

Ref: CS/SE/59AGM/377

01.09.2023

National Stock Exchange of India Ltd. Listing Compliance Department Exchange Plaza, Bandra - Kurla Complex, Bandra (East), MUMBAI - 400 051 Symbol: BEML	The BSE Limited Listing Compliance Department P.J. Towers, 26 th Floor, Dalal Street, MUMBAI - 400 001 Scrip Code: 500048
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Dear Sir / Madam,

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

In pursuance to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are hereby submitting the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23 in the format specified by Securities and Exchange Board of India.

Thanking you,
for BEML LIMITED

Jai Gopal Mahajan
Company Secretary & Compliance Officer

Encl: As above

ಪ್ರಧಾನಕಛೇರಿCorporate Office:

'ಬೆಮೆಲ್ಸೌಡ್', ೨೩/೧, ೪ನೇಮುಖ್ಯರಸ್ತೆ, ಸಂಪಂಗಿರಾಮನಗರ, ಬೆಂಗಳೂರು - ೫೬೦೦೨೭. ದೂರವಾಣಿ ಸಂಖ್ಯೆ : +೯೧೮೦೨೨೯೬೩೧೪೨೫

ಫ್ಯಾಕ್ಸ್ ಸಂಖ್ಯೆ : +೯೧೮೦೨೨೯೬೩೧೪೨೫

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e-mail:cs@beml.co.in @cmdbeml @BEMLHQ

CIN:L35202KA1964GOI001530, GST NO. 29AAACB8433D1ZU

www.bemlindia.in

Annexure-V

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L35202KA1964GOI001530
2.	Name of the Listed Entity	BEML Limited
3.	Year of incorporation	1964
4.	Registered office address	BEML Soudha, 23/1, 4th Main, S R Nagar, Bengaluru – 560027
5.	Corporate address	BEML Soudha, 23/1, 4th Main, S R Nagar, Bengaluru – 560027
6.	E-mail	cs@beml.co.in
7.	Telephone	080-22963211
8.	Website	www.bemlindia.in
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 41,64,45000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<p>1. Shri Amit Banerjee Designation - Chairman & Managing Director and Director (Rail & Metro) – Addl. Charge Telephone – 080-22963111 Email ID – coord@beml.co.in</p> <p>2. Shri Ajit Kumar Srivastav Designation – Director (Defence Business) Telephone – 080-22963114 Email ID – office.dd@beml.co.in</p> <p>3. Shri Jai Gopal Mahajan Designation – Chief General Manager (Finance) and Company Secretary Telephone – 080-22963177 Email ID – cs@beml.co.in</p>
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).	Standalone

II. Product/ Services

14. Details of business activities:

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Mining & Construction Products	Manufacturing, Supplying & after sales- service of Mining & Construction Products for Open Cast Mines, Construction segment and for exports requirements	50%
2.	Manufacturing of Rail & Metro Products	Manufacturing & Supplying Metro cars to Mumbai Metropolitan Regional Development Authority and Delhi Metro Rail Corporation and Maintenance Vehicles to Indian Railways	27%
3.	Manufacturing of Defence Products	Manufacturing, Supplying & after sales- service of High Mobility Vehicle for various applications, Recovery Vehicles, Aerospace components and Tank aggregates to Defence Services and other DPSUs/ Private players.	23%

15. Products/ Services sold by the entity:

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Dozers/ Dump Trucks/ Excavators/ Loaders/ Water Sprinklers	28243	50%
2.	Metro Cars/ Maintenance equipment	30202	27%
3.	High Mobility Vehicles, Armoured Recovery Vehicles, Aerospace components, Mine ploughs & Tank aggregates	30400	23%

III. Operations

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

Location	Number of Plants	Number of offices	Total
National	4	39	43
International	-	-	-

17. Markets served by the entity:

a. Number of Locations

Locations	Number
National (No. of States)	States - 28 Union Territory - 8
International (No. of Countries)	70

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

During the FY 2022-23, the contribution of exports (including deemed exports) as a percentage of the total turnover is 21.29%.

c. A brief on types of customers

As BEML Limited operates under three Business Verticals i.e., Defence & Aerospace, Mining & Construction and Rail & Metro, we supply our products for core sectors of economy. Our domestic customers include Ministry of Defence, Ministry of Railways, Coal India Limited, Defence Public Sector Units, Indian Space Research Organisation, Defence Research & Development Organisation, Metro Rail Corporations i.e. Delhi, Bengaluru, Kolkata, Mumbai, Jaipur, CPSEs and large private sector entities.

Also, our overseas customers typically are national governments, governmental instrumentalities and large private sector entities across the globe.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1826	1702	93.21%	124	6.79%
2.	Other than Permanent (E)	82	69	84.15%	13	15.85%
3.	Total employees (D + E)	1908	1771	92.82%	137	7.18%
WORKERS						
4.	Permanent (F)	3277	3184	97.16%	93	2.84%
5.	Other than Permanent (G)	12	12	100.00%	0	0.00%
6.	Total workers (F + G)	3289	3196	97.17%	93	2.83%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	31	28	90.32%	3	9.68%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	31	28	90.32%	3	9.68%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	80	75	93.75%	5	6.25%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	80	75	93.75%	5	6.25%

19. Participation/ Inclusion/ Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	0*	0*
Key Management Personnel	3	0	0

*Smt. Balmuri Vanitha ceased to be Woman Independent Director w.e.f. 21.01.2023.

20. Turnover rate for permanent employees and workers:

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.00%	4.03%	3.07%	2.51%	2.36%	2.50%	1.14%	0.00%	1.06%
Permanent Workers	0.13%	0.00%	0.12%	0.08%	2.04%	0.14%	0.10%	0.00%	0.10%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Vignyan Industries Limited	Subsidiary	96.56	No
2.	MAMC Industries Limited	Subsidiary	100	No
3.	BEML Midwest Limited	Joint Venture	45	No

VI. CSR Details

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

(ii) Turnover (in ₹) = 3839.19 Crores

(iii) Net worth (in ₹) = 2395.14 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (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	Yes https://pgportal.gov.in/	22	1	Through CPGRAM portal	91	1	Through CPGRAM portal
Investors (other than shareholders)	NA	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes https://www.bemlinda.in/investors/online-investor-complaints/	16	0	-	31	0	-
Employees and workers	Yes https://www.bemlinda.in/wp-content/uploads/2023/05/Whistle_Blower_Policy.pdf	Nil	Nil	-	Nil	Nil	-
Customers	Yes	1724	11	Complaints are being received through E-Mail and Telecom. Presently, Customer complain Mobile and Web app is under Development.	1810	17	Complaint are being received through E-Mail and Telecom.
Value Chain Partners	Yes https://www.bemlinda.in/suppliers	Nil	Nil	"Grievance redressal" chapter is available in company's Purchase Manual	Nil	Nil	"Grievance redressal" chapter is available in company's Purchase Manual
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

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.	Manufacturing of High-end Dump Trucks and Excavators for application at Mines	O	BEML Limited has designed & developed electrical excavator and electric drive dump trucks.	-	Positive
2.	Manufacturing of Construction equipment	O	BEML Limited is also supplying construction equipment with CEV Stage-IV emission compliant engines. Also, Dual Fuel (LNG + Diesel) is being introduced in one of our Dump Truck in association with M/s. GAIL and M/s. CIL. The Dump Truck will operate 30% on Dual Fuel and 70% on Diesel.	The Company is also developing emission compliant engines for Mining equipment.	Positive
3.	Retention of talent	R	Superannuation of skilled labour and attrition of specialized employees	The Company is providing training to its manpower on continuous basis. Also, the Company is adopting a flexible policy for engagement of people with required skill set on regular/ contractual/ project-based assignments on case-to-case basis.	Negative

Section B: General Disclosures

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
c. Web Link of the Policies, if available	https://alummi.bemlindia.in/writerreaddata/Downloads/20170807074332BEML_CoC.pdf	https://www.bemlindia.in/wp-content/uploads/2023/06/SD_Policy.pdf	https://www.bemlindia.in/wp-content/uploads/2023/05/Whistle_Blower_Policy.pdf	https://www.bemlindia.in/wp-content/uploads/2023/06/SD_Policy.pdf	https://www.bemlindia.in/wp-content/uploads/2023/05/Whistle_Blower_Policy.pdf	https://www.bemlindia.in/wp-content/uploads/2023/06/SD_Policy.pdf	https://www.bemlindia.in/wp-content/uploads/2023/06/SD_Policy.pdf	https://alummi.bemlindia.in/writerreaddata/Downloads/202105141405Corporate%20Social%20Responsibility%20(CSR)%20Policy.pdf	https://www.bemlindia.in/wp-content/uploads/2023/06/Cyber_Security_Policy.pdf
2. Whether the entity has translated the policy into procedures. (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 - 2015 ISO 14001 - 2015 BS OHSAS 18001 - 2017 AS9100C - For Aerospace & Space components/ aggregates								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	To become a "Green Company"								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Installed 23MW Wind Mill Power Plants and 250 KWp Roof Top Solar Power Plant for captive consumption. Further efforts are being made to minimize losses and improve efficiency of electrical appliances used. Promoting the solar energy for captive use.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The Company has sincere concerns regarding ESG and is making all efforts to mitigate ESG related challenges.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Amit Banerjee, Chairman & Managing Director Phone No: 080 -22963111 Email: coord@beml.co.in								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	Yes, Board of Directors collectively take decisions on sustainability related issues periodically. There is Corporate Social Responsibility and Sustainability Committee chaired by Independent Director which monitors all issues including ESG.								

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)								
	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	Relevant committee(s)									Regularly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board periodically reviews the compliance of all the principles and rectification on non-compliance (if any).									Periodically								
	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.	Yes, various regulatory bodies, auditors and agencies evaluate these policies from time to time. During FY 2022-23, all the policies related to ESG have been reviewed by M/s Care Edge.																	
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
The entity does not consider the Principles material to its business (Yes/No)	NA																	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA																	
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA																	
It is planned to be done in the next financial year (Yes/No)	NA																	
Any other reason (please specify)	NA																	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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	% of persons in respective category covered by the awareness programmes
Board of Directors	3	Principle 1	30%
Key Managerial Personnel	2	Principle 1	33%
Employees other than BoD and KMPs	130	Principle 1, 2, 3 & 8	39.78%
Workers	29	Principle 1, 2, 3 & 8	35.88%

In line with Clause 3.7 of the Guidelines on Corporate Governance for Central Public Sector Enterprises, 2010, issued by Government of India, Department of Public Enterprises (DPE) and requirement of regulation 25(7) of the SEBI (LODR) Regulations, 2015 with regard to training of Directors, the Company conducts Induction Training and familiarization programs for Executive/ Non-Executive Directors from time to time. The Board members are having wide experience in the field of business, industry, commerce and legislations. Their presence on the Board is advantageous in arriving at strategic decisions. The details of familiarization/ training programmes organized by the Company are available at web-link: - https://www.bemlindia.in/wp-content/uploads/2023/06/Training_ID.pdf

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

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	Nil	NA	NA
Settlement	NA	NA	Nil	NA	NA
Compounding Fee	NA	NA	Nil	NA	NA

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	NA	NA	Nil	NA	NA
Punishment	NA	NA	Nil	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.**

Not Applicable

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

The Company has Whistle Blower Policy and suitable provisions have been incorporated in BEML Conduct, Discipline and Appeal Rules, 2019 and the Company follows certified Standing Orders, 1969 to deal with corruption cases. The company has also adopted Integrity pact.
https://www.bemlindia.in/wp-content/uploads/2023/05/Whistle_Blower_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	NIL	NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remark	Number	Remark
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	Topics/ Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
16	Indigenization, alternate parts development, vendor registration etc.	100%

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. All the board members are required to provide the details of related entities to identify the related party transaction. Besides, they are required to disclose the conflict of interest, if any.

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

Essential Indicators

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

	Current Financial Year (2022-23)	Previous Financial Year (2021-22)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	3.20%	2.01%	The investment pertains to Land, for development of 18MW and 5 MW Wind Mill projects, which is reducing the carbon emission. In realizing the goal of "Go Green", the energy requirement of the company is being met through "Green Energy" resulting in mitigation of Carbon footprint.

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

The Company has put in place a well-devised procedure for sustainable sourcing. Company has a well-documented Purchase Manual. This Manual has been placed on the Company's website link

<https://alumni.bemlindia.in/writereaddata/Downloads/Purchase%20Manual%20-2022.pdf>

that helps in sourcing the input for operations and business activities in a steady, continuous, and sustainable manner. The Company has policies of long-term contracts and rate-contracts.

BEML Limited is marching in the direction of becoming a "Green Company" and contribute towards our Hon'ble Prime Minister National Green Energy Mission of increasing Renewable Energy Capacity to 175 GW to become World's clean energy capital.

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

During the year 2022-23, 91% of energy requirement of BEML Limited was met through "Green Energy" projects viz. 23MW Windmill Projects, 250KWp Solar Power etc., resulting in mitigation of around 24,823 tons of carbon.

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.

BEML Limited has well established mechanism to channelize for disposal of waste generated during the manufacturing of product/ equipment through authorized recyclers/ handlers to respective pollution control approved agencies. In addition, left out food waste used for generation of Biogas in the Biogas plant is in turn used for light cooking application. Further, the Company has coolant recycle plant used for subsiding the heat generated during the manufacturing process. Sewage treatment plants are also established for recycling the water which is being used for production purposes. All these facilities would contribute to about 5-10% of recycling of products and waste. e-waste Disposal across all complexes are being done from centralized location.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Not Applicable

Leadership Indicators

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

The Company have not carried out Life Cycle Perspective/Life Cycle Assessment for the products.

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.

Not applicable.

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

Company's manufacturing processes generate a fair amount of metal scrap, however various engineering measures are taken to minimize waste generation. Reusable material is also used in packaging manufactured goods. The value of such recycled/reused items is not being captured at the moment

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1702	Nil	Nil	1702	100%	NA	NA	NA	NA	NA	NA
Female	124	Nil	Nil	124	100%	124	100%	NA	NA	124	100%
Total	1826	Nil	Nil	1826	100%	124	6.79%	NA	NA	124	6.79%
Other than Permanent employees											
Male	69	69	100%	NA	NA	NA	NA	NA	NA	NA	NA
Female	13	13	100%	NA	NA	13	100%	NA	NA	13	100%
Total	82	82	100%	NA	NA	13	15.85%	NA	NA	13	15.85%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	3184	Nil	Nil	3184	100%	NA	NA	NA	NA	NA	NA
Female	93	Nil	Nil	93	100%	93	100%	NA	NA	NA	NA
Total	3277	Nil	Nil	3277	100%	93	2.84%	NA	NA	NA	NA
Other than Permanent workers											
Male	12	12	100%	NA	NA	NA	NA	NA	NA	NA	NA
Female	Nil	Nil	Nil	NA	NA	NA	NA	NA	NA	NA	NA
Total	12	12	100%	NA	NA	NA	NA	NA	NA	NA	NA

2. Details of retirement benefits

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%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	Nil	Nil	NA	Nil	Nil	NA
Others - BEML executive superannuation pension scheme	100%	Nil	Y	100%	Nil	Y

3. Accessibility of workplaces

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

Yes, the Company has provided accessible facility to differently abled employees and workers in the premises/ offices of the Company as per applicable Act.

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.

In reference to Rights of Persons with Disabilities Act, 2016, a committee has been formed by the company for the purpose, which have identified positions under Group 'A', Group 'B' & Group 'C' suitable for employing personnel with disability. Under the open recruitment's cycles, BEML offers opportunities to the personnel with disabilities to apply and get selected against such identified positions.

In terms of various provisions, the Company has ensured reservation of vacancies for the posts identified for each disability, carry forward of vacancies which could not be filled up due to non-availability of suitable persons with disability during the year.

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

The Company has no parental leave facility.

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.

The Company has Grievances redressal mechanism covered under the certified standing order GB No.278 dated 12-5-1976 by which a complaint affecting an Individual workman is considered in regard to payment of wages, overtime, leave, transfer, promotion, seniority, work assignment, working conditions, designation, non-extension of any welfare amenity or benefit due under the rules, but does not include representations concerning matters of policy and grievances arising out of punishments imposed in accordance with the Certified Standing Orders of the Company.

Further, the Officers can seek redressal of grievance arising out of the implementation of the policies/ rules or decisions of the Management. It includes matters relating to leave, increment, officiating/ acting arrangement, Seniority, Work assignment, non-extension of any welfare amenity or benefit due under the Company's rules, interpretation of service rules, etc., of an individual nature.

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

Category	FY 2022-23			FY 2021-22		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association (s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association (s) or Union (D)	% (D / C)
Total Permanent Employees	1826	1826	100%	1878	1878	100%
- Male	1702	1702	100%	1751	1751	100%
- Female	124	124	100%	127	127	100%
Total Permanent Workers	3277	3277	100%	3644	3644	100%
- Male	3184	3184	100%	3546	3546	100%
- Female	93	93	100%	98	98	100%

8. Details of training given to employees and workers:

Category	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)
Employees										
Male	974	44	4.52	931	95.59	2039	183	8.97	1856	91.03
Female	170	36	21.18	134	78.82	237	40	16.88	197	83.12
Total	1144	80	6.99	1065	93.09	2276	223	9.80	2053	90.20
Workers										
Male	934	74	7.92	860	92.08	1945	564	29.00	1381	71.00
Female	36	10	27.78	26	72.22	92	20	21.74	72	78.06
Total	970	84	8.66	886	91.34	2037	584	28.67	1453	71.33

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	800	294	36.75%	808	361	44.68%
Female	42	17	40.48%	52	21	40.38%
Total	842	311	36.94%	860	382	44.42%
Workers						
Male	553	553	100%	866	866	100%
Female	19	19	100%	23	23	100%
Total	572	572	100%	889	889	100%

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?

An occupational health and safety management system has been implemented by the Company which covers all employees and workers.

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

The Company identify department wise hazardous areas and non-hazardous areas. The instructions related to how to work/ operate in the such areas are informed/ displayed to the employees/ workers.

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

Yes

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

Yes, the Company provides non-occupational medical and healthcare services for all employees/ workers.

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	1.40	2.14
	Workers	0.06	0.92
Total recordable work-related injuries	Employees	1	3
	Workers	1	1
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company provides a healthy and safe environment to all employees and interested parties, comply with all applicable legal and regulatory requirements, conserve natural resources and initiate and achieve energy saving, minimize process waste, promote recovery, reuse and recycling of material and develop eco-friendly waste disposal practices, improve to minimize environmental health and safety hazards and hazardous process and train & build awareness among all employees on Employee Health and Safety (EHS) issues on a continuous basis.

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	NA
Working Conditions	NA

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

All possible safety measures have been taken as per the applicable Acts which are monitored by Safety officer and Safety Committee functioning at respective Complex/ Division.

Leadership Indicators

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

Yes, the Company has extended life insurance or compensatory package in the event of death of employees and workers.

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

The company ensures that statutory dues have been deducted and deposited in respect of contract labour.

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

	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	NA	NA
Workers	Nil	Nil	NA	NA

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

Yes, Management continuously provides training programs on skilling, re-skilling, up-skilling & refresher courses for all of its employees so as to improve their efficiency while on job and also make them employable after superannuation. Such employees are also engaged post-superannuation based on their area of proficiency as per the company's policies in this regard.

Management also provides training to the superannuating employees to enable them to plan their post superannuation life in a better manner such as on Financial Management and Health Management i.e. on Yoga, Meditation, how to prevent age related health issues, food habits etc.

5. 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	100% in respect of contract labour by Government Labour Department through the contractors
Working Conditions	

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

Applicable Health & Safety Measures have been taken for contract labourers.

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.

Based on the experience, the Company has mapped its internal and external stakeholders which includes (i) Government & Regulatory authorities. (ii) Customers (iii) Suppliers (iv) Investors (v) Employees (vi) Local Community and other stakeholders

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, News paper, 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	Annual General Meeting, email, social media, print media, press release	Annual, Quarterly, Regular	Understanding Shareholders expectations and Providing guidance on future prospects of the company
Investors	No	Investor/ Analyst Meet, email, Exhibitions, social media, print media, press release	Annual, Quarterly, Regular	Engagement with investors to brief on financial performance of the company and clarifying on their observations, providing guidance to the investors during the meeting
Customers	No	Personal Meetings and virtual communications, social media, email, website, SMS, Advertisement, Exhibitions, press release	Continuous	Understanding customer requirement and feedback and creating awareness about varied segments
Employees	No	Sampark/ BEML Connect Portal, Management Communication, Periodic employees meet, email, Video Conferences, one-on-one counselling, social media, press release, surveys	Continuous	Employee engagement, Performance Management, Career Management, Employee feedbacks, suggestions, reviews and grievance redressal
Vendor/ Contractor	No	Vendor Meet, email, calls, vendor events, social media, press release	Continuous	Vendor engagement, their feedback, suggestions, reviews and grievance redressal
Communities	Yes	CSR activities, social media, Site visits, press release	Continuous	Sustainable Development
Regulators	No	Written communication, Conferences, Seminars, Surveys, Website, social media	Continuous	Ensure Compliance and providing inputs for policy development to various authorities

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.**

Periodic Stakeholders' Relationship Committee meeting are being held and the same is being appraised to Board.

- 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.**

As per the inputs provided by stakeholders in meetings and various forums, policies are being framed and modified by the company.

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

No such concern has been received or observed during the year.

The CSR policy of BEML Limited covers CSR Projects/ Programmes preferably towards the benefit of marginalized, disadvantaged, poor and deprived sections of the community and the environment. Many projects related to infrastructure development, education and healthcare have been undertaken in remote areas mainly populated with disadvantaged groups. The Company has carried out baseline survey and need assessment around a few of its areas of operation to have greater insight into the needs of the community through structured interactions and feedbacks.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			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	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	Nil	Nil	Nil	Nil	Nil	Nil
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Workers	Nil	Nil	Nil	Nil	Nil	Nil

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

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	1826	0	0	1826	100	1877	0	0	1877	100
Male	1702	0	0	1702	100	1750	0	0	1750	100
Female	124	0	0	124	100	127	0	0	127	100
Other than permanent	82	0	0	82	100	36	0	0	36	100
Male	69	0	0	69	100	20	0	0	20	100
Female	13	0	0	13	100	16	0	0	16	100
Workers										
Permanent	3277	0	0	3277	100	3644	0	0	3644	100
Male	3184	0	0	3184	100	3546	0	0	3546	100
Female	93	0	0	93	100	98	0	0	98	100
Other than permanent	12	0	0	12	100	16	0	0	16	100
Male	12	0	0	12	100	16	0	0	16	100
Female	0	0	0	0	100	0	0	0	0	100

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	3	39,39,291	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil	Nil
Employees other than BoD and KMP	1,662	15,14,723	121	14,69,622
Workers	3,210	8,29,177	93	9,41,212

Note:

1. Data collated for those who were on regular roll for entire financial year 2022-23.
2. Annual gross salary has been considered.

3. 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, BEML has a Nodal Officer to address the human rights impacts or issues caused or contributed by the business raised through CPGRAMS Portal and other sources, which are addressed promptly and appropriately.

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

There are several committees constituted to redress the grievances of employees including the human rights issues. In BEML, we are following "Open Door Policy" i.e. an employee can register their grievances to the higher management if he/she do not want to register it with the respective committees or not satisfy with the decision of the respective committees.

5. 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
Sexual Harassment	Nil	Nil	NA	1	0	Nil
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

The Company has grievance redressal mechanism, compliant handling policy and whistle blower policy to protect the complainant. The whistle blower policy is available at https://www.bemlindia.in/wp-content/uploads/2023/05/Whistle_Blower_Policy.pdf

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

Yes, Human Rights requirements are part of the Business Agreements and Contracts. BEML has strict policy against Child Labor and Bonded Labor which is stipulated in the Tender Conditions and also ensures timely payment of wages to the employees and contractual engagements.

8. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The relevant authorities under Central Government Labour Acts inspects and monitors labour related compliances at Complex or Division.
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

9. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 8 above.

Not Applicable

Leadership Indicators

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

The Company has not received any human rights related grievance/ complaints. However, company is following proactive approach towards changing/ modifying the Business Processes, if required, to address any Human Rights related issues which comes to the notice of the management.

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

The Company is conducting periodical Audits and due-diligence to ensure the observance of Basic Human rights. An HR Audit was conducted around three years back to have an overall perspective of employees wellbeing and satisfaction.

3. Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Most of the contractual provisions facilitate assessment of value chain partners on these parameters. Further, Central Labour Department authorities are assessing these parameters of the contract labours through the contractor(s).
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.

There were no significant risks/ concerns arising from human rights assessment.

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

Essential Indicator

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

Parameter	FY 2022-23 (in MJ)	FY 2021-22 (in MJ)
Total electricity consumption (A)	5,05,90,853	5,87,20,494
Total fuel consumption (B)	60,35,578	66,94,435
Energy consumption through other sources (C)	5,02,20,000	4,93,20,000
Total energy consumption (A+B+C)	10,68,46,431	11,47,34,929
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (MJ / Rs.)	0.0028	0.0028
Energy intensity (MJ/ Rs. in Crores)	27830.46	27693.88

Note: No independent assessment/ evaluation/ assurance has been carried out 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.

The Company is not identified as designated consumer (DC).

3. Disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Ground water	2,12,430	2,06,600
(iii) Third party water	1,39,413	1,18,267
(iv) Seawater/ desalinated water	0	0
(v) Others	1,29,056	1,26,452
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,80,899	4,51,319
Total volume of water consumption (in kilolitres)	4,80,899	4,51,319
Water intensity per rupee of turnover (Water consumed/ turnover) (KL/ Rs.)	0.00001	0.00001
Water intensity (KL/ Rs. in Crores)	125.26	108.94

Note: No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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

The Company has installed 900 KLD (Kilo Litre Discharge Per Day) Sewage Treatment Plant (STP) for the treatment of waste water and 6 KLD Effluent Treatment Plant (ETP) for treatment of effluent. The treated water meets the requirement and reused for gardening.

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	µg/m ³	22.50	21.80
SOx	µg/m ³	16.98	15.40
Particulate matter (PM)	µg/m ³	71.54	70.56
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others – Carbon Monoxide	µg/m ³	0.24	0.25

Note: Yes, emission tests have been carried out by external agencies, namely M/s Hubert Enviro Care Systems Pvt Ltd, Chennai which is approved by MoEF&CC, M/s Madhav & Associates, Kolar who is one of the Karnataka Pollution Control Board authorized agency and M/s Standard Environmental & Analytical Laboratories, Cochin who is one of the Kerala Pollution Control Board authorized agency.

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

Parameter	Unit	FY 2022-23	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)	Metric tonnes of CO ₂ equivalent	26099	25968
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5305	5908
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT/ Rs.	0.0000008	0.0000008
Total Scope 1 and Scope 2 emissions per crore rupee of turnover	MT/ Rs. in Crores	8.18	7.69

Note: No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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

Yes, the Company had implemented the Energy Conservation Projects like replacement of conventional MHL/ CFL fittings with LED lights, replacement of obsolete split ACs with energy efficient inverter ACs, installation of Solar water heaters, usage of energy efficient equipments like inverter-based Welding machines, VFD based welding manipulators, Solar Power plant etc. Further, Energy Efficiency and Energy Conservation measures have been implemented like IE3

Rating motors with VFD and BEEE 5 Star rating appliances are being used. The Company also has 5 MW wind energy plant at GADAG and 18 MW wind energy plant at Bagalkote/ Koppal.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	7.78	13.56
E-waste (B)	9.98	2.45
Bio-medical waste (C)	1.70	1.17
Construction and demolition waste (D)	20.00	20.00
Battery waste (E)	16.83	9.98
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	149.54	61.21
Used Oil	60.23	17.23
Used Coolant Oil	6.31	0.00
Waste Cutting Oil	15.31	0.00
Empty Barrels	21.22	2.42
PVC Copper wire end bits	27.62	32.44
Misc. Others	18.85	9.12
Other Non-hazardous waste generated (H). Please specify, if any.	4400.31	3998.14
Metal Scrap	3034.08	2946.45
Wooden Scrap	1095.61	472.16
Rubber Waste	50.00	50.00
Casting Scrap	80.00	120.00
Forging Scrap	28.00	20.00
Misc. Others	112.62	389.53
Total (A+B + C + D + E + F + G + H)	4606.14	4106.51
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Land filling	Nil	Nil
(iii) Other disposal operations	12.52	47.42
Total	12.52	47.42

Note: No independent assessment/ evaluation/ assurance has been carried out 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.

The Company is certified for ISO 14001:2015 Environment Management System. The Company stores the Hazardous wastes in separate hazardous waste storage area. Used oil and other liquid hazardous waste are stored with secondary containment. These wastes are disposed through authorized waste handlers through proper documentation. Wet waste is converted into composites. The non-hazardous wastes such as metal scraps, damaged packing woods etc. are sold through MSTC as per the guidelines. Sludge from STP is used for gardening purpose.

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.

Not Applicable

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

During the year, no environmental impact assessment was undertaken by the Company.

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

The Company is compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder. Therefore, there is no such non-compliances during the year.

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 (in MJ)	FY 2021-22 (in MJ)
From renewable sources		
Total electricity consumption (A)	5,61,66,061	5,51,26,548
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	5,61,66,061	5,51,26,548
From non-renewable sources		
Total electricity consumption (D)	2,51,09,157	2,77,13,946
Total fuel consumption (E)	57,43,413	61,65,235
Energy consumption through other sources (F)	1,98,27,800	2,57,29,200
Total energy consumed from non-renewable sources (D+E+F)	5,06,80,370	5,96,08,381

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	24090	26280
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	259554	238109
Total water discharged (in kilolitres)	283644	264389

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

None of the plant of the Company is situated under water stressed area.

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

- (i) **Name of the area** – Not Applicable
- (ii) **Nature of operations** – Not Applicable
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	NA	NA

Note: Any independent assessment/ evaluation/assurance is not applicable in this regard.

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 ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover		NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Any independent assessment/ evaluation/assurance is not applicable in this regard.

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

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Rain Water harvesting	Check dams in township & Roof top Rain water harvesting inside the factory	Ground Water table is improved.
2.	Go Green	Planted 12,000 saplings in the last 5 years in township & factory	Air pollution controlled.

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

The Company is having Onsite Emergency/ Emergency Preparedness Plan as per ISO 14001: 2015 and ISO 45001:2018. The main objective of the same is:

- To overcome any emergency in its initial stage and to handle disaster in most effective manner.
- To maintain essential supplies at the time of natural calamities and/or public disturbances.
- To protect the environment.
- To eliminate any chance of loss to human life.
- To minimize damage of property in the plant and surrounding areas.
- To preserve the evidence for use in the subsequent enquiries by the Regulatory Authorities.
- To bring down the number of near-miss accidents to a minimum.

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.

The Company has association with 25 trade and industry chambers and associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	CII - Confederation of Indian Industry	National
2.	FICCI - Federation of Indian Chambers of Commerce and Industry	National
3.	FIEO - Federation of Indian Export Organisation, New Delhi	National
4.	SCOPE - Standing Conference of Public Enterprises, New Delhi	National
5.	EEPC - Engineering Export Promotion Council, Kolkata	National
6.	SODET - Society of Defence Technologists	National
7.	NIPM - National Institute of Personnel Management	National
8.	ICEMA - Indian Construction Equipment Manufacturers' Association, New Delhi	National
9.	FKCCI - Federation of Karnataka Chamber of Commerce & Industries, Bangalore	State
10.	PMA - Palakkad Management Association, Palakkad	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.

There has been no anti-competitive conduct by the company and there are no adverse orders received from any regulator.

Leadership Indicators

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

BEML Limited actively advocates and participates in activities for advancement of public good as a stakeholder of FICCI - Capital Goods Sector, CCI – PSE Council, SODET on policies related to Capital Goods Industry, Economic Reforms, Sustainable Business Principles (Sustainable Supply Chain Management) and Defence Procurement Policy. When opinions are sought on subjects like Securities Law and Corporate Laws, the Company also contributes through the Confederation of Indian Industry, FICCI and SCOPE.

Also, whenever policy guidelines are issued, suggestions are being provided. In addition, seminars/workshops are also attended for facilitating our view on the policies.

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
NIL					

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

Currently, there are no projects for which Rehabilitation and resettlement (R&R) may be required. However, in the past, Rehabilitation and Resettlement (R&R) has been ensured to the land losers whose land was required for set-up of manufacturing plants.

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

BEML has Grievance Redressal Mechanism to address both for its Internal and External stakeholder. The Grievances are addressed by the respective Nodal Officer nominated in the respective Complex/ Division as per the timeline specified in the policy. Apart from this, the grievances received from CPGRAM, Vigilance Portal are also being addressed well within the specified time.

- 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	32%	32%
Sourced directly from within the district and neighbouring districts	32%	32%

**BEML has Divisions/ regional offices PAN India. Hence, overall procurement will be reflected in System and report.*

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	NA

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

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Odisha	Nabaguba Village, Phulbani (Kandhama)	1,00,000

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

Yes

b. From which marginalized/ vulnerable groups do you procure?

MSE (Micro and Small Enterprises)

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

MSE (Micro and Small Enterprise) procurement constitute 32% by value.

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:

The Company has owned or acquired NIL intellectual properties based on traditional knowledge.

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Providing Education to local population at KGF	1897	100%
2.	Mobile medical camp at KGF	2487	100%
3.	Contribution to Armed Forces Flag Day Fund	50	100%
4.	Providing Mid-day meals to the Specially Challenged and Elders of the orphanage	110	100%
5.	"Pavi" distribution of Solar LED Tube Lights	188	100%
6.	To promote Health, welfare, and all round development of orphan and poor children and youth-enhancing employability through vocational and skill development training	36	100%
7.	Eradication of Hunger-Mid day Meal Scheme - Donation towards distribution of vehicles	7500	100%
8.	Better Health Status of women & children through women Health care Centre	700	100%

Note: Projects are undertaken to be sustainable in the long run for the local communities.

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.

At present, in BEML, customer complaint and feedbacks are received through, emails, letters, phone calls and service reports. The service teams of BEML Metro are located in the respective customer depots. They receive the customer complaints in the form of EIR (Engineering Incident Report) or Inspection Notes or RSOI (Rolling Stock Open Issues) or written Letters. Subsequently BEML service team study the complaints and proposes solutions in the form of CAR (Corrective Action Report) or HECP (Hardware Engineering Change Proposal) or SECP (Software Engineering Change Proposal) or FMI (Field Modification Instruction). Upon Customer approval, the corrective actions accordingly is implemented so that the complaints are resolved.

Further, the equipments from BEML are in service of Indian Armed Forces across various units in India and Overseas. BEML has a wide network of 12 Regional and 14 District Offices spread across the country. They report the complaints to the nearby BEML offices who initiate action for redressal of the complaints. The complaints are also investigated as per extant rules and regulation of Armed Forces and necessary corrective and preventive actions are implemented.

BEML also engages with the customers through various interaction forums to keep them abreast with the best practices for upkeep of the products and upcoming technologies.

BEML is a customer driven company and each & every product of Defence vertical is tailor made for the project requirements.

Further, BEML customer complaint handling system has been developed and the same will be launched soon. After the launch, customers will be able to raise complaint and provide feedback through mobile app and website.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints

During the FY 2022-23, total no. of 1724 complaints were received from consumers against 1810 complaints received during FY 2021-22.

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	215	Improper functioning of inbuilt control valve in steering booster after exploitation of equipment by the user.

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

The Company has Policy on cyber Security which is available at weblink: https://www.bemlindia.in/wp-content/uploads/2023/06/Cyber_Security_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.

The Company is replacing the affected lot of Steering Boosters in batches. Further, Indigenisation of steering boosters with alternate vendor is underway with necessary process improvement.

Leadership Indicators

1. Channels/ platforms where information on products and services of the entity can be accessed.

The information on the products of three business verticals of BEML i.e., Rail & Metro, Mining & Construction, Defence and Aerospace are available at Company's website at www.bemlindia.in. The Company's product portfolio is prominently displayed on BEML website which is intuitively designed for easier customer navigation experience. The website also has a chat window, through which prospective customer reaches the concerned marketing chief and carry forward the discussion.

Further, BEML is participating in various mining and construction equipment exhibitions like Excon, IME, IMME and also doing Advertisement and publication of articles in various mining and construction related magazines. Further the latest updates on products are shared on social media vide platforms of Twitter and Facebook.

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

BEML consistently engages with the customers for keeping them updated on best operational practices. BEML invites the customer to its plant and trains them on safe and responsible operational aspects. The similar activities are also conducted at customer premises and other formations. As part of contract obligations, BEML impart training to customer's operating personnel and maintenance personnel. Further BEML also supply detailed operation and maintenance manuals in sufficient numbers so that the customers are equipped with trouble shooting capabilities. The manuals also consist of preventive maintenance schedules for safe and reliable product operation.

BEML is providing trainings to Customer Operators on Simulator Platform. Equipment are supplied with Operating and Maintenance manual about safe and responsible usage of products. Time to time service bulletins/ Newsletters are being issued to educate Customers on the latest developments and updates on the equipment.

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

Customers are informed about disruption/discontinuation of services through emails, letters,

and service bulletins. The effective contract management of BEML ensures that customers are informed regarding the status of supplies and issues of obsolescence if any. As BEML products have very high level of indigenisation backed by its robust supply chain and vendor ecosystem; the concerns of disruption and discontinuation are handled well in advance and customer is given sufficient opportunity for end of life procurements.

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)

Yes, product information is displayed on the product as per local laws. e.g., on BEML Dumpers 'Not Meant for Plying on Public Roads' is displayed, suitable reflectors stickers and caution sticker are put. This information is discussed with customer and are placed suitably. The Products are supplied with feedback form designed by quality and customer inspection to seek valuable feedback from customer which are processed as per extant rules. BEML carries out consumer satisfaction survey for product and services periodically. Further, BEML is governed by Contractual obligations after the completion of which Customer issues the Performance Certificate.

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

For and on behalf of the Board of Directors

Bengaluru
14.07.2023

Sd/-
Amit Banerjee
Chairman & Managing Director