 0 | | 35 | 0 | |
| Employees & Workers | Yes. https://hr.rvnl.org/rvnlhr/app/login_old.php | 25 | 0 | | 43 | 0 | |
| Customers | Not Applicable* | | | | | | |
| Value Chain Partners | Yes. https://pgportal.gov.in | 0 | 0 | | 0 | 0 | |
| Complaints from CVC** | Yes. | 79 | 13 | The pending complaints were resolved after the closing of the fiscal year. | No Data | No Data | CVC collects complaints from stakeholders but lacks complaint segregation. |
| Complaints received from CPGRAMS*** | Yes. https://pgportal.gov.in | 91 | 5 | The pending complaints were resolved after the closing of the fiscal year. | 136 | 1 | CPGRAMS collects complaints from stakeholders but lacks complaint segregation. The pending complaints were resolved after the closing of the fiscal year. |

*RVNL does not cater to retail customers.

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.

| 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) |
|---------------------------|--|---|---|---|
| Climate Change Action | Risk | Viewing climate change action as a risk highlights the dangers of not adequately addressing environmental changes. Neglecting it could result in regulatory violations, reputation harm, supply chain issues, and higher operational costs due to evolving regulations and resource scarcity. | <ol style="list-style-type: none"> Emission Reduction: Shift to low-carbon tech for RVNL's operations. Resilience Planning: Integrate climate resilience into design. Stakeholder Collaboration: Engage government, communities, and industries. | Climate risk costs upfront, but not adapting leads to higher expenses, penalties, and harm to RVNL's stability. |
| Sustainable Supply Chain | Risk | Rapidly changing regulations and consumer preferences can lead to non-compliance penalties and reputational damage if sustainable practices are not prioritized. | <ol style="list-style-type: none"> Supplier Collaboration: Partner with suppliers for aligned goals and regulation compliance. Risk Assessment: Regularly identify and mitigate supply chain sustainability risks. Diversification Strategy: Reduce reliance on high-risk sources through sourcing diversity. Continuous Monitoring: Use real-time analytics to address emerging supply chain sustainability risks. | Potential negative financial implications include supply disruptions, increased costs due to non-compliance or inefficiencies, and reputational damage. |
| Waste Management | Opportunity | Effective waste management aligns with sustainability trends, reduces environmental impact, and enhances corporate reputation by highlighting responsible business conduct. | <ol style="list-style-type: none"> Minimize Waste: Source waste reduction. Recycling Programs: Multi-stream recycling. Circular Economy: Optimize resources, cut waste. | Reduced waste disposal costs, potential revenue from recycling, and improved market image for eco-conscious customers and investors. |

| | | | | |
|--|-------------|--|--|--|
| Environment Compliance | Risk | Non-compliance with environmental regulations can lead to legal penalties, reputational damage, and operational disruptions, impacting business continuity and stakeholder trust. | <ol style="list-style-type: none"> Regulatory Tracking: Follow evolving environmental rules. Compliance Audits: Check internal adherence regularly. Employee Training: Train staff for environmental awareness. Continuous Improvement: Use audits for ongoing enhancement. | Negative financial implications encompass potential fines, legal fees, clean-up costs, reputational harm, hindered business expansion, and limited market access. |
| Occupational Health and Safety | Risk | Inadequate attention to occupational health and safety can lead to accidents, injuries, legal liabilities, decreased workforce productivity, and reputational damage. | <ol style="list-style-type: none"> Comprehensive Training: Thorough safety training for employees. Risk Assessment: Regularly address workplace risks. Safety Culture: Foster safety through communication. Continuous Improvement: Use feedback for ongoing safety enhancement. | Potential negative financial consequences involve legal fines, medical costs, compensation claims, higher insurance premiums, decreased productivity, and reputational damage. |
| Employee Development and Wellbeing | Opportunity | Prioritizing employee development, wellbeing, and retention leads to a motivated workforce, higher productivity, and improved talent attraction, fostering a positive organizational culture. | <ol style="list-style-type: none"> Continuous Learning: Training for skill enhancement. Wellbeing Initiatives: Wellness, mental health, work-life balance. Career Pathways: Clear growth routes. Recognition and Rewards: Acknowledge and reward achievements. | Positive financial implications include increased employee satisfaction, reduced turnover and associated recruitment costs, improved team collaboration, and higher overall organizational performance. |
| Human rights, Diversity and Inclusion | Risk | Failing to uphold human rights and foster diversity and inclusion may lead to legal actions, reputational harm, and diminished employee morale, potentially impacting overall organizational performance. | <ol style="list-style-type: none"> Policy Development: Form inclusive policies on human rights and diversity. Training & Education: Educate staff for awareness. Reporting Mechanisms: Transparent reporting for violations. Stakeholder Engagement: Collaborate for human rights alignment. | Negative financial implications include legal penalties, potential lawsuits, reputational damage, reduced employee morale, and the cost of remediation efforts. |
| Community Development | Opportunity | Engaging in community development initiatives aligns with corporate social responsibility, fosters positive relationships with local communities, and enhances brand reputation as a socially conscious organization. | <ol style="list-style-type: none"> Needs Assessment: Understand local needs. Collaborative Projects: Partner for community-driven projects. Skill Building: Train for empowerment. Long-Term Engagement: Sustain positive impact via lasting partnerships. | Positive financial gains arise from improved reputation, loyal customers, potential new markets, and community efforts boosting business growth and sustainability. |
| Data Privacy and Security | Risk | Insufficient data privacy and security measures may lead to data breaches, loss of sensitive information, regulatory penalties, reputational damage, and erosion of customer trust. | <ol style="list-style-type: none"> Data Encryption: Strong encryption for data security. Regular Audits: Frequent security assessments. Employee Training: Train staff on data protection. | Negative financial impacts encompass potential fines, legal costs, data recovery expenses, diminished customer trust, reputational harm, and potential reduction in market value and customer retention. |
| Business Ethics, Accountability and Transparency | Opportunity | Embracing strong business ethics, accountability, and transparency cultivates trust among stakeholders, enhances brand reputation, and attracts socially conscious customers and investors. | <ol style="list-style-type: none"> Code of Ethics: Set clear ethical guidelines. Transparent Reporting: Regularly share practices, impact. Accountability Framework: Hold individuals, org accountable ethically. | Positive financial outcomes comprise greater customer loyalty, elevated investor trust, improved market standing, and access to sustainable investments. Ethical practices foster lasting financial stability, growth, and risk mitigation. |
| Economic Performance | Opportunity | Economic performance is crucial for maintaining financial stability and meeting its goals. Strong financial results also make the business more appealing to investors, who are more likely to be attracted by a record of accomplishment of consistent profits and strong financial health. | <ol style="list-style-type: none"> Strategic Planning: Create market-aligned strategies. Operational Efficiency: Optimize processes for cost and productivity. Market Diversification: Expand to new markets or offerings. | Positive financial implications include increased revenue, higher profitability, improved investor confidence, and potential access to capital for expansion. Enhanced economic performance contributes to long-term financial sustainability and competitive advantage. |
| Corporate Governance and Compliance | Opportunity | Weak corporate governance and non-compliance can lead to legal liabilities, regulatory penalties, | <ol style="list-style-type: none"> Governance Framework: Clear policies, transparency, ethics. | Positive financial implications include increased revenue through |

| | | | | |
|-----------------|------------------|---|--|---|
| | | reputational damage, and reduced stakeholder trust. | <ol style="list-style-type: none"> 2. Regular Audits: Internal, external checks for compliance. 3. Stakeholder Engagement: Gather feedback, address concerns. 4. Whistle-blower Mechanism: Confidential reporting for misconduct prevention. | customer loyalty, reduced costs from fewer returns and complaints, and potential market expansion due to a strong reputation for quality. Maintaining high product and service quality contributes to sustained financial success and growth. |
| Risk Management | Risk/Opportunity | Risk management enhances decision-making, improves resilience, and identifies potential opportunities for growth. | <ol style="list-style-type: none"> 1. Risk Identification: Systematic assessment of potential risks. 2. Risk Mitigation: Strategies for impact reduction. 3. Crisis Preparedness: Comprehensive plan for unexpected risks. | Negative financial implications include potential financial losses, increased operational costs, legal penalties, reputational harm, and decreased investor and stakeholder confidence. |

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 | All of our company policies are available in the given link: https://rvnl.org/investor | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | No | Yes | No | Yes | Yes | No | Yes | No |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | No | Yes | No | No | Yes | Yes | No | 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 | Indian labour codes ISO 45001 ISO 14001 ISO 9001 | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any | RVNL has ventured into an era of ESG reporting with the Business Responsibility Sustainability Report and this has opened up new areas that we could venture into in order to make our business more mature and at par with our international peers. With this in mind, we have brought about numerous changes in our policies and working protocols. We have also moved towards implementation of ISO's to support our operations and instil credibility in our work. Some of them are the following: ISO 45001, ISO 26000, ISO 20400 and ISO 37001. It is imperative to note that a number of our activities are still a work in progress and will be reporting in time with their completion. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | The adoption of ISO standards, including ISO 26000, ISO 20400, and ISO 37001, signifies RVNL's ongoing pursuit of operational excellence and international credibility. While several initiatives are ongoing, the organization's proactive approach to refining policies and protocols reflects its commitment to continuous enhancement. RVNL's transparent and globally aligned practices stand as a testament to its positive trajectory in fulfilling commitments and targets. | | | | | | | | |
| 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) | As the Director responsible for the Business Responsibility Report, I am proud to highlight RVNL's achievements in addressing ESG challenges. We have set ambitious targets to reduce our carbon footprint, promote employee well-being, and contribute to community development. Our sustainable practices have resulted in reduced energy consumption, improved waste management, and investment in employee development. Moving forward, we are committed to continued progress, stakeholder engagement, and creating long-term value while embracing innovation. We thank our employees, partners, and stakeholders for their support in our sustainability journey. | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mrs. Anupam Ban, Director (Personnel) | | | | | | | | |
| 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 | RVNL has an CSR committee at the Board level for addressing overseeing and addressing sustainability-related issues. The Director (Personnel) heads it. | | | | | | | | |

10. Details of Review of NGRBCs by the Company:

Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee

| Subject for Review | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----|----|----|----|----|----|----|----|----|
| Performance against above policies and follow up action | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | | | | | | | | | |

Frequency (Annually/Half yearly/Quarterly/Any other – please specify)

| Subject for Review | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Performance against above policies and follow up action | Annual | Annual | Annual | Annual | Annual | Annual | Annual | Annual | Annual |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Annual | Annual | Annual | Annual | Annual | Annual | Annual | Annual | Annual |

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. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-------------------------------------|----|----|----|----|----|----|----|----|----|
| | | | | | | | | | |

No.

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

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

SECTION C

Principle wise Performance Disclosure

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

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

Essential Indicators

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

| Segment | Total no. 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 | 1 | Team Building | 100% |
| Key Management Personnel | 1 | POSH | 100% |
| Employees other than BOD and KMPs | 5 | Tunnelling Risk Management POSH | 60% |
| Workers | | RVNL does not have any workers | |

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/judicial institutions in the financial year, in the following format.

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

| Monetary | | | | | |
|-----------------|---|---|-----------------|--|--|
| | 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 | Principle 1 | 1. National Stock Exchange of India Limited 2. BSE India Limited | 43,07,000 | Rail Vikas Nigam Limited (RVNL) faces a challenge concerning the composition of its Board of Directors in accordance with SEBI's (Listing Obligations and Disclosure Requirements) Regulations, 2015. As of March 31, 2023, RVNL's board did not meet the criteria outlined in Regulation 17, necessitating 5 Independent Directors including a Woman Independent Director. RVNL, being a Government Company, all the Directors including (Independent Directors) are appointed by the Hon'ble President of India through concerned Administrative Ministry i.e., Ministry of Railway (MoR). The Company has no role to play in the appointment of Directors. RVNL has invoked SEBI's SOP circular regarding "Uniform Carve Outs for SOP Fines Levied," citing circumstances beyond their control for non-compliance, and the Ministry of Railways has formally sought waiver of penalties from stock exchanges due to SEBI (LODR) Requirements non-compliance. RVNL maintains its commitment to SEBI (LODR) Regulations, 2015, except when hindered by external constraints, and is dedicated to future compliance with SEBI regulations. | No |
| Settlement | No settlement cases for FY 2022-23 | | | | |
| Compounding fee | No compounding fee cases for FY 2022-23 | | | | |

Non-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) |
|--------------|--------------------------------------|---|-----------------|-------------------|--|
| Imprisonment | No imprisonment cases for FY 2022-23 | | | | |
| Punishment | No punishment cases for FY 2022-23 | | | | |

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 |
|----------------|---|
| 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, RVNL has a policy for Anti-corruption and anti-bribery. It was adopted in the FY 2022-23 according to the NGRBC principles keeping in mind the requirements of BRSR.

The policy ensures compliance with laws, defines corruption and bribery, and outlines due diligence for third-party partners. It emphasizes training, reporting, and consequences for breaches. Regular monitoring and evaluation are conducted, with the policy available on RVNL's website. The Board of Directors, underscoring RVNL's unwavering ethical commitment, oversees interpretation and amendments.

The Company also has a whistle-blower mechanism that allows raising voice against any instances of unethical/fraudulent activities, etc.

Web Link: https://rvnl.org/RVNL_cms/uploads/copolicy/Anti_Bribery_and_Anti_Corruption_Policy.pdf

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 | Not Applicable | Not Applicable |

6. Details of complaints with regard to conflict of interest

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

RVNL has been proactive in addressing the non-compliance issue by engaging with the Ministry of Railways and relevant authorities to rectify the composition of its Board of Directors in accordance with SEBI's regulations. RVNL has consistently communicated the urgency of the matter to the Ministry, seeking their intervention for the appointment of the required Independent Directors (including a Woman Independent Director). RVNL's efforts are reflected in the Ministry of Railways' formal request to stock exchanges for a penalty waiver on account of the non-compliance. These actions underscore RVNL's commitment to adhering to regulatory norms and ensuring that its governance structure aligns with the prescribed guidelines.

Principle 2: Businesses should provide goods and services in a manner that is 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.**

| | FY 2022-23 | FY 2021-22 | Details of improvements in environmental and social impacts |
|----------------|------------|------------|---|
| R&D | Nil | Nil | Nil |
| Capex | Nil | Nil | Nil |

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

As of now, RVNL does not have a specific procedure for sustainable sourcing. However, RVNL promotes the use of GeM (Government e-marketplace) for procurement and actively encourages sourcing from MSME vendors. It is important to note that RVNL has adopted a sustainable sourcing policy and is working towards establishing a framework for the same.

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

Since we do not have a specific procedure, we are unable to provide an exact percentage of inputs obtained from sustainable sources. Nevertheless, our commitment to fostering a sustainable supply chain is evident through the formulation of a policy designed to prioritize sustainable procurement practices. Recognizing the significance of sustainability, we are actively working towards obtaining ISO 20400 certification as part of our ongoing efforts to enhance our responsible sourcing endeavours.

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

- | | |
|--------------------|----------------|
| a) Plastic waste | |
| b) E- waste | |
| c) Hazardous Waste | Not Applicable |
| d) Other waste | |

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

Not applicable.

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

Essential Indicators

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

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|----|
| | Total(A) | Health Insurance | | Accident Insurance | | Maternity benefits | | Paternity Benefits | | Day-care facilities | |
| | No. (B) | % (B/A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (E) | % (E/A) | No. (F) | % (F/A) | |
| Permanent employees | | | | | | | | | | | |
| Male | 177 | 177 | 100% | 177 | 100% | 0 | 0% | 177 | 100% | 0 | 0% |
| Female | 8 | 8 | 100% | 8 | 100% | 8 | 100% | 0 | 0% | 0 | 0% |
| Total | 185 | 185 | 100% | 185 | 100% | 8 | 4.32% | 177 | 95.68% | 0 | 0% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 236 | 236 | 100% | 236 | 100% | 0 | 0% | 236 | 100% | 0 | 0% |
| Female | 4 | 4 | 100% | 4 | 100% | 4 | 100% | 0 | 0% | 0 | 0% |
| Total | 240 | 240 | 100% | 240 | 100% | 4 | 1.67% | 236 | 98.33% | 0 | 0% |

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

| Category | % of employees covered by | | | | | | | | | | |
|-------------------------------------|---------------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|--|
| | Total(A) | Health Insurance | | Accident Insurance | | Maternity benefits | | Paternity Benefits | | Day-care facilities | |
| | No. (B) | % (B/A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (E) | % (E/A) | No. (F) | % (F/A) | |
| Permanent workers | | | | | | | | | | | |
| Male | RVNL does not have any workers. | | | | | | | | | | |
| Female | RVNL does not have any workers. | | | | | | | | | | |
| Total | RVNL does not have any workers. | | | | | | | | | | |
| Other than Permanent workers | | | | | | | | | | | |
| Male | RVNL does not have any workers. | | | | | | | | | | |
| Female | RVNL does not have any workers. | | | | | | | | | | |
| Total | RVNL does not have any workers. | | | | | | | | | | |

2. Details of retirement benefits, for Current FY 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 | Nil | Yes | 100 | Nil | Yes |
| Gratuity | 100 | Nil | Yes | 100 | Nil | Yes |
| ESI | 0 | Nil | No | 0 | Nil | No |
| NPS | 100 | Nil | Yes | 100 | Nil | 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.

Yes, the premises of RVNL are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. RVNL guarantees that its office spaces are designed to be inclusive and accessible for employees and workers with disabilities, following the guidelines outlined in the Rights of Persons with Disabilities Act of 2016. The company prioritizes the creation of an environment that fosters accessibility, incorporating the following essential elements:

- Accessibility Ramps:** The office premises are equipped with ramps, allowing smooth movement for employees who utilize wheelchairs or other mobility aids.
- Lift Installations:** In order to ensure vertical accessibility, RVNL has implemented lifts that comply with accessibility standards. This enables employees and workers with limited mobility to effortlessly access different floors of the office building.
- Special Washrooms for the differently abled:** RVNL premises are equipped with accessible washrooms to cater to the needs of differently abled individuals.

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.

Yes. RVNL does have an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. RVNL's policy, aligning with NGRBC principles and BRSR, ensures legal compliance, defines corruption, and guides third party due diligence. It promotes training, reporting, penalties, monitored online, and overseen by the Board of Directors, who also manage a whistle-blower mechanism.

Web Link: https://rvnl.org/RVNL_cms/uploads/copolicy/Equal_Opportunity_Policy.pdf

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

| Gender | Permanent Employees | | Permanent Workers | |
|--------|---------------------|----------------|--------------------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100 | 100 | | |
| Female | 100 | 100 | RVNL does not have any workers | |
| Total | 100 | 100 | | |

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)

| Yes/No (If Yes, then give details of the mechanism in brief) | |
|--|--|
| Permanent Workers | RVNL does not have any workers |
| Other than Permanent Workers | RVNL does not have any workers |
| Permanent Employees | At RVNL, employees have diverse options for addressing grievances, including the E-sampark Portal, CPGRAMS, CVC platforms, and direct communication with departmental heads or HR. This inclusive approach extends to non-permanent employees as well. Grievances are documented through designated channels and evaluated by a dedicated committee, which conducts investigations when needed. Proposed solutions are shared transparently; ensuring employees are updated throughout the process. This underscores RVNL's commitment to a harmonious work environment achieved by promptly resolving grievances. |
| Other than Permanent Employees | |

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 (A) | No. of employees/workers in respective category, who are part of association(s) or Union (B) | % (B / A) |
| Total Permanent Employees | | | Not Applicable | | | |
| Male | | | | | | |
| Female | | | | | | |
| Total Permanent Workers | | | | | | |
| Male | | | | | | |
| Female | | | | | | |

8. Details of training given to employees and workers

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|------------------|------------|-----------------------------|---------|----------------------|---------|------------|-----------------------------|---------|----------------------|---------|
| | Total (A) | On health & safety measures | | On skill upgradation | | Total (D) | On health & safety measures | | On skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 413 | 5 | 1.21% | 80 | 19.37% | 465 | 1 | 0.22% | 71 | 15.27% |
| Female | 12 | 5 | 41.67% | 0 | 0.00% | 16 | 1 | 6.25% | 3 | 18.75% |
| Total | 425 | 10 | 2.35% | 80 | 18.82% | 481 | 2 | 0.42% | 74 | 15.38% |
| Workers | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Total | | | | | | | | | | |

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) |
| Employees | | | | | | |
| Male | 413 | 413 | 100% | 465 | 465 | 100% |
| Female | 12 | 12 | 100% | 16 | 16 | 100% |
| Total | 425 | 425 | 100% | 481 | 481 | 100% |
| Workers | | | | | | |
| Male | | | | | | |
| Female | | | | | | |
| Total | | | | | | |

RVNL does not have any workers

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, RVNL has adopted and implemented ISO 45001:2018 for ensuring occupational health and safety in the organisation. As of now, it has been implemented at four locations (Corporate office and three PIUs).

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

The company upholds ISO 45001 principles for work safety. Regular inspections, audits, and employee inputs drive hazard identification. Rigorous risk assessments evaluate hazard severity, exposure, and control effectiveness. Comprehensive documentation records hazards and controls. Employee involvement and pre-active hazard assessments ensure holistic safety.

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

Not Applicable

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

Yes, employees and workers of the entity have access to non-occupational medical and healthcare services. Our commitment to their well-being extends beyond the workplace, ensuring that they receive comprehensive healthcare support for their overall health and wellness. All medical bills are reimbursed when proof of expenditure is provided.

11. Details of safety related incidents

| Safety Incident/Number | Category | FY 2022-23 | FY 2021-22 |
|---|-----------|--------------------------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | NIL | NIL |
| | Workers | RVNL does not have any workers | |
| Total recordable work-related injuries | Employees | NIL | NIL |
| | Workers | RVNL does not have any workers | |
| No. of fatalities | Employees | NIL | NIL |
| | Workers | RVNL does not have any workers | |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | NIL | NIL |
| | Workers | RVNL does not have any workers | |

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

RVNL has taken comprehensive measures to guarantee a safe and healthy workplace. These include the installation of accessibility ramps, facilitating smooth movement for employees using mobility aids. Moreover, the implementation of accessible lifts ensures vertical movement, aiding those with limited mobility across different floors. Special washrooms cater to the needs of differently abled individuals. RVNL also adheres to ISO 45001 standards for occupational health and safety. These collective efforts demonstrate RVNL's commitment to creating an inclusive and secure work environment for all employees.

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 | 0 | 0 | | 0 | 0 | |
| Health & Safety | 0 | 0 | | 0 | 0 | |

14. Assessment for the year

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

| | |
|-----------------------------|------|
| Health and safety practices | 100% |
| Working Conditions | 100% |

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Our strong dedication to upholding safety standards and rigorous health and safety assessments have enabled us to prevent such incidents from occurring. Continuous evaluations of our practices and working conditions allow us to promptly address any potential risks or concerns, ensuring a secure and responsible work environment for our team.

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.

To identify its key stakeholders, RVNL employs a comprehensive process that includes a materiality assessment and peer analysis. The materiality assessment evaluates the impact and significance of both internal and external stakeholders on RVNL's operations and long-term sustainability, enabling the company to prioritize stakeholders based on their influence and dependence. RVNL also conducts peer analysis to gain insights into industry-specific stakeholders by studying similar entities in the field of railway and infrastructure. By combining the results of the materiality assessment and peer analysis, RVNL categorizes stakeholders according to their importance and influence. This process allows for effective engagement with key stakeholders, ensuring a thorough understanding of their needs and concerns and incorporating their feedback into the company's strategies and decision-making. RVNL further seeks input from stakeholders to gather their opinions on the company's vision, ESG practices, and business actions.

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---------------------------|--|---|--|---|
| Investor/Shareholder | No | 1. Annual general meetings 2. Website 3. Stock Exchange websites 4. Investor conferences 5. E-mails | Annual | Business Performance, Corporate Governance, Major work orders, etc. |
| Government/Regulator | No | 1. E-mails 2. Meetings | As and when required | Regulatory matters, Business activities |
| Employees | No | 1. Employee Portal 2. Meetings 3. E-mails 4. Notice Board 5. Website | Ongoing | Information, Events, Trainings, business activities |
| Vendors/Contractors | No | 1. E-mails 2. Calls 3. Website 4. Newspapers | Ongoing | Business activities |
| Societies and Communities | Yes | 1. E-mails 2. Calls 3. Meetings | As and when required | Audits, Feedbacks, Social Issues |

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

| 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) |
| Employees | | | | | | |
| Permanent | 185 | 10 | 5.41% | 193 | 0 | 0.00% |
| Other than permanent | 240 | 5 | 2.08% | 288 | 0 | 0.00% |
| Total Employees | 425 | 15 | 3.53% | 481 | 0 | 0.00% |
| Workers | | | | | | |
| Permanent | | | | | | |
| Other than permanent | | | | | | |
| Total Workers | | | | | | |

RVNL does not have any workers

2. Details of minimum wages paid to employees and workers

| Category | FY 2022-23 | | | | FY 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) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 177 | 0 | 0% | 177 | 100% | 185 | 0 | 0% | 185 | 100% |
| Female | 8 | 0 | 0% | 8 | 100% | 8 | 0 | 0% | 8 | 100% |
| Other than permanent | | | | | | | | | | |
| Male | 236 | 0 | 0% | 236 | 100% | 280 | 0 | 0% | 280 | 100% |
| Female | 4 | 0 | 0% | 4 | 100% | 8 | 0 | 0% | 8 | 100% |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Other than permanent | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |

RVNL does not have any workers

RVNL does not have any workers

3. Details of remuneration/salary/wages

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 4 | 8033202.00 | 1 | 6826722.00 |
| Key Managerial Personnel | 4 | 8033202.00 | 2 | 4370340.50 |
| Employees other than BoD and KMP | 409 | 2146066.00 | 10 | 128338.00 |
| Workers | NA | NA | NA | NA |

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)

Yes.

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

RVNL is steadfast in its commitment to upholding human rights principles and ensuring a safe and respectful environment for all stakeholders. We recognize the importance of addressing grievances related to human rights issues effectively. To this end, we have established a comprehensive framework that offers multiple avenues for stakeholders to voice their concerns. The CPGRAMS (Centralized Public Grievance Redress and Monitoring System) provides a streamlined platform for lodging complaints, ensuring transparency and prompt resolution. Additionally, our Sampark Portal serves as a user-friendly interface that facilitates direct communication and engagement, enabling stakeholders to share their feedback and grievances directly with us. For those who prefer traditional channels, we welcome direct letters, valuing the written word as an avenue for meaningful dialogue. Furthermore, we have instituted a Complaint Box mechanism, symbolizing our commitment to attentively receive and address concerns. Through these diverse channels, RVNL is dedicated to fostering an inclusive, open, and accountable environment that respects and safeguards human rights for all.

6. Number of Complaints on sexual harassment, discrimination, made by employees and workers

| | FY 2022-23 | | FY 2021-22 | | Remarks |
|-----------------------------------|-----------------------|---------------------------------------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Filed during the year | Pending resolution at the end of year | |
| Sexual Harassment | 0 | 0 | 0 | 0 | |
| Discrimination at workplace | 0 | 0 | 0 | 0 | |
| Child Labour | 0 | 0 | 0 | 0 | |
| Forced Labour/Involuntary Labour | 0 | 0 | 0 | 0 | |
| Wages | 0 | 0 | 0 | 0 | |
| Other human rights related issues | 0 | 0 | 0 | 0 | |

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

RVNL implements several key mechanisms to prevent adverse consequences in discrimination and harassment cases. First, maintaining confidentiality of complainants' identities safeguards them from retaliation and encourages reporting. Ensuring an impartial investigation, conducted by an unbiased party, guarantees fairness and credibility of findings. Providing robust support for complainants, including counselling and legal assistance, helps them navigate the investigative process. In cases of substantiated claims, RVNL takes corrective actions, such as disciplinary measures, compensation, or policy enhancements. These measures ensure equitable treatment of complaints. Additionally, RVNL has established a clear anti-harassment policy, delivers comprehensive training, and fosters a culture of respect to create a workplace where discrimination and harassment are not tolerated. By implementing these mechanisms, RVNL cultivates a safe and inclusive environment, promoting the fair investigation of grievances and safeguarding complainants from negative repercussions.

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

Yes, human rights requirements are an integral part of our business agreements and contracts. We are committed to adhering to the Factory Act and Indian Labour Codes, ensuring the well-being and rights of all individuals associated with our operations.

9. Assessments for the year

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child Labour | 100% |
| Forced/involuntary labour | 100% |
| Sexual harassment | 100% |
| Discrimination at workplace | 100% |
| Wages | 100% |
| 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.

Our commitment to upholding labour standards and continuous monitoring have enabled us to maintain compliance and ensure a safe and responsible work environment for our employees. Any issues as a result of the assessments would be addressed with utmost importance and relevant corrective actions will be taken as per our protocols.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity

| Parameter | FY 2022-23 | FY 2021-22 |
|---|------------------------|-----------------------|
| Total electricity consumption (A) | 5,345,115,324,000.00 | 4,655,438,124,000.00 |
| Total fuel consumption (B) | 112,284,854,899,403.00 | 63,273,380,129,951.10 |
| Energy consumption through other sources (C) | | |
| Total energy consumption (A+B+C) | 117,629,970,223,403.00 | 67,928,818,253,951.10 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 579.98 | 350.48 |
| 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.

No, the Company did not carry out independent assessment by an external agency

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

No, the Company does not have any site identified as DCs under PAT scheme.

3. Provide details of the following disclosures related to water

| Parameter | FY 2022-23 | FY 2021-22 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 0 | 0 |
| (iii) Third party water | 22207.20 | 18867.30 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 22207.20 | 18867.30 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | | |
| Total volume of water consumption (in kilolitres) | | |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.00000011 | 0.00000010 |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |

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

| Parameter | Please specify unit | FY 2022-23 | FY 2021-22 |
|-------------------------------------|---------------------|------------|------------|
| NOx | | | |
| Sox | | | |
| Particulate matter (PM) | | | |
| 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.

No, the Company did not carry out independent assessment by an external agency

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

| Parameter | Please specify unit | FY 2022-23 | FY 2021-22 |
|---|---------------------------------------|-------------|-------------|
| 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) | MT CO ₂ equivalent | 7,707.44 | 4,773.96 |
| 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) | MT CO ₂ equivalent | 1,061.60 | 924.62 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | MT CO ₂ equivalent /rupees | 0.000000043 | 0.000000029 |
| 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.

No, the Company did not carry out independent assessment by an external agency

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

No. RVNL does not have any projects as such.

8. Provide details related to waste management by the entity

| Parameter | FY 2022-23 | FY 2021-22 |
|--|-------------|-------------|
| Total Waste generated (in metric tons) | | |
| Plastic waste (A) | 0.08 | 0.11 |
| E-waste (B) | 0.22 | 0.62 |
| Bio-medical waste (C) | - | - |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | 0.13 | 0.29 |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) | - | - |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 1.03 | 1.12 |
| Total (A+ B + C + D + E + F + G + H) | 1.46 | 2.14 |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons) | | |
| Category of waste | | |
| (i) Recycled | - | - |
| (ii) Re-used | 1.85 | 1.33 |
| (iii) Other recovery operations (Take back) | 0 | 0 |
| Total | 1.85 | 1.33 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tons) | | |
| Category of waste | | |
| (i) Incineration | - | - |
| (ii) Landfilling | 1.85 | 1.33 |
| (iii) Other disposal operations | - | - |
| Total | 1.85 | 1.33 |

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

No, the Company did not carry out independent assessment by an external agency

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

RVNL implements a range of waste management practices to ensure effective disposal, environmental responsibility, and regulatory compliance. These practices include source segregation of waste, recycling and reuse initiatives. The company's dedication to sustainability and safety is evident in its core approach, which emphasizes ongoing enhancements and strict adherence to regulations.

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

| 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 |
|--------------------------------|--------------------|--|
|--------------------------------|--------------------|--|

As RVNL receives its clearances from the Ministry of Railways, the entity does not have operations or offices in ecologically sensitive areas that require separate environmental approvals or clearances.

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 Number | Date | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web link |
|-----------------------------------|-------------------------|------|---|--|-------------------|
|-----------------------------------|-------------------------|------|---|--|-------------------|

Not Applicable

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.

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

Not Applicable

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

Essential Indicators

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

1

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.

**Name of the trade and industry chambers/
Associations**

**Reach of trade and industry
chambers/ associations
(State/national)**

SCOPE

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.

Name of authority

Brief of the case

Corrective action taken

Nil

Principle 8: Businesses should promote inclusive growth and equitable

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 to RVNL | | | | | |

2. Provide information on project(s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by your entity

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

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

We welcome and take all concerns about our CSR initiatives seriously. Our CSR Department promptly acknowledges and investigates complaints, striving for swift resolution while also implementing preventive measures. We maintain open communication with complainants, valuing their feedback. Comprehensive records are kept for transparency and accountability. Our commitment is to uphold CSR principles and stakeholder satisfaction.

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

| Particulars | FY 2022-23 | FY 2021-22 |
|---|----------------|----------------|
| Directly sourced from MSMEs/small producers | 41.97% | 54.12% |
| Sourced directly from within the district and neighbouring district | Not Applicable | 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

As RVNL primarily serves the Indian Railways and does not directly cater to retail customers, it receives complaint through direct communication via mails and letters from the Ministry. Additionally, RVNL utilizes the CPGRAMS portal, which serves as an effective mechanism for receiving complaints. Through this portal, consumers can submit their grievances and feedback, allowing RVNL to promptly address and resolve any issues.

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 | Nil |
| Safe and responsible usage | Nil |
| Recycling and/or safe disposal | Nil |

3. Number of consumer complaints

| | 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 | 0 | | Nil | 0 | |
| Advertising | Nil | 0 | | Nil | 0 | |
| Cyber-security | Nil | 0 | | Nil | 0 | |
| Delivery of essential services | Nil | 0 | | Nil | 0 | |
| Restrictive Trade Practices | Nil | 0 | | Nil | 0 | |
| Unfair Trade Practices | Nil | 0 | | Nil | 0 | |
| Other | Nil | 0 | | Nil | 0 | |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil | NA |
| Forced recalls | Nil | NA |

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

Yes, RVNL has a policy on 'Cyber Security And Data Privacy'. It ensures safeguarding data integrity, availability, and confidentiality. It covers all stakeholders and emphasizes compliance with data protection regulations. RVNL commits to implementing measures for risk assessment, employee training, vendor compliance, incident reporting, and disaster recovery. With an accountable approach, the policy aligns with applicable legislation, promoting secure data handling and storage.

Web Link: https://rvnl.org/RVNL_cms/uploads/copolicy/Cyber_Security_and_Data_Privacy_Policy.pdf

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

Nil

Sd/-

(Pradeep Gaur)
Chairman & Managing Director

Date:12.08.2023
Place: New Delhi