



NESCO LIMITED
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September 29, 2023

BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street Mumbai 400 023

Scrip Code: 505355

Dear Sir/Madam,

Sub.: Uploading BRSR in PDF mode

With reference to your mail dated September 29, 2023, please find the BRSR in pdf mode uploaded in the specific path as mentioned in your above mail. The BRSR is already uploaded in the XBRL mode.

Please note the BRSR forms part of the annual report 2023.

Please take note of the above.

Thanks and Regards
For Nesco Limited

Dipesh R. Singhania
Chief Financial Officer

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L17100MH1946PLC004886
2.	Name of the Listed Entity	Nesco Limited
3.	Year of Incorporation	1946
4.	Registered office address	Nesco Center, Western Express Highway, Goregaon East, Mumbai – 400 063.
5.	Corporate address	Nesco Center, Western Express Highway, Goregaon East, Mumbai – 400 063.
6.	E-mail	companysecretary@nesco.in
7.	Telephone	+91 022 66450123
8.	Website	www.nesco.in
9.	Financial Year for which reporting is being done	01 April 2022 to 31 March 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and the National Stock Exchange Limited
11.	Paid-up Capital	₹ 1,409.20 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Jinal J. Shah Email: companysecretary@nesco.in Mobile: +91 9137500282
13.	Reporting Boundary	Consolidated Basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Realty - IT Park	To build private IT park and to provide space on license basis	48.44%
2	Bombay Exhibition Center (BEC)	To provide space to trade fairs, exhibitions, conventions and conferences	25.58%
3	Indabrator	Manufacture of machinery, equipment and capital goods in the surface preparation and allied segments	7.64%
4	Nesco Foods	To carry on the business of Kitchens, Food Courts, Food Kiosks, Mass Catering, etc.	7.98%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Office Buildings	99531223	48.44%
2	Exhibition halls	99531222	25.58%
3	Other food products n. e. c.	99611299	7.98%
4	Machinery for metallurgy and parts thereof	99611881	7.64%
5	Other special-purpose machinery n.e.c.	99611889	

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	4*	6
International	0	0	0

* We have not considered offices at plant locations separately.

17. Markets served by the entity:

Our Nesco IT Park, Foods & Restaurant Operations, Exhibitions and Events businesses are run out of our Goregaon, Mumbai premises and customers are Pan India and Global. However, the service delivery is in Mumbai. Indabrator sells machinery to customers across India and Internationally.

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	3*

*In the last 5 years our Indabrator business has exported machines to the UAE, Bangladesh and Zambia. This is our only exports business.

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

The total contribution of exports to the total turnover is 0.12% i.e. ₹ 67.23 lakhs

c. A brief on types of customers

We have distinct customer categories depending on the nature of the business. Nesco IT Park includes occupiers who lease office space from us. The occupiers include services firms, IT/ITES and BFSI companies amongst others. For Bombay Exhibition Center and Events, the customers include Corporates, exhibition organisers, and individuals/ families who wish to conduct their social events at our banquet halls or other facilities and we also organize our own events. For Nesco Foods, the customers include consumers at the food courts and exhibition halls during events. We also lease space for restaurants and food court operations.

For Indabrator, we provide specialised capital goods machinery including Tumblast Shot Blasting Machines, Jet III Types Dust Collectors, Leaf Coil Spring Peening Machines and similar industrial products. We meet the demands of various industry verticals in Indian and International markets, which primarily includes Foundry, Indian Railway, Automotive, Defence, Shipbuilding, Chemical and numerous other industries.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Nesco Ltd (Excl. Indabrator)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	87	65	75	22	25
2.	Other than Permanent (E)	15	12	80	3	20
3.	Total employees (D + E)	102	77	75	25	25
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	96	78	81	18	19
6.	Total workers (F + G)	96	78	81	18	19

Note: All Workers at Nesco Ltd (Excl Indabrator) are non-permanent

Indabrator:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	81	81	100	-	-
2.	Other than Permanent (E)	5	5	100	-	-
3.	Total employees (D + E)	86	86	100	-	-
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

Note: All workers are day workers at Indabrator

b. Differently abled Employees and workers:

Nesco Ltd does not currently have any differently-abled employees or workers, though we encourage a diverse and inclusive workplace.

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	6	2	33.33
Key Management Personnel	2	1	50

* Mr. Krishna S. Patel being Chairman and Managing Director, is included in the Board of Directors and hence excluded from Key Managerial Personnel.

*Mr. Manu M. Parpia, Independent Director ceased to be an Independent Director on account of expiry of his term on 09 May 2022.

20. Turnover rate (%) for permanent employees and workers

Nesco Ltd (Excl. Indabrator)

Particulars	Current Financial Year 2022-23			Previous Financial Year 2021-22			Prior to the Previous Financial Year 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2	22	1	2	20	1	2	19	2
Permanent Workers	-	-	-	-	-	-	-	-	-

Indabrator

Particulars	Current Financial Year 2022-23			Previous Financial Year 2021-22			Prior to the Previous Financial Year 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1	-	1	1	-	1	1	-	1
Permanent Workers	-	-	-	-	-	-	-	-	-

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	Nesco Foundation for Innovation and Development	Wholly Owned Subsidiary	100	Yes

*NHPL, a wholly owned subsidiary of Nesco Limited went under voluntary liquidation during the financial year 2021-22. Hence not considered above.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
(ii) Turnover (in ₹): 60,925.69 lakhs
(iii) Net worth (in ₹): 1,96,459 lakhs

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 the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	Financial Year 2022-23 (Current Financial Year)			Financial Year 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and Workers	Yes	-	-		-	-	
Customers	Yes	139	5	Pending as on 31 March 2023	160	5	Pending as on 31 March 2022
Government Entities and Regulatory Bodies	Yes	-	-		-	-	
Investors	Yes	-	-		-	-	
Shareholders	Yes	6	-		5	-	
Communities	No	-	-		-	-	

The Complaints under the Shareholders Category includes complaints raised across all sources including NSE/BSE mechanisms, Scores, ROC, RTA and direct complaint via email. Our grievance management mechanism is shared with our stakeholders and we will be formalizing a policy and mechanism which will be published on the website after approval by the Board.

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

We have undertaken a detailed materiality exercise on ESG parameters in the reporting year which has been guided by ESG experts. The process involved peer benchmarking, interaction with stakeholder representatives within the management, executive leadership and business unit heads. Indicated below are material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to our businesses. This includes all of Nesco's businesses including Indabrator.

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
1	Energy and GHG Emissions	Risk and Opportunity	<p>(Risk): Climate Impacts are affecting society and businesses and as a Responsible Corporate Citizen, we are taking actions to minimize our impacts.</p> <p>(Opportunity): Green Buildings and low GHG emissions are important criteria for current and potential occupiers. Additionally, there would be a need to adapt to climate change. Focus on GHG Emission reduction here will enable a more resilient business.</p>	We have started our GHG accounting (as discussed in Principle 6, Q 6) and some of our sustainability initiatives to reduce GHG emissions (Principle 6, Q7). We are also embarking on a green education initiative in collaboration with our occupiers	Positive: Proactive action will positively influence our brand, and occupancy rates, and improve customer attraction as well as lease renewals. Additionally, resource efficiency will improve our margins.

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
2	Waste and Water Management	Risk and Opportunity	<p>(Risk): Waste and Water Management helps address resource efficiency, ensure responsible disposal as well as address the challenge of water scarcity. There is a need to go beyond the regulatory risk of non-compliance. Not following the compliance norms related to water/waste can impact occupier sentiment as well as approvals for future projects.</p> <p>(Opportunity): We have identified opportunities to reduce waste, and water consumption and leverage recycling/reuse of both which will have a positive business outcome.</p>	<p>Our approach to Waste Management has been discussed in detail in Principle 6, Q9. Our approach to effective water management has been briefly discussed in Principle 6 Q3 and Q4</p> <p>Additional Capex is planned for Organic Waste Composting to generate manure which also helps in our green cover and biodiversity.</p>	Positive - Reduced environmental Impact, reduced cost of operations and maintenance for us and the occupiers, addresses the risk of penalties and impact on brand reputation
3	Health Safety & Well-being	Risk	Health and Safety for our employees, workers, contractual workforce, as well as those of our occupiers, are crucial for us	Our Health and Safety Risk Management Processes are discussed in Principle 3, Q10 to Q15	Negative - Health and Safety incidents would affect employee/worker morale and impact our reputation
4	Human Capital Management	Opportunity and Risk	<p>(Risk) - A significant quantum of labour for our businesses is provided by contractual labour on our premises and we need to ensure compliance as well as appropriate safety.</p> <p>Opportunity -Well-managed, diverse employees and workers who are appropriately compensated, engaged and provided opportunities for career growth ensure a productive and resilient workforce</p>	The benefits, training, career development retention, safety and other aspects of human capital management are discussed in Principle 3	Positive - We have robust processes for our employees and workers and are further strengthening our governance mechanisms for contractual workers to ensure that we get positive outcomes
5	Customer Centricity, Operational Excellence & Innovation	Opportunity	Opportunity - We are improving our systems and governance mechanisms to further improve customer satisfaction across our businesses. Besides improving our operational agility to improve service levels and improve profitability we also see an opportunity in leveraging digital technologies.		Positive: Operational efficiency will improve our bottom-line while customer centricity would enable resilient top line and improve reputation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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	No#	Yes	Yes									
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No#	Yes	Yes									
c. Web Link of the Policies, if available	All external policies are available on the link https://www.nesco.in/corporate-governance The internal policies are provided to the employees of the company.																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, wherever relevant, policies have defined procedures for stakeholders to respond to situations defined in the policies.																	
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Our practices ensure that our value chain partners are aware of our policies. We are in the process of evaluating and formalizing specific features we want to extend to our suppliers, vendors and customers and on their inclusion in our contracts																	
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.	<ul style="list-style-type: none"> Platinum LEED Certification at all IT Park Buildings covers Principles 2,3,6 and 9 ISO 9001:2015 at Indabrador Division, plants at Vishnoli and Karamsad covers Principle 2 and 9 ISO 14001:2015 and ISO 45001:2018 that covers Principle 2, Principle 3 and Principle 6 at Vishnoli Plant 																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None. We will be defining KPIs and setting goals over Financial Year 2024 and Financial Year 2025 and will be communicating them in due course																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable in Financial Year 2023																	
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)	The statement from the director is included in the Chairman's Message which forms part of this Annual Report																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The executive leadership is responsible for the implementation while the Board of Directors and Board Committees are responsible for oversight.																	
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.	The Chairman and Managing Director is the Director responsible for decision-making on ESG and Sustainability issues. These have also been discussed in the Risk Management Committee of the Board during the reporting year. We are in the process of including ESG parameters in the scope of oversight by Board Level Committees by Financial Year 2023-24																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action*	Yes									Annual								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances**	Yes									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 the name of the agency.***	P1	P2	P3	P4	P5	P6	P7	P8	P9	N	Y	Y	N	N	Y	N	N	Y

Notes:

In general, Nesco does not participate in influencing public policy directly or indirectly. Therefore Principle 7 does not apply to the Company. However, the executive leadership shall evaluate the importance of this aspect during its periodic materiality assessment. At a suitable time, if it becomes relevant, we shall formulate a policy.

*The Leadership including the Chairman and Managing Director reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and any policy or procedure adjustments needed are identified. If any amendments are needed, these are made and shared with the Board for approval.

**The Company complies with all legal responsibilities that are relevant to the principles, and in case of any non-compliances, the Chairman and Managing Director being responsible, ensures prompt action to rectify any issues.

***Our certifications on quality, health and safety (IS) 9001, 14001 and 45001 by URS India and Green Building (Indian Green Buildings Council IGBC) have been assessed by the certifying body. We have identified the key policies that are most important for us from a compliance and materiality perspective and will consider undertaking an assessment in Financial Year 2024.

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 No. of training & awareness prog. Held	Topics/principles covered under the training and its impact	% age coverage by awareness programmes
Board of Directors	1	Principle 9	100
Key Managerial Personnel	2	All Principles	100
Employees other than BoD and KMPs	7	Top Management – All principles Other Employees - Principles 1 and 3	80
Workmen	3	Principle 3	80

Note: The Board Familiarization Training covers key business aspects from a customer perspective and hence are around aspects of Principle 9. Trainings on Principle 3 are health and safety related as well as for skills upgradation while on Principle 1 are related to POSH. KMP and leadership have attended ESG, stakeholder prioritization, materiality and BRSR workshops. There are regular on-the-job awareness and training sessions done regularly for 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

There were no monetary (Penalty/Fine, Settlement or Compounding fee) or non-monetary (Imprisonment or Punishment) proceedings against any of the NGRBC Principles for Nesco Ltd, its Directors or KMP's in the reporting period with any regulators, law enforcement agencies or judicial institutions.

3. 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.

At Nesco Ltd, matters related to anti-bribery and anti-corruption form a part of the Code of Conduct for the Board and all Company Management levels. We are in the process of extending this to all our employees. Any incidents related to corruption/bribery can be brought to the attention of the Executive Leadership and action are taken as defined in the Whistle Blower Policy. The link for the abovementioned policy is <https://www.nesco.in/WhistleBlowerPolicy.pdf>

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

There were no instances of disciplinary action against any of our Directors, KMPs, Employees or workers in financial year 2023 or financial year 2022.

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

There were no instances of complaints with regard to conflict of interest against any of our Directors, or KMPs financial year 2023 or financial year 2022.

6. 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 - there have been no instances of fines, penalties or disciplinary actions against any of our directors, KMP, employees or workers for cases related to conflict or interest or Anti- Bribery and Anti-corruption.

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.

At Nesco we are committed to driving efficiency and quality, and minimizing the environmental and social impacts of our activities. All our businesses excluding Indabrator are services businesses and so R&D expenditure are currently not applicable. In the Indabrator Business, we provide machinery that is customized to customer requirements leaving little need for product specific R&D. The capital expenditure incurred along with details of improvements in terms of minimizing environmental or social impacts are listed below:

Particulars	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Nil
Capex	-	-	Improved Waste and Water Management, reduced air pollution, better energy and workforce efficiency, improvement in working conditions, green cover and health and safety for workers and occupiers.

Note: We continue to invest in capital expenditure to improve the environmental and social impacts of our business operations. The areas detailed above are aligned with our material topics. The nature of the commercial contracts and our current financial accounting systems do not allow an accurate numerical calculation of the percentage figure.

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

Nesco's sourcing practices and procedures adhere to sustainable sourcing principles. We are in the process of developing a more formal sustainable sourcing policy and framework for our key vendors and suppliers. Most of our suppliers and vendors are in reasonable proximity to our operating locations across Business Units and all our Business Units support local suppliers and disadvantaged communities.

Our IT Park Business chooses suppliers and vendors (producers, traders, manufacturers, retailers, or service providers) that meet a wide range of sustainability metrics such as respecting basic human rights, worker Health and Safety, land use planning, and others. Our IT Towers are LEED-certified buildings and as such during the construction of additional facilities, we use sustainable materials and buy from vendors by considering the environmental impacts of production, community relations, etc.

At Indabrator, input materials and components are sourced from certified partners who are compliant with standards such as ISO 14001, OHSAS 18001, etc.

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

Nearly 99% of materials for facilities management and for the manufacturing division are sourced locally which helps reduce the emissions from the inbound transportation of input materials. We estimate that at least 50% of our procurement spend is as per environmental and social parameters beyond localisation parameters. We are currently evaluating our spend categories as well as key suppliers and will be improving the structuring of our reporting to provide more details by financial year 2025.

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.

Nesco IT Parks, Foods, Events and Exhibitions are service businesses and the end-of-life stage of products does not apply to us. The mechanisms that we use to manage and dispose of all the waste (including recycling and disposal) that is generated as part of our operation, have been mentioned in Principle 6 Q.8. At Indabrador, we produce machinery and capital goods, which have a life expectancy of more than 10 years and our customers refurbish the machinery to extend its life and are eventually scrapped by our customers.

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

No, EPR does not apply for any of Nesco Ltd's businesses.

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:

Categories	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
I. Permanent											
a. Male	146	146	100	146	100	146	100	146	100	146	100
b. Female	22	22	100	22	100	22	100	-	NA	22	100
c. Total	168	168	100	168	100	168	100	146	100	168	100
II. Other than Permanent											
a. Male	17	17	100	17	100	17	100	17	100	17	100
b. Female	3	3	100	3	100	3	100	-	NA	3	100
c. Total	20	20	100	20	100	20	100	17	100	20	100

Note : Daycare facilities and maternity/paternity benefits (health insurance cover for hospitalization of the mother including spouse of the employee covered as well as paid leave benefits as per Maternity Act.), health/accident insurance are applicable to all permanent and non-permanent employees across all Nesco Ltd businesses.

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

Workers are covered by workman compensation [Indabrador] and ESI [Mumbai location]. In Mumbai there are employees whose compensation level is above the ESIC coverage are being covered as per the organizations insurance policy.

2. Details of retirement benefits, for current Financial Year and previous Financial Year.

Benefits	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	No. of emps covered as a % of total emp.	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of emps covered as a % of total emp.	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	87	100	Y	85	85	Y
Gratuity	100	100	N*	100	100	N*
ESI	-	65	Y	-	60	Y
Others	-	-	N.A	-	-	N.A

Notes: PF is not paid for those who have opted out or those non-permanent employees on a retainer as consultants.

*We don't deduct gratuity from employees CTC. We make provision in our books of account and pay when required.

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.

None of Nesco Ltd's current employees or workers are differently abled, however, all of our locations are accessible for persons with disabilities. Our facility at Nesco is created for all having ramps, walkways, turnstiles, elevators with braille friendly switches. Washrooms, staircases and pedestrian walkways are equipped with railing and adequate support at all required places. We have a wheelchair at the lobby and have conveniently located the designated parking for differently abled employees and visitors to provide easy access to the lobby entrance. We have a dedicated "P" gate provided along with ramps and adequate railings for smooth access to their respective floors. We currently do not have any differently-abled workers or customers who visit Indabrator locations, and since all the operations are on the ground floor, they are easily accessible.

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, the Company has an Equal Opportunity Policy that covers persons with disabilities compliant with the Act. This policy is internally shared with all to ensure adherence and it is also displayed on the notice board. Going forward it will be part of the corporate intranet which will be accessible to all employees through our HRMS.

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

Category	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

Note: There was one case each of Maternity & Paternity leave that was applicable for the reporting year of financial year 2023.

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

	Yes/No - (If Yes, then give details of the mechanism in brief.)
Permanent Workmen	For all employees and workers, we have an open-door policy where an employee can access HR / Manager, in case there's any concern that they would like to address to the management. They can decide to escalate the grievance to the reporting Supervisor/manager. If not resolved, then they can escalate the same to the next level along with HR. At Indabrator we also have a suggestion box which acts as a point for grievance collection. All grievances are addressed as per internal norms in-line with the whistleblower policy norms. Going forward all grievances / complaints will be logged and addressed to the respective function / department through the HRMS ticketing system with a defined turnaround time basis severity of the issue in hand. This will be implemented by Q3.
Other than Permanent Workmen	
Permanent Employees	
Other than Permanent Employees	

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

We have a Collective Bargaining Agreement [for 3rd Party workers] at Indabrator. There are no other worker/employee associations or unions at Nesco Ltd.

8. a. Details of training given to employees and workers

Nesco Ltd (Excluding Indabrator)

Category	Financial Year 2022-23					Financial Year 2021-22				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		No.	% (B/A)	No.	% (C/A)		No.	% (E/D)	No.	% (F/D)
	(A)	(B)	(B/A)	C	(C/A)	(D)	(E)	(E/D)	F	(F/D)
Employees										
Male	77	77	100	77	100	63	63	100	63	100
Female	25	25	100	25	100	12	12	100	12	100
Total	102	102	100	102	100	75	75	100	75	100
Workers										
Male	78	78	100	78	100	82	82	100	82	100
Female	18	18	100	18	100	21	21	100	21	100
Total	96	96	100	96	100	103	103	100	103	100

Indabrator

Category	Financial Year 2022-23					Financial Year 2021-22				
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation	
		No.	% (B/A)	No.	% (C/A)		No.	% (E/D)	No.	% (F/D)
	(A)	(B)	(B/A)	C	(C/A)	(D)	(E)	(E/D)	F	(F/D)
Employees										
Male	86	86	100	86	100	64	64	100	64	100
Female	-	-	-	-	-	-	-	-	-	-
Total	86	86	100	86	100	64	64	100	64	100
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total	No.	%	Total	No.	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
Employees						
Male	163	163	100	127	127	100
Female	25	25	100	12	12	100
Total	188	188	100	139	139	100
Workers						
Male	78	78	100	82	82	100
Female	18	18	100	21	21	100
Total	96	96	100	103	103	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?

At Nesco, we have built robust systems to address Occupational Health & Safety Management System (OHSMS), recognizing its criticality to our own operations and the interests of our occupiers and other stakeholders. Our policy framework currently has Occupational Safety & Health (OSH) and Fire Life Safety (FLS) policies, and we periodically assess the need for additional policies. These are supported with robust procedures including those for Care and Maintenance, Safety and Security, and Facilities Management. We have built standard operating processes (SOPs) covering a variety of aspects of Health and Safety within operational tasks including for example, garden/façade/equipment maintenance, facility management, etc. We developed strong procedures and Covid-19 precautions and restrictions during the pandemic which can be rapidly adapted to any new public health situation.

Additionally, we have a remote monitoring system of STP water parameters, Lift visual inspection along with location, Exhaust and Ventilation, BTU (British Thermal Units) Monitoring for HVAC chilled water, Water Tank levels, Status of AHU (ON/OFF) along with filter cleaning status. Our Enterprise Risk Management (ERM) system includes safety and health and undertakes periodic reviews/assessments and provides action areas for improvement across our businesses. External third-party Audit and certification are in process for OHS ISO-45001.

Our Indabrator Business Unit complies with the Occupational Health and Safety Management System (OHSMS) relevant to the manufacturing sector. The OHSMS covers every employee of the organization, and the system is applicable at all work locations at Indabrator.

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

We conduct weekly onsite training for our housekeeping staff and monthly training for our engineering team on Occupation Health and Safety. Some of the key aspects covered include the identification of safety and work-related hazards as well as potential risks. We also have a periodic third-party audit process in place for a monthly inspection and reporting for all fire detection and suppression system installed. An annual third-party electrical and elevator audit is in place for complete electrical infrastructure health state check, energy efficiency measures, fire safety infrastructure operation, AMC contracts, and preventive maintenance. The half-yearly program for Reward and Recognition is done for all in the TFM (Total Facility Management) team and the parameters include safety-related aspects. Besides these, there are walkaround inspections carried out by managerial staff and other senior personnel who actively assess safety risks on a non-routine basis. Our incident reporting and management system also helps in ensuring speedy mitigation and adaptation of systems towards improved safety.

Since Indabrator is a manufacturing unit, it is relatively more prone to occupational hazards. To address these, we have robust systems and processes in place to identify work-related hazards and assess risks on a regular and non-routine basis. The scope includes assessing factors like light, air, fumes, noise, ease of movement etc. across each section of the plant. Risks are assessed and prioritized for action based on significance. Our processes to assess and record hazards include mitigation and ensuring subsequent awareness and training on any necessary safety precautions or control measures. We have an internal method statement that elaborates on the safety systems in place and the significant health and safety risks that have been identified.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, we have defined processes and multiple channels for quick and effective communication. We have a WhatsApp group which is for immediate capture and reporting of incidents. Incident reports are maintained at the site to report, track and address all work-related hazards. Instructions, awareness, and training programmes are periodically conducted for all stakeholders on reporting and removal from risks. This includes an appropriate reporting/escalation system on WhatsApp/telephone/e-mail to provide detailed incident reports to senior management depending on the urgency, sensitivity, and impact.

At Indabrator, there is a framework in place for people to report work-related hazards and remove themselves from such hazards. Workers are trained to identify any such work-related dangers and report them via the communication channels available at their specific workplaces including suggestion boxes on each floor. These are reviewed and addressed on priority. The forms are also in the local regional language (Gujarati) with a reward mechanism to encourage active participation from workers and the contractual workforce.

Half-yearly joint Fire Drills are conducted for all Offices and staff at Nesco as well as Indabrator plants to educate personnel for preparedness during emergency/Fire evacuation situations

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

Yes. Employees and workers have access to non-occupational medical and healthcare services provided by company-operated health care facilities as well as external healthcare facilities, which are appropriately compensated in accordance with business policy. As an employee-friendly workplace, we also provide access to a recreational area, gym. To deal with emergencies, we provide 24x7 access on our office premises to an ambulance service which associated with a nearby hospital.

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

Safety Incident/Number	Category	Current Financial Year 2022-23	Previous Financial Year 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0*	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: There were no recordable work-related injuries, fatalities or high consequence incidents of injuries or ill-health at Indabrator.

*There were two contractual workers who had minor injuries in one incident where the workers were back by the next working day.

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

For the Nesco business operations at Goregaon in Mumbai, we ensure adequate signage and risk identification and mitigation systems to ensure that workers, employees, visitors, and occupier's employees are aware of all necessary precautions that need to be taken. Regular clients interaction and engagement process is in place with all licenses operating out of Nesco. Communication and awareness are shared with employees of clients on infrastructure, health, safety and recreation. Client's third-party audits on occupational health and safety are conducted at regular intervals and no issues or gaps have been reported. Additionally, we provide regular training for the workers and employees who are responsible for maintenance and repair work aligned to work-related safety risks.

There is a process of hot and cold work permit for all critical repair and maintenance work and no gas-based welding is permitted within Nesco. All refrigerants and fire detection and suppression system and emergency response systems are under AMC and audited by third-party. ISO 45001 certification for Occupational Health and Safety is in process. We also ensure adequate fresh air in all areas, CO2 sensors, lighting and appropriate air conditioning thereby providing a productive and healthy work environment. We also provide green spaces with landscaping while maintaining more than 1,400+ trees having a high oxygenated capacity which provides a green and healthy environment for our stakeholders. There are multiple facilities like a gym, futsal, Badminton, Pool table, Food courts, etc on our premises. Periodically engagement activities are conducted in the form of sports, festivals and celebrations at Nesco Goregaon. We also have an on-site ambulance (24X7) which has a tie up with a nearby hospital for immediate medical response in case of an emergency which is accessible to our employees as well as those of our clients.

Due to the nature of our Indabrator business, one of the most important aspects of personal health and safety at the workplace is providing Personal Protective Equipment (PPE). We provide employees and workers with PPEs, to avoid various hazards in our manufacturing facilities. PPE includes gloves, protective hearing gear (earplugs, muffs), hard hats, goggles, etc. We also ensure appropriate housekeeping/cleanliness of our workstation and plant area to avoid accidents. Routine safety inspections are conducted, and any hazards identified are addressed immediately. We also conduct periodic Security checks and security audits.

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

Particulars	Current Financial Year 2022-23			Previous Financial Year 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	01	0	Based on the periodic reviews, and resolved with one of the occupiers upon mutual agreement	0	0	-
Health & Safety	01	0	Incident report was captured and corrective actions taken	0	0	-

Note: We have a robust system with convenient ways to record complaints of Employees and workers which are monitored and handled by designated authorities with an appropriate escalation process based on the severity, complexity and urgency of the complaint. There were no complaints related to Working Conditions or Health & Safety that were reported for the reporting year of financial year 2023 for any of Nesco's businesses by employees or workers except to report the above complaints on behalf of a customer and a contractual worker.

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%, We use a combination of internal and 3 rd parties for health and safety assessments. Electrical Audit is handled by a 3 rd party and a 3 rd party FFS (firefighting system) maintenance is in place. Additionally, we have an In-house monthly maintenance schedule for critical systems and the Inhouse team undertakes daily and bi-monthly thermography for all critical systems. At Indabrator, Health and Safety Assessments are conducted annually by the certifying agencies.
Working Conditions	100%, Working Conditions are routinely assessed by managerial staff, Human Resources and Leadership. Additionally, our grievance management mechanisms ensure that the feedback loop is closed with appropriate actions. Internal assessments are carried out for Health and Safety Practices as well as Working Conditions at Indabrator.

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.

Nesco has a high tonnage water cooled HVAC system. One of the critical electrical panels feeding power to the chilled water pump got overheated which was observed during a routine thermal check by the shift engineer. To mitigate risk and further improve our existing fire suppression system, we have installed terminal heating sensors and automated self-activation fire extinguishers for individual panels as well as a thermal detection system using thermography for all critical panels.

The safety incident recorded in Principle 3 Q11, involved a gate which fell down. We extended inspection to all the remaining doors and canopies of the site to avoid similar accidents in the future. A training session on hazard transmission was conducted for the entire team and an annual maintenance contract for periodic maintenance and checks was awarded covering all doors. We will conduct an inspection of all doors, taking into account all critical parameters every two months or three months.

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.

As an active business for many years, we have through our stakeholder-facing functions built a strong understanding of stakeholders who are impacted by and in turn influence our business outcomes. To further validate and improve this, we conducted a workshop with the leadership teams of each of our businesses with an external ESG consultant. The scope was expanded to include a variety of direct and indirect stakeholders including employees of occupiers as well as contractual and permanent workers and employees of service providers. We undertook peer benchmarking with stakeholders considered by industry peers as a cross-verification. These were subsequently prioritized for scope, mode and frequency of engagement. We are in the process of optimizing these engagements in line with the priority, influence and control, as well as our material ESG priorities.

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, Adv., Community Meetings, Notice Board, Website) Other (Text Box)	Frequency of Engagement (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> o Emails o WhatsApp Adverts, o Website, o Periodic Corporate Connect 	<ul style="list-style-type: none"> o Monthly o Quarterly o Half Yearly o Event-based 	<ul style="list-style-type: none"> o Health and safety including fire/evacuation drill, parking management, visitor management etc. o Customer Engagement entertainment activity o Customer Enquiries and Needs Assessment: Event/Product/ Service requirements, contractual and commercial terms, service levels, o Expansion plans, business performance and general issues if any. o Customer complaints on facilities and resolution
Employees and Workers (excl contractual)	No	<ul style="list-style-type: none"> o Email o WhatsApp o Notice Boards o In-person Meetings o Digital Meetings o Classroom Training o Joint Meetings 	<ul style="list-style-type: none"> o Weekly o Monthly o Quarterly o Annual o Event-based 	<ul style="list-style-type: none"> o Employee Engagement o Ethics & Policies o Compensation & Benefits o Performance Management, Rewards and Recognition o Business updates & announcements on key developments o Health and Safety o Emergency Preparedness & Evacuation Drills, o Do and Don't at workplace, Work environment, o Career and Personal development, o Recruitment and Staffing
Investors and Shareholders	No	<ul style="list-style-type: none"> o Institutional Investors Meetings o Email o Website o Newspaper o SMS 	<ul style="list-style-type: none"> o Quarterly o Event-Based 	<ul style="list-style-type: none"> o Performance and direction of the Company o Financial Results o Dividends o Outcome of Board Meeting o Claiming dividend & shares
Government Entities and Regulatory Bodies	No	<ul style="list-style-type: none"> o Compliance-related communications (incl. submission and responses) o SMS o Website o Newspaper o BSE/NSE Website 	<ul style="list-style-type: none"> o Quarterly o Event-Based 	<ul style="list-style-type: none"> o Compliance update o Project related clearances
Contractors and Contractual Workers	Yes (Workers)	<ul style="list-style-type: none"> o Email o Telephone o In-person o WhatsApp o On site meeting, o Classroom training and demonstration 	<ul style="list-style-type: none"> o Daily o Weekly o Monthly o Need-basis 	<ul style="list-style-type: none"> o Hiring o Health and Safety o Safe handling of critical equipment o Emergency Preparedness & Evacuation Drills, o Energy conservation training to technical team, o Use of chemicals and safe handling of the equipment, o Work Ethics and Conduct o Project Schedule, Quality and Specifications
Communities	Yes	<ul style="list-style-type: none"> o Community Meeting 	<ul style="list-style-type: none"> o Quarterly o Event based 	<ul style="list-style-type: none"> o Impact Assessments
Suppliers, Business Partners	No*	<ul style="list-style-type: none"> o Email o Telephone 	<ul style="list-style-type: none"> o Annual & Need based 	<ul style="list-style-type: none"> o Goods and Service Quality o Contractual, commercial and service level negotiations o Supplier identification

*We are in the process of evaluating our spend categories for suppliers from marginalised/vulnerable communities to potentially support our business where possible. This will promote inclusive and equitable economic growth.

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	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total	No.	%	Total	No.	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
Employees						
Permanent	168	168	100	121	121	100
Other than permanent	20	20	100	18	18	100
Total Employees	188	188	100	139	139	100
Workmen						
Permanent	-	-	-	-	-	-
Other than permanent	96	96	100	103	103	100
Total Workers	96	96	100	103	103	100

The current scope of Human Rights for us are detailed in Principle 5, Q 4. Copies of the HR manual have been provided to managers and employees while policies are prominently displayed on notice boards. New employees on induction are informed about the manual with key areas and are encouraged to discuss the details with the managers. HR periodically shares information and details of policies via email. We are in the process of finalizing an HRMS which will make policies, procedures, training and grievances redressal digitally which will also allow monitoring digitally. We will be developing a formal training calendar on POSH, CoC and other human rights aspects which will be executed in financial year 2024

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

Nesco Ltd (Excl Indabrator)

Category	Current Financial Year 2022-23					Previous Financial Year 2021-22				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C/A)		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees										
Permanent	87	-	-	87	100	58	-	-	58	100
Male	65	-	-	65	100	50	-	-	50	100
Female	22	-	-	22	100	8	-	-	8	100
Other than Permanent	15	-	-	15	100	17				
Male	12	-	-	12	100	13	-	-	13	100
Female	3	-	-	3	100	4	-	-	4	100
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	96	-	-	96	100	103	-	-	103	100
Male	78	-	-	78	100	82	-	-	82	100
Female	18	-	-	18	100	21	-	-	21	100

Indabrator:

Category	Current Financial Year 2022-23					Previous Financial Year 2021-22				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (B)	% (B / A)	No. (C)	% (C / A)
Employees										
Permanent	81	-	-	81	100	63	-	-	63	100
Male	81	-	-	81	100	63	-	-	63	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	5	-	-	5	100	1	-	-	1	100
Male	5	-	-	5	100	1	-	-	1	100
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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)*	4	6,35,000	2	4,05,000
Key Managerial Personnel#	1	1,14,44,000	1	11,30,000
Employees other than BoD and KMP (Nesco Ltd Excl Indabrator)	63	4,26,164	21	7,91,304
Employees other than BoD and KMP (Indabrator)	81	4,34,642	-	-
Workers	78	2,87,400	18	2,28,924

* The Chairman and Managing Director compensation is included in the Board of Directors and not in the KMP though he is also a KMP due to the executive nature of his responsibilities.

Key Managerial Personnel includes Chief Financial Officer and Company Secretary.

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)

We are currently focused on awareness of human rights issues given the scale and scope of our operations. The scope includes personal conduct with stakeholders and colleagues, individual rights and duties, no tolerance for discrimination (including gender, recognizing transgender and non-gender conformity, community or disability) or harassment in any form. Human Rights related grievances are tagged and escalated to the complaints redressal committee which also handles POSH-related complaints. We will be formalizing our policy and governance mechanism on human rights in financial year 2024.

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

We have a robust grievance mechanism for all types of grievances including Human Rights issues. These are escalated to the complaints redressal committee which also handles POSH-related complaints.

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

There were no complaints related to Sexual Harassment, Discrimination at the workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights-related issues in the reporting year.

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

We have a detailed POSH policy which is readily available for all employees. The policy helps ensure that the complainant is protected from any form of retaliation. This includes protection against any adverse actions or treatment based on the complaint, such as termination, demotion, or harassment. The policy provides for situations where provisions can be made for support to the complainant during the investigation and resolution process. This can include offering counselling services, granting leaves of absence, or making temporary arrangements to separate the complainant and the accused to ensure a safe working environment.

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

Human Rights clauses are currently included in some of the Leave and License Agreements. We are in the process of evaluating the specific human rights clauses that should be incorporated in our contracts with different categories of stakeholders.

9. Assessments for the year:

There were no formal assessments on human rights that were carried out in the reporting year. Human Rights considerations are a part of the SOP for our workforce and feature in relevant contracts. We are in the process of developing an internal audit/assessment protocol for future assessments and will be engaging a 3rd party to support this exercise.

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

Not Applicable

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

Essential Indicators

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

Nesco Ltd (IT Parks)

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total electricity consumption (A)	38,577.15 GJ	21,325.77 GJ
Total fuel consumption (B)	113.67 GJ	111.66 GJ
Energy consumption through other sources (C)		
Total energy consumption (A+B+C)	38,690.82	21,437.43
Energy intensity per rupee of turnover GJ/₹ (Total energy consumption/turnover in Rupees)	0.00001311 GJ/Rupee	0.00000812 GJ/Rupee

Note: The Energy Intensity Calculations have been provided only for the IT Parks business. In financial year 2021-22, our Nesco Foods business was mainly catering to the needs of the Covid Centre being operated by MCGM and the Restaurant Operations were minimal. Additionally, the electricity consumption for the space utilized at our Bombay

Exhibition Centre was directly paid by MCGM. Since the numbers are not reflective of “business as usual” we have not disclosed these. From financial year 2023-24 we will be expanding our disclosures to include the other divisions.

Indabator

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total electricity consumption (A)	22748.16 GJ	9028.44 GJ
Total fuel consumption (B)	3612.17 GJ	2379.06 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	26360.34	11407.50
Energy intensity per rupee of turnover <i>(Total energy consumption/turnover in Rupees)</i>	0.000057 GJ/Rupee	0.000025 GJ/Rupee

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.

Not Applicable

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

Nesco IT Parks, Exhibitions, Events and Foods

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Water withdrawal by source (in kilo litres)		
(i) Surface water	NA	NA
(ii) Groundwater	3,600	3,600
(iii) Third party water	1,13,211	53,954
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	116,811	57,554
Total volume of water consumption (in kilolitres)	116,811	57,554
Water intensity per rupee of turnover <i>(Water consumed / turnover)</i>	0.023 litres per Rupee	0.020 litres per Rupee
Water intensity (optional) – the relevant metric may be selected by the entity		

Notes: We have considered revenue from operations (excluding income from investments). The consumption of water is significantly higher due to higher occupancy and increased activity of Nesco Foods after removal of Covid restrictions.

Indabrator:

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Water withdrawal by source (in kilolitres)	0	0
(i) Surface water	0	0
(ii) Groundwater	14,964	7,430
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	14,964	7,430
Total volume of water consumption (in kilolitres)	14,964	7,430
Water intensity per rupee of turnover (Water consumed / turnover)	0.032 litres per Rupee	0.016 litres per Rupee
Water intensity (optional) – the relevant metric may be selected by the entity		

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

For our IT Parks, Foods, Events and Exhibitions businesses based out of Goregaon, BMC water bills are provided by the MCGM while STP plants process sewage and kitchen water discharge. The borewell water level and the STP water output are checked by the in-house team. A third-party agency is in place to carry out water quality testing for BMC inlet water, STP plant water (both inlet and outlet), and borewell water quality.

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

We recognize the importance of water conservation in our business operations. We have installed rainwater harvesting systems at the Mumbai premises. We also have implemented appropriate measures for rainwater harvesting as per the Green Building norms. We have three STP plants of 500KLD, 300KLD, and 110KLD capacity. Sewage and sludge and water discharge are processed and used for flushing water and gardening. We have also invested in an irrigation system for water conservation for watering our gardens and landscape area and a water saving plumbing system with low-flow plumbing fixtures. At Indabrator, the water usage is only for domestic purposes (drinking and flushing). The plants are located in a greenfield area and wastewater is used for maintaining the green belt and agriculture in the nearby regions.

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

Nesco IT Parks, Exhibitions, Events and Foods

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
NOx	µg/m ³	26.07	22.33
Sox	µg/m ³	24.37	17.34
Particulate matter (PM)	µg/m ³	88.22	50.04
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please Specify	NA	NA	NA

We monitor other air emissions from our stacks and DG set for Sox, NOx and Particulate Matter (PM₁₀ and PM_{2.5}). As a practice, we ensure that all air pollution parameters are within the permissible limits, indicating efficient management of industrial operations and stringent air pollution control processes. We have provided comparable data for IT Tower 03. Our second building IT Tower 04 became operational towards the end of 2022 and while tests and audits are being done in current financial year the data is not comparable for IT Tower 04. DG sets are only used as a back-up and for testing of equipment and hence are excluded. While we ensure compliance with environmental regulations, we will be following a more structured process and shall start reporting the Air Emissions for Indabrator from Year 2024.

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

Yes, Tests were conducted by Enviro Analysts and Engineers and validated by the Maharashtra Pollution Control Board.

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

Nesco IT Parks, Exhibitions, Events and Foods

Parameter	Unit	Current Financial Year 2022-23	Previous Financial Year 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	8.45	7.05
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	0.00	3641.21
Total Scope 1 and Scope 2 emissions per rupee of Turnover	Kg of Co ₂ equivalent/Re	0.00000286	0.00138113
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: The Emissions Intensity Calculations have been provided only for the IT Parks business. In financial year 2021-22, our Nesco Foods business was mainly catering to the needs of the Covid Centre being operated by MCGM and the Restaurant Operations were minimal. Additionally, the electricity consumption for the space utilized at our Bombay Exhibition Centre was directly paid by MCGM. Since the numbers are not reflective of “business as usual” we have not disclosed these. The electricity consumption in our IT Parks business is now 100% Green Energy leading to the drop in the emissions. In financial year 2022-23 our emissions from Foods, Restaurants and Exhibitions have been significantly higher due to a return to business as usual. We have taken initiatives to reduce these as discussed in Principle 6, Q7.

Indabrator

Parameter	Unit	Current Financial Year 2022-23	Previous Financial Year 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	202.84	133.71
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	4518.04	1793.15
Total Scope 1 and Scope 2 emissions per rupee of Turnover	Kg of Co ₂ equivalent/Re	0.01 kg CO ₂ equivalent per Rupee	0.0042 kg CO ₂ equivalent per Rupee
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

The GWP rates used are as per the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and the grid emission factor is as per CEA CO₂ Baseline Data. The emissions for Scope 1 are combined CO₂ equivalents of GHG based on 100-year GWP based on fuel consumption (fugitive emissions and other GHG emissions are not factored in these calculations) and so these should be considered indicative. We have excluded the consumption of fuel in company-owned vehicles for this year. We have initiated accounting for Greenhouse gases (GHGs) to help us analyse areas where energy efficiency improvement is most required. Over time, we will be bringing in more nuanced reporting and will consider other elements and Scope 3 carbon accounting in due course. This will guide us towards an improved understanding of our overall emissions and subsequent improvements.

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

Yes, GHG accounting calculations and evaluation have been done based on data provided by an external agency viz.; Sustainability and Strategy. This is not equivalent to an assurance.

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

We have initiated GHG accounting only from the current reporting year and as such our initiatives on energy conservation and green energy have given us GHG improvements.

- 100% of our electricity consumption for IT Park (Tower 3 and 4) in financial year 2023 was green energy from renewable sources as purchased and certified by our electricity providers compared to 14% in financial year 2022
 - 51% of total electricity at Nesco Ltd (excl Indabrator) in financial year 2023 was green energy, while the rest is non-green grid electricity as per the customer requirements for Bombay Exhibition Center. We are initiating conversations with customers to encourage migration to green electricity
 - 37 units of Solar Street lights (60 Watts each), have been installed at IT Tower 04 premises to save energy and we save approximately 9590 Kwh units per year.
- We have Indian Green Building Council certification for LEED India for core and shell platinum, and our rating covers implementation of appropriate systems and equipment for power conservation.
 - All HVAC, Glass façade, Ventilation, Plumbing, lighting, and project execution has been done with highly energy-efficient equipment. Additionally, we are investing more in LEDs and timing equipment.
 - At the Bombay Exhibition Center, we installed power-factor capacitor panels which has led to an almost 10% reduction in electricity consumption.
 - Efficient Building envelope-façade system. Glass façade combination of fire-rated aluminium panel-based and double-glazed unitized system, super low capital E-rated glass with Argon Fill helps ensure better air conditioning and energy efficiency

- Variable Frequency Drives in use for all chilled water, exhaust, and hydropneumatic pumps and CTI (Cooling Technology Institute) certified cooling tower having superior thermal performance with optimal energy efficiency are installed
- Our sourcing and procurement efforts are focused on local suppliers with ~95% localized procurement. This helps to ensure that upstream logistics GHG emissions are minimized

We also contribute to reducing the impact of GHG's through our green cover. We have planted and maintained more than 1,400+ trees having a high oxygenated capacity and we are continuously focused on expanding this further. Indabrator currently does not have any additional projects (excluding sourcing) related to reducing Green House Gas emissions.

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

The waste data provided below is for Nesco Ltd (excluding Indabrator). At Indabrator hazardous and e-waste is monitored as per compliance requirements and we have started measuring non-hazardous waste from financial year 2023. We will be reporting waste data for Indabrator from financial year 2024.

<i>Parameter</i>	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A) Non- Biodegradable	3.23 MT	1.10 MT
E-waste (B)	0	0
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	0	0
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H) . <i>Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)</i>	Dry Waste -9.68 MT Wet Waste - 76 MT Sludge - 1.15 MT	Dry Waste - 1.46 MT Wet Waste - 6.20 MT Sludge - 0.90 MT
Total (A+B + C + D + E + F + G+ H)	90.06 MT	9.66 MT
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 (plastic + Manure)	4.38 MT	2 MT
(ii) Re-used	0	0
(iii) Other recovery operations (dry + wet)	85.68 MT	7.66 MT
Total	90.05 MT	9.66 MT
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	NA	NA
Total	NA	NA

*We have BMC empaneled vendor for dry, wet and plastic waste disposal which ensures segregation into plastic, paper, cardboard, glass, etc. and is appropriately recycled. For example, plastic waste is eventually recycled into crude oil and fuel for use as feedstock for olefin cracking and transportation.

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

Yes - Waste data is as per the Environmental Audit Report by Maharashtra Pollution Control Board. Declaration and certification are taken for segregation and recycling of plastic waste disposed of by BMC empaneled vendor and e-Waste vendor at Indabrator. We are in the process of defining an audit/assessment protocol to ensure disposal by the vendor is as per the self-certification and will evaluate reporting of end-disposal methods.

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.

At the IT Park, we have a rigorous process for the segregation of wet and dry waste to facilitate recycling and disposal through the OWC machine at Nesco. This facilitates the process of reuse, recycling, and recovery of waste. Firstly, there is segregation of waste at designated locations inside the complex. Secondly, it is segregated and put into wet and dry bins. For dry waste, we have an authorized vendor who collects it from our garbage disposal site and recycles it. At Nesco Foods there is a refrigerated garbage room and a dedicated area wherein the wet waste is stored and recycled through the OWC machine. We use Organic Waste Composting machines for wet and biodegradable waste to convert to manure which is used for gardening, upkeep, and maintenance of the MMRD outside NESCO as well as for the metro station landscape and plantation. We recycle the flush water in STP and generate 350 kg per annum of approximate sludge as manure at the site for gardening purpose. Organic Compost waste, which is used to enrich the soil for gardening purposes. Plastics, E-waste, and Hazardous waste are collected, processed, and disposed of by a government-certified vendor who ensures appropriate further segregation by material type, recycling, and disposal.

Our Nesco Foods uses bio-degradable Eco-ware & Paper products as disposable service ware in which all food is served. The empties are collected back in dedicated bins and disposed of through a proper Garbage Clearance Mechanism of BMC. There is a refrigerated garbage room and dedicated area wherein the wet waste is stored and recycled through the OWC machine. Approx quantity of wet waste processed per month is 250kgs. We have a BMC empaneled vendor for plastic waste disposal, mostly water bottles. Additionally, we carry out awareness drives including regular communication with all the clients to segregate the dry and wet waste for the disposal in the garbage area.

At Indabrator, we dispose off the plastic waste and E-waste to a govt registered vendor. We do not generate hazardous waste at our units. Other wastes like wood or cardboard wastes are utilized for the manufacturing process at our foundry unit. Currently we do not have a mechanism to record this, but we plan to start monitoring data from financial year 2023-24.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not Applicable

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

We have conducted an Environmental Impact assessment as part of the process for approvals for a new IT Tower at Goregaon.

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

Yes, we are compliant with all applicable environmental laws and guidelines for each of our businesses. We have taken measures to go beyond basic compliance to implement improvement initiatives in line with the importance we place on Environmental Impacts. For new projects, like the new IT Tower, Environmental Clearance is obtained before the start of the project. and applications are submitted for Consent to Establish and Consent to Operate from MPCB board. We have also got precertification to ensure that the project meets LEED Platinum certification levels.

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.

Four (4)

b. List the top 10 trade and industry chambers/ associations you are a member of/are affiliated to, on the basis of no. of members.

S. No	Name of trade and industry chambers/ associations	Scope of Entity (State/ National)
1	Indian Exhibition Industry Association	National
2	Council of Indian Exhibition Organisers	National
3	CRGDAI-MCHI	State
4	Maharashtra Economic Development Council (MEDC)	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.

None

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

None, there were no projects undertaken in which SIA was applicable.

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

None, there were no projects for which there is any ongoing Rehabilitation and Resettlement.

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

We have a mechanism to collect formal (Notice, letter, e-mail, etc) and informal (verbal, in-person) feedback or grievances at our entry gates, staff/security. These are reported to the immediate reporting manager i.e., a Security officer, Technical/Housekeeping manager, and Facilities Management based on the nature of the grievance on a WhatsApp group and telephonically. Minor incidents are addressed by the first level of escalation and the closure along with incident information and actions taken are communicated to the Standing Committee. If the grievance hasn't been addressed within the defined TAT, then the issue is escalated to the Standing Committee and subsequently to the Chairperson till it is appropriately addressed.

Since our Indabrator business operates in a greenfield area located far from any residential area, it does not affect any neighboring community and hence does not receive any grievances from the community. However, we maintain a register with our security personnel in case any such grievance were to occur.

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

Nesco Ltd (Excl Indabrator)	Current Financial Year 2022-23	Previous Financial Year 2021-22
Directly sourced from MSMEs/ small producers	<1	<1
Sourced directly from within the district and neighbouring districts	99	99

Indabrator	Current Financial Year 2022-23	Previous Financial Year 2021-22
Directly sourced from MSMEs/ small producers	29	21
Sourced directly from within the district and neighbouring districts	71	79

For our IT Parks business which comprises the most significant spend, our suppliers are larger companies given the quality, scale and nature of goods and services required. We are in the process of evaluating our spend categories to explore expanding suppliers from MSME/Small Producers where possible in Events, Exhibitions and Foods businesses to promote inclusive and equitable economic growth. At Indabrator we have 64 MSMEs/ small producers for which input material is Directly sourced. Out of these 13 suppliers are from within the district and 51 suppliers from outside districts.

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.

The Company is constantly striving to provide value to its customers through its products and services. Customer complaints are received through various channels such as letters, emails, phone calls, messages and meetings. The complaints are segregated into operational or contractual and allocated to appropriate departments. These are then systematically resolved by the relevant client-facing function in a time bound fashion as the first point of redressal. In case of any gaps or need for management intervention, these are escalated to the BU heads for further action or escalation to management if needed to expedite/obtain permissions for effective complaint resolution. We also conduct periodic meetings with customers to identify any challenges proactively. We also have customer feedback forms and surveys on various parameters related to the services/products to ascertain customer satisfaction and take focused actions for improvements.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100 (Indabrator)
Safe and responsible usage	100 (Indabrator)
Recycling and/or safe disposal	Not Applicable

The Nesco IT parks, Events and Exhibitions and Foods businesses are services businesses, and hence packaging and labelling do not apply. However, we ensure that we have appropriate health and safety as well as waste management signages on the premises of our IT Park. This helps ensure awareness about these parameters for our occupiers, employees, and visitors on our campus. Our Nesco Foods business prepares fresh food. We provide dedicated dustbins to enable segregation and a Composting plant for Waste treatment on campus. All waste is treated properly to ensure that there are no harmful effects of any kind. In our Indabrator business, our products are capital goods with a 25-year operating life. Customers are provided with manuals covering topics such as safety and operating in an environmentally friendly manner.

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

There were no consumer complaints in financial year 2021-22 or financial year 2022-23 on Data privacy, Advertising, Cyber-security, Delivery of essential services, Restrictive Trade Practices or Unfair Trade Practices

Note: None of our businesses are subject to ESMA 1968 however during Covid-19 based on requirement from BMC, our premises were operational to host the jumbo Covid centre.

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

Not Applicable

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 data we have access to is limited to that of our employees and operational interactions with customers, suppliers and other stakeholders. We ensure adequate cyber security and data privacy norms are maintained as per the nature of information. All data and information are classified into public/confidential/sensitive/personal to ensure that the user exercises appropriate care in ensuring its confidentiality. Any information shared outside the company has to be with an entity which also adheres to the highest standards and are compliant with IS/ISO/IEC 27001 or equivalent standards.

We have a well-defined policy which includes user registration, user authentication and user responsibilities (including handling internal and external confidential information), access management and network access control. This policy is also extended to suppliers who are provided access from time to time. Our sensitive systems follow isolation protocols which limit access based on our risk analysis and they leverage the in-built security features of the system (including but not limited to e.g.; SAP, Tally, VMS, AUTOCAD etc).

This policy is shared with employees in the employee induction as well as the employee manual and regular reminders on its key features and compliance expectations are shared via email. Suppliers when provided access to our networks are also educated about the policy to ensure compliance. We have also a well-defined grievance management system with an appropriate governance and escalation process.

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.

Not applicable