

एनएमडीसी



एन एम डी सी लिमिटेड NMDC Limited

(भारत सरकार का उद्यम) (A GOVT. OF INDIA ENTERPRISE)

पंजीकृत कार्यालय : 'खनिज भवन', 10-3-311/ए, कैसल हिल्स, मासाब टैंक, हैदराबाद - 500 028.
Regd. Office : 'Khanij Bhavan' 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028.
नैगम पहचान संख्या / Corporate Identity Number : L13100TG1958 GOI 001674

No.66th AGM / 2024-Sectt.

09.09.2024

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400001	National Stock Exchange of India Limited Exchange Plaza, C- 1,Block G, Bandra-Kurla Complex, Bandra (East), Mumbai – 400051
Calcutta Stock Exchange Limited 7, Lyons Range, Murgighata, Dalhousie, Kolkata, West Bengal 700001	

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report of the Company for the year 2023-24.

Ref: Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015; BSE Equity Scrip ID: 526371, NSE Security ID: NMDC.

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the year 2023-24. The said Report is also uploaded on the website of the company as part of the Annual Report at the link: <https://www.nmdc.co.in/investors/financial-details/annual-reports>.

This is for your information and records please.

Thanking you,

Yours faithfully,
for NMDC Limited

(Pravin Shekhar)
Company Secretary

Encl : a/a

Annexure - IV

Business Responsibility and Sustainability Report FY 2023-24

Foreword

BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

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
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of ALL employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to ALL their stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1. Corporate Identity Number (CIN) of the listed entity	L13100TG1958GOI001674
2. Name of the listed entity	NMDC Limited (NMDC)
3. Year of Incorporation	1958
4. Registered office address	Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028
5. Corporate address	Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028
6. E-mail	ims@nmdc.co.in
7. Telephone	040-2353 8757
8. Website	www.nmdc.co.in
9. Financial year for which reporting is being done	April 1, 2023 - March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchanges of India Limited (NSE), Calcutta Stock Exchanges Ltd.
11. Paid-up Capital	Rs. 293.06 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries in the BRSR report	Shri A.S Pardha Saradhi Executive Director & Company Secretary Tel: 040-23538757 Email ID: cs_pardha@nmdc.co.in
13. Reporting boundary	Standalone Basis
14. Name of assurance provider	Bureau Veritas (India) Pvt. Ltd.
15. Type of assurance obtained	Reasonable

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Mining	Extraction of Iron Ore. NMDC is producing over 45 MTPA of iron ore from its major iron-producing units i.e., from Bailadila Sector in Chhattisgarh and Donimalai in Bellary-Hospet region in Karnataka.	99%

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

Sl. No.	Product/Service	NIC Code	% Of total Turnover contributed
1	Iron Ore	071	99%
2	Diamond	089	
3	Pellets	241	
4	Sponge Iron	241	1%
5	Wind Power	351	

III. Operations

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

Location	Number of operations	Number of offices	Total
National	4*	1	5
International	0	0	0

*Three Iron Ore Mines (Kirandul, Bacheli and Donimalai), one Diamond Mine (Panna)

19. Markets served by the entity

a) Number of locations

Locations	Number
National (No. of states)	11
International (No. of Countries)	0

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

Nil

c) A brief on types of customers

NMDC serves B2G, B2B, and B2C customers meeting their resource requirements across the value chain. Majority of the customers are steel manufacturers.

IV. Employees

20. Details as at the end of the Financial Year:

a) Employees and Workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES (Executives)						
1.	Permanent (D)	1,647	1,565	95.02	82	4.98
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)	1,647	1,565	95.02	82	4.98
WORKERS (Non-Executives)						
4.	Permanent (F)	3,983	3,696	92.79	287	7.21
5.	Other than Permanent (G)	5,309	4,615	86.93	694	13.07
6.	Total workers (F + G)	9,292	8,311	89.44	981	10.56

b) Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES (Executives)						
1.	Permanent (D)	21	19	90.48	2	9.52
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	21	19	90.48	2	9.52
DIFFERENTLY ABLED WORKERS (Non-Executives)						
4.	Permanent (F)	87	80	91.95	7	8.05
5.	Other than permanent (G)	14	11	78.57	3	21.43
6.	Total differently abled workers (F + G)	101	91	90.10	10	9.90

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors (BoD)	10	1	10.0
Key Management Personnel (KMP)	1	0	0

22. Turnover rate (%) for permanent employees (Executives) and workers (Non-Executives)

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.30	8.53	5.46	5.60	1.13	5.36	4.12	5	4.17
Permanent Workers	3.38	2.09	3.28	4.27	2.17	4.13	3.53	2.14	3.43

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

23. (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 company/ joint venture	% of shares held by the listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Legacy Iron Ore Ltd.	Subsidiary	91.38%	No
2	J&K Mineral Development Corporation Ltd.	Subsidiary	95.86%	No
3	Karnataka Vijayanagar Steel Ltd.	Subsidiary	100%	No
4	NMDC-SARL, Madagascar	Subsidiary	100%	No
5	NMDC CSR Foundation	Subsidiary	100%	No
6	Kopano-NMDC Minerals (pty.) Ltd. South Africa	Joint Venture	50%	No
7	Jharkhand National Mineral Development Corporation Ltd.	Joint Venture	60%	No
8	NMDC-CMDC Ltd.	Joint Venture	51%	No
9	Bastar Railway Pvt. Ltd.	Joint Venture	52%	No
10	Romelt-SAIL (India) Ltd.	Associate	25%	No
11	International Coal Ventures Pvt. Ltd.	Associate	25.94%	No
12	Krishnapatnam Railway Company Ltd.	Associate	6.4%	No
13	Chhattisgarh Mega Steel Ltd.	Associate	26%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes

(ii) Turnover (in Rs.): 21,294 Crores (Revenue from operations)

(iii) Net worth (in Rs.): 25,406 Crores

VII. Transparency and Disclosures Compliances:

25. 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) <i>(If yes, then provide web-link for grievance redress policy)</i>	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks
Communities		299	2		83	7	
Investors (Other than shareholders)		0	0		0	0	
Shareholders	Yes. It can be found in NMDC's Whistleblower Policy. Link: https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/405f4d8884cb49bdbf42fc548d4eda2_20210920061059002.pdf	15	0		21	0	
Employees and workers		11	0		23	1	
Customers		8	0		42	0	
Value Chain Partners		2	2		0	0	
Other (Please specify)		165	5		85	12	

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

Sl. 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 opportunity (Indicate positive or negative implications)
1	Energy	Risk / Opportunity	<p>Risk</p> <p>NMDC's operations are dependent on fossil fuels for running its equipment and other operations. The company's profitability is dependent on continuous availability of fuels at constant price. Any fuel price fluctuation impacts the company's profitability.</p> <p>Opportunity</p> <p>Energy transition provides an opportunity for NMDC to transition to green and renewable energy and contribute to India's NDCs.</p>	The company constantly monitors its fuel consumption and has introduced several retrofits/ initiatives to optimize fuel consumption.	Negative/ Positive

Sl. 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 opportunity (Indicate positive or negative implications)
2	Climate Change Vulnerability	Risk	Climate Change poses risks to mining operations. Events like heavy rainfall may result in slow-down in mining activities and improving the company's revenues.	NMDC is in the process of conducting robust climate risk assessments to determine transition and physical risks and will subsequently develop a climate change mitigation and adaptation strategy.	Negative
3	Biodiversity	Risk / Opportunity	<p>Risk</p> <p>NMDC operates in areas of dense biodiversity. The mining operations and resultant waste may pose threats to biodiversity. Any negative impact on biodiversity also poses a risk of community agitation and legal & regulatory sanctions on the company's expansion plans.</p> <p>Opportunity</p> <p>NMDC rigorously contributes to biodiversity enhancement at all project sites and the nearby areas.</p> <p>The company's afforestation activities present an opportunity for creating carbon sinks to offset its emissions.</p>	NMDC seeks periodic renewal of Environmental Clearances. NMDC has also developed project-specific biodiversity management plans.	Negative/ Positive
4	Water	Risk	Water is used in operation for ore-washing and runoff water from tailings pose a risk of nearby land contamination. This may result in community agitations and regulatory interventions resulting in reputational risk.	NMDC has ceased wet-washing of ores at most mines, except for Bachel, thereby reducing the associated risk. Additionally, NMDC aims to achieve 100% recycled water usage for dust suppression by implementing sprinkling techniques at mine sites by 2025.	Negative

Sl. 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 opportunity (Indicate positive or negative implications)
5	Human Resource Management and Human Capital Development	Opportunity	NMDC's employees and workers present and opportunity to further NMDC's commitments to sustainability. The company has integrated ERP to monitor its human resource department, leveraging technology to connect employees and workers across projects. NMDC is conducting regular trainings and has introduced regular ESG training in the annual module for the senior management. NMDC's skill development initiatives are also helping employees integrate digital skills into their day-to-day work. Trainings are also conducted to help in preventing health and safety-related incidents at mine sites.		Positive
6	Community Relations	Opportunity	NMDC acknowledges social development as its utmost priority. The company undertakes CSR activities that address the needs of the communities, helping it build deeper, more transparent relationships with community members.		Positive
7	Occupational Health and Safety	Risk	Mining activities may pose occupational health and safety risks to employees and workers owing to the nature of operations.	NMDC conducts periodic training/ sensitization sessions for its employees and workers. NMDC monitors its accident statistics through its trained safety professionals deployed on-site. NMDC apprises the Senior management including the Board of Directors on the safety-related incidents and corresponding preventive actions periodically.	Negative

Sl. 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 opportunity (Indicate positive or negative implications)
8	Right to Indigenous People	Risk	NMDC's project sites at Kirandul and Bachelu are located near the Indigenous people's inhabitations. This exposes the company to the reputational risk of impacting the indigenous population.	NMDC interacts with indigenous people regularly and has positively impacted the lives of many, in the surrounding areas in terms of better connectivity, improved access to medical facilities, markets for local produce, and many more opportunities for socioeconomic development.	Negative
9	Economic Performance	Opportunity	NMDC has remained the largest iron-ore producer in the country. Its processes are deeply linked with innovation and technology, keeping it ahead of the curve always.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	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 element 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
c. Web Link of the Policies, if available	<p>https://www.nmdc.co.in/investors/policies-and-documents</p> <p>Some of the policies of the NMDC are accessible only to employees and other internal stakeholders through the intranet.</p>								
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, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.,SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	<p>NMDC is compliant and accredited with the certifications ISO 9001-2015, ISO 14001:2015, ISO 45001:2018 and SA 8000:2014, OHSAS 18001:2007; NMDC follows GRI standards for measuring and reporting its sustainability performance.</p>								
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	<p>At NMDC, we prioritize technology and innovation in our mining processes to ensure eco-friendliness. These advancements play a crucial role in achieving our Environmental, Social, and Governance (ESG) objectives. Our specific targets include:</p> <ol style="list-style-type: none"> Increasing Renewable Energy Share: We are actively working to raise our utilization of renewable energy to 25%. Zero Harm to Life: The safety and well-being of our workforce remain our top priority. Human Rights Audits: Rigorous audits at project sites uphold human rights standards. Organizational Structure: Clearly defined roles and responsibilities for ESG management are integrated throughout our organization. <p>Additionally, NMDC is making significant progress toward its Net Zero strategy, aligning with global sustainability efforts.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met									

Governance, leadership, and oversight

7. **Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)**

NMDC is steadfast in its commitment to protecting the environment and promoting sustainability. Through investment in cutting-edge technologies and research initiatives, NMDC aims to reduce waste and implement eco-friendly practices throughout its operations. The company has also established a comprehensive

governance system designed to minimize its environmental footprint and optimize resource efficiency. This dedication to sustainability permeates all levels of business, from everyday activities to strategic long-term planning.

The company faces significant ESG challenges and opportunities, particularly in enhancing resource efficiency, reducing GHG emissions, fostering transparent governance structures, and managing its impact on communities and the environment. Efficient resource management through advanced technologies and operational practices is crucial for NMDC to sustain productivity while minimizing resource consumption and GHG emissions. Transparent governance and rigorous risk assessments ensure ethical decision-making and proactive risk mitigation, reinforcing NMDC's commitment to sustainable growth and building trust among stakeholders.

NMDC consistently strives to enhance its sustainability initiatives and integrate them into core business strategies. Looking ahead, NMDC remains committed to pursuing sustainable and ethical growth, aiming to ensure that its current efforts contribute to a more sustainable and prosperous future for all.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Shri A.S. Pardha Saradhi
 Executive Director & Company Secretary
 Email id - cs_pardha@nmDC.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. The following Committees of the Board with their specific terms of reference are in place to ensure decision-making/oversight on sustainability-related issues –

- Sustainability and CSR Committee
- Stakeholders Relationship Committee
- Risk Management Committee

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																																																																																	
10	Performance against above policies and follow up action									Yes									Annually																																																																																
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances									Yes; Annually																																																																																									
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										N										N										N										N										N										Y*										N																			

* Impact assessment has been carried out for CSR projects

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

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

Not Applicable

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 programs 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 (BOD)	1	Concept of Corporate Governance, fiduciary duties and responsibilities of Directors	10%
Key Managerial Personnel	1	Corporate Governance roadmap, changing business trends	100%
Employees other than Board of Directors and Key Managerial Personnel (KMPs)	654	First Aid, Fire Fighting, General Safety in Mines, Behavior Based Safety & Skill Development, Knowledge upgradation.	100%
Workers			

2. **Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2023-24.**

The Company has received a Notice levying fines/penalties on the Company for non-compliance with regard to composition of the Board in terms of Regulation 17 of SEBI (LODR) Regulations, 2015. Details of the same are mentioned in the Corporate Governance Report.

The Company has replied to BSE and NSE requesting for condonation of fine on the grounds that being a Central Public Sector Enterprise under administrative control of Ministry of Steel, Govt. of India and as per Articles of Association, the President of India acting through the controlling ministry is empowered to appoint all members on the Board of Directors. The correspondence from BSE and NSE was placed before the Board of Directors of the Company in its meetings and the comments made by the Board, if any, were informed to the exchanges. The Company is also regularly requesting the Ministry of Steel, Govt. of India for appointment of the requisite number of Independent Directors on the Board of the Company.

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					

Penalty/ Fine

Settlement

Nil

Compounding fee

Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment					

Nil

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

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

NA

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

Yes. The principles of anti-corruption and anti-bribery form a part of the code of conduct and various policies and procedures adopted by NMDC. The company has entered into an MoU with Transparency International India for implementation of the Integrity Pact Programme with the view to improve transparency in procurement.

Further, in line with the company's act and LODR regulations, the company has a Whistleblower Policy in place which aims to safeguard the employees from reprisals or victimization for whistleblowing in good faith in case they observe any unethical and improper practices, procedures, or wrongful conduct. The weblink for the Whistle-blower policy has been given below:

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/405f4d8884cb49bdbf42fc548d4eda2_20210920061059002.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:

Segment	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Directors	0	0
Key Managerial Personnel (KMP)	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	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 as no complaints regarding conflicts of interest were received.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	9	13

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.008%	0.07%
	b. Sales (Sales to related parties / Total Sales)	6%	0.26%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	7%	58%
	d. Investments (Investments in related parties / Total Investments made)	11%	0%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

There was no awareness programme conducted for value chain partners during the financial year.

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, there is a Vigilance department that plays an advisory role and after investigation or study of any matter or any system/process of the organization, suggests system improvements. In case, during investigation any deviation or misconduct with malicious intention is found on the part of any employee, vigilance may bring it to the notice of the Disciplinary Authority, in a confidential manner, with recommendation for necessary disciplinary action as deemed fit. However, whether recommendations from vigilance warrant for disciplinary action /imposition of penalty or not is to be decided by such authority only.

Further, there is a Board approved Policy on Related Party Transactions specifically capturing the criteria for determining materiality and standard operating procedures for dealing with related party transactions of the Company. The Audit Committee headed by the Independent Director, independently reviews, and recommends the related party transactions for approval of the Board, as may be required in terms of extant statutory provisions.

Also, there is a Board approved Code of conduct for Board of Directors and Senior Management of NMDC which provides necessary guidelines to avoid conflict of interest. This specifies that the director(s) shall not be involved in a situation in which he/she may have a direct or indirect interest that conflicts, or may conflict, with the interest of the company. All Board members and members of Senior Management must affirm compliance with the said Code annually and a consolidated certificate thereof, duly signed by the CEO, i.e. CMD in our case, is annexed to the Corporate Governance Report.

The Board members also disclose to the Board their concern / interest as Director / Partner / otherwise in other bodies corporate, from time to time. In case of conflict of interest with any agenda item, the concerned Director recuses himself/herself from discussion on that agenda item. Further, there is no expenditure incurred by the Company, which is personal in nature and incurred for the Board of Directors and Top Management, and this fact has been disclosed in the Corporate Governance Report.

Weblinks containing the Policies / Code referred above are provided herein:

<https://www.nmdc.co.in/investors/policies-and-documents>

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

Essential Indicators

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

Particulars	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research and Development (R&D)	3.9%	2.5%	In our ongoing research projects at the R&D Centre, we are actively investigating dry beneficiation technologies with the goal of minimizing water usage in the beneficiation process. Moreover, development of fused magnesia from kimberlite coarse tailings is being investigated which will have significant impact on environmental and social aspects of Diamond Mining Project, Panna by vacating the occupied land as well as creating Job opportunities for local populace.

Particulars	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
Capex	43.82%	38.51%	<p>NMDC consistently invests in cutting-edge technology to enhance the environmental and social impact of its mining operations. One significant intervention involves the adoption of slurry pipeline transport for iron ore fines. Here are the key points:</p> <p>NMDC operates iron ore mines in the Bailadila sector. Traditionally, iron ore lumps and fines are transported via the K-K Railway line from Bailadila to Vizag. To create additional evacuation facilities, NMDC now employs slurry pipeline transport as an alternate mode. Iron ore fines are converted into iron ore concentrate slurry form. At terminal stations, the slurry is filtered to produce pellet feed concentrate, which is then converted into pellets for iron and steel production.</p> <p>The project aligns with industry trends, utilizing iron ore fines in pellet form due to inherent advantages (both physical and metallurgical). Unlike rail transport, where land is fully converted due to railway tracks, the pipeline is laid underground, allowing existing activities (except permanent structures) to resume. Additionally, the process addresses low-grade slimes, minimizing ore wastage. Unlike rail transport, which is weather-dependent, the pipeline operates regardless of weather conditions. In remote areas where laying railway lines is impractical, slurry pipeline transport provides a viable solution.</p> <p>In the first phase, NMDC has taken up the laying of 135 kms of slurry pipeline from Bailadila to Nagarnar which will be further extended by an additional 300 km in future. About 58 km of slurry pipeline has been laid as on 31/03/2024.</p>

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

No.

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

Not Applicable.

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.

Not Applicable as NMDC's main product, i.e., iron ore, is not reclaimed for recycling.

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.

EPR is not applicable to iron ore which is NMDC's major product.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
71	Iron Ore	99%	The system boundary for the Life Cycle Assessment (LCA) of iron ore includes processes from blasting to hot metal production.	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

No

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).

This is not applicable to iron ore as it is mined and processed.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

This is not applicable to NMDC's product i.e., iron ore.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

This is not applicable to NMDC's product i.e., iron ore.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Employees (Executives)											
Male	1,565	1,565	100%	1,565	100%	NA	NA	1,565	100%	NA	NA
Female	82	82	100%	82	100%	82	100%	NA	NA	82	100%
Total	1,647	1,647	100%	1,647	100%	82	5%	1,565	95%	82	5%
Other than Permanent Employees											
Male											
Female	Not Applicable										
Total											

1.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	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Workers (Non- Executives)											
Male	3,696	3,696	100%	3,696	100%	NA	NA	3,696	100%	NA	NA
Female	287	287	100%	287	100%	287	100%	NA	NA	287	100%
Total	3,983	3,983	100%	3,983	100%	287	7%	3,696	93%	287	7%
Other than Permanent Workers											
Male											
Female	Not Applicable										
Total											

1.c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	1.38%	1.98%

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

Benefits	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA
Others - Please specify	NA	NA	NA	NA	NA	NA

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, all office premises are accessible to the differently abled employees. NMDC is continuously working towards improving the accessibility of infrastructure to differently abled persons.

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.

NMDC is a SA-8000 company and a Government of India's Public Sector Enterprise which is governed by the DPE Guidelines, the policies of the Govt. of India and the Act of the Parliament. the company follows equal opportunity in the letter and spirit.

In addition to this, NMDC has specified non-discrimination in all matters – recruitment, employment opportunity, promotion, etc. in the United Nations Global Compact (UNGC). The weblink for the same has been given below.

https://www.nmdc.co.in/cms-admin/Upload/Global_Compact_Documents/644a54bb2c9640639433dbce133f1987_20211215123312890.pdf

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

Gender	Permanent Employees (Executives)		Permanent Workers (Non- Executives)	
	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%

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

Particulars	Yes/No
Permanent Employees	
Other than Permanent Employees	Yes
Permanent Workers	
Other than Permanent Workers	

If yes, then give details of the mechanism in brief:

Yes, The Public Grievance Redressal Machinery in NMDC is headed by the Head of the Corporate Personnel Department of the company, who is also the Grievance Redressal Officer of the company and monitors the CPGRAMS portal. He is helped by the Personnel Department officers. The heads of Personnel at projects also function as Grievance Redressal Officers for respective projects and assist the Grievance Redressal Officer at the Head office.

A link to the CPGRAMS is provided on the NMDC’s website, where a grievance can be lodged by an aggrieved person.

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

Category	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	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 (Executives)	1,647	1,647	100%	1,692	1,692	100%
Male	1,565	1,565	100%	1,604	1,604	100%
Female	82	82	100%	88	88	100%
Total Permanent Workers (Non - Executives)	3,983	3,983	100%	4,017	4,017	100%
Male	3,696	3,696	100%	3,741	3,741	100%
Female	287	287	100%	276	276	100%

8. Details of training given to employees and workers:

NMDC conducts trainings for its employees and workers regularly. However, our systems currently capture the training data in terms of number of person-days and not in the number of employees or workers. Due to the limitation of our systems to capture the information in the desired format, we are providing the training figures in terms of person-days in the table below:

Permanent Employees (Executives)

Category	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
On Health and safety measures (total person-days)	710	619
On Skill upgradation (total person-days)	1,310	946

Permanent Workers (Non- Executives)

Category	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
On Health and safety measures (total person-days)	1,350	1,274
On Skill upgradation (total person-days)	1,417	1,354

Workers (Other than permanent)

Category	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
On Health and safety measures (total person-days)	1,768	1,328
On Skill upgradation (total person-days)	55	54

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

Category	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Permanent Employees (Executives)						
Male	1,565	1,565	100%	1,608	1,608	100%
Female	82	82	100%	88	88	100%
Total	1,647	1,647	100%	1,696	1,696	100%
Permanent Workers (Non- Executives)						
Male	3,696	3,696	100%	3,741	3,741	100%
Female	287	287	100%	276	276	100%
Total	3,983	3,983	100%	4,017	4,017	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?

Yes, NMDC has implemented the ISO 45001:2018 Occupational Health and Safety Management System as part of its Integrated Management System covering all operational projects. NMDC is also having a well-defined Occupational Health and Safety policy. Our adherence to various acts and regulations such as the Mines Act of 1952, Metalliferous Mines Regulation of 1961, Mines Rules of 1955, Explosive Act of 1883, Explosive Rules of 2019, and the Occupational Safety, Health, and Working Conditions Code of 2020 further demonstrates our commitment to safety and health standards.

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

For all NMDC's mines, risk assessment-based Safety Management Plans have been created, implemented, and recommended controls. Based on the local characteristics present there, multidimensional teams from each mine build these plans. For a variety of mining and related operations, Standard Operating Procedures are developed and put into place based on risk assessments. Project audit teams conduct internal safety audits twice a year, and they follow up on their findings to ensure a safe working environment. Continuous inspection/monitoring of equipment are done at all projects quarterly to ensure equipment stability. A separate team has been given the responsibility to monitor the same.

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

Yes. NMDC has a well-established health and safety governance structure guided by the Top Management. They in turn receive input from workers' unions and associations regarding workers' and employees' health and safety requirements. Over a hundred of the company's workers and employees are covered by the safety management system. The workers report the identified hazards in the workplace to the shift in charge. All such reported hazards are recorded and maintained at the site and are also discussed during the monthly safety meetings.

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

Yes. All new hires undergo an initial medical examination, and all departmental and contractor personnel have periodic medical examinations on a regular basis in accordance with regulatory timelines. Under the supervision of a trained medical officer, the Occupational Health Centre offers services like audiometry, X rays, and eye testing. The records are kept digitally.

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

Safety Incident/Number	Category	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employees	0	0
	Workers	0.38	0.78*
Total recordable work-related injuries	Employees	0	0
	Workers	4	8
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	3

*Last year, the company reported the Injury Frequency Rate (IFR); the LTIFR is reported for this year.

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

NMDC has established and implemented the hazard identification and risk assessment (HIRA), process essential for preventing incidents, injuries, and occupational disease. HIRA registers are maintained at the site and reviewed periodically to identify and mitigate the risks. The HIRA process also considers roles and responsibilities, monitoring of control measures, and awareness of individuals associated with such activities. Formal training on risk assessment has been provided as appropriate to all employees periodically.

For all activities including routine or non-routine hazards are identified through Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis. Identified hazards and associated risks are addressed through operational control measures using the hierarchy of control approach. Dust suppression through water sprinkling, providing masks, and other safety measures are used to control dust-related hazards in the mines.

Adequate medical facilities have been established at the sites as required under statutory provisions like Occupational health centers, qualified medical doctors, etc. All new hires undergo an initial medical examination. Periodic health checkups are also being conducted for all departmental and contractor personnel.

NMDC has established an Occupational Health Centre to provide quality healthcare services to employees. The Occupational Health Centre offers audiometry, X-rays, and eye testing. All the records are maintained digitally.

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

Particulars	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health and Safety	0	0	NA	0	0	NA

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed by the entity
Health and safety practices	100%
Working Conditions	100%

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

A third-party agency has conducted the health and safety risk assessment. No notable risks or concerns were reported following the study and NMDC has already implemented all necessary measures to ensure safe working conditions.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees - Yes

(B) Workers - Yes

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 has a robust mechanism for the deduction of various statutory dues such as TDS, GST and other levies as per applicable laws and the company is in total compliance with the same.

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/are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)	FY2023-24 (Current Financial Year)	FY2022-23 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

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	Nil
Working Conditions	Nil

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.

Not Applicable

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.

NMDC has adopted a synergistic approach towards stakeholder engagement. The stakeholder engagement process is guided by the NMDC Citizen’s Charter. The charter lays out the mechanism through which the company reaches out and engages with its stakeholders and manages their feedback. NMDC’s decisions regarding production, management, and general business functioning take place after thorough stakeholder consultation. NMDC also ensures that it regularly meets legal, statutory, and regulatory requirements. The company also organizes conference calls for its institutional investors from time to time, to keep the investors abreast with the latest business developments, outlook, and roadmap for the future.

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 and Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and other Regulators	No	<ul style="list-style-type: none"> Meeting with Centre and State Government, Ministry of Steel, Ministry of Mines, Department of Public Enterprises, Ministry of Environment, Forests and Climate Change, Ministry of Corporate Affairs, Indian Bureau of Mines, Director General Mine Safety Periodic communication and submission of various compliance reports to statutory authorities Performance Report (Quarterly & Annually) Inspections 	Annual	<ul style="list-style-type: none"> Infrastructure development Community development Forest and environment compliance, Other applicable acts like the Mines and Mineral Conservation Act

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Industrial Relations meetings with Union leaders • Bipartite and tripartite meetings • Collective bargaining interactions with officer associations • Official communications • Internal magazines and e-newsletters • Employee satisfaction surveys • Grievance redressal forums • Employee training and seminars • Organizational celebrations • Monthly coordination meetings 	Quarterly	<ul style="list-style-type: none"> • Job satisfaction • Collective bargaining agreements • Promotions and career growth • Employee benefits and remunerations • Performance management and recognition • Health and safety measures at the operating sites
Suppliers	No	<ul style="list-style-type: none"> • Interactive meetings and sessions during tenders • Periodic vendors' and suppliers' meet • Regional, International trade fairs • Supplier relationship management 	Half-yearly	<ul style="list-style-type: none"> • Onboarding local suppliers • Transparency and anti-corruption practices • Timely payment • Adoption of integrity pact programme. • Quality of items supplied
Customers	No	<ul style="list-style-type: none"> • Meeting with industry representatives and ministries • Meetings with customers • Customer interactions and site visits • Customer feedback and grievance redressal forums 	Quarterly	<ul style="list-style-type: none"> • Quantity and quality of products • Customer grievance and resolution mechanisms

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local communities	No	<ul style="list-style-type: none"> • Sustainable Development initiatives and CSR activities (ongoing) • Gram Sabha and Public Hearing / Consultation (For new projects and expansions) • Regular meetings about the project • Cultural, religious, and social functions with community members and representatives • Needs assessment interactions for CSR projects. • Other community events 	Annually	<ul style="list-style-type: none"> • Livelihood opportunities • Basic amenities • Rehabilitation and Resettlement • Compensation, financial, social and environmental impact of the operation on the community
Industry Associations & Professionals	No	<ul style="list-style-type: none"> • Membership with industry associations Regular meetings with consultants and professionals • Meetings and seminars 	Annually	<ul style="list-style-type: none"> • Business alignment changes occurring in the market
NGOs / Civil society organizations	No	<ul style="list-style-type: none"> • Partnerships with national and international NGOs • Open channels of communication to address grievances 	Need-based	<ul style="list-style-type: none"> • Alignment with the global goals • Commitments towards ESG goals like carbon neutrality and human rights assessments
Media	No	<ul style="list-style-type: none"> • Interviews • Press coverage of operations. 	Need-based	<ul style="list-style-type: none"> • Impact on the community • Transparency regarding disclosure requirements
Investors	No	<ul style="list-style-type: none"> • Annual General Meeting, • Periodic financial reports to shareholders and investors • Interactions with financial institutions and shareholders. 	Annual	<ul style="list-style-type: none"> • The company's performance • Sustainable growth and returns. • Risk management • Grievance resolution and other issues

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.**
 - a) Stakeholder Identification: NMDC has identified 9 key stakeholder groups that impact its business and are in-turn impacted by the business.
 - b) Stakeholder engagement: NMDC developed survey questionnaires for employees and workers to seek their inputs. FGDs were conducted with other stakeholder groups, including Senior Management and Board of Directors, to seek their inputs.
 - c) Issue Prioritization: Based on the response received from the stakeholder engagement, key material topics for company were identified.
 - d) Issue Management: The senior management and the Board of Directors on the management provided inputs for key material topics across the value chain.

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.**

Yes. Stakeholder consultation is used to support the identification and management of environmental, and social topics. From the stakeholder consultation in FY 2023-24, NMDC received input regarding its ESG communication. To address that, the company has developed an internal ESG communication strategy under review by the Board of Directors.

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

The concerns of the local communities identified as vulnerable/marginalized groups were as follows:

- Compensation
- Financial, social, and environmental impact of the operation on the community.
- Training/upskilling (animal husbandry, tailoring, etc.) to enable community members to be self-employed.
- Providing basic education as well as medical facilities to the stakeholders residing nearby projects.
- Facilitate higher education Scholarships to enable more students to afford higher education, and transportation/bus facilities to nearby towns which has polytechnics.
- Support in providing clean drinking water.
- Job creation

The company has conducted need assessments and CSR impact assessments to assess the impact of its interventions and the needs of the communities.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

NMDC conducts trainings for its employees and workers regularly. However, our systems currently capture the training data in terms of number of person-days and not in the number of employees or workers. Due to the limitation of our systems to capture the information in the desired format, we are providing the training figures in terms of person-days in the table below:

Permanent Employees (Executives)

Category	FY 2023-24 (Current Financial Year)
On Human Rights (total person-days)	86

Permanent Workers (Non- Executives)

Category	FY 2023-24 (Current Financial Year)
On Human Rights (total person-days)	832

Workers (Other than Permanent)

Category	FY 2023-24 (Current Financial Year)
On Human Rights (total person-days)	768

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

Category	FY2023-24 (Current Financial Year)					FY2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F / D)
EMPLOYEES										
Permanent										
Male	1,565	0	0	1,565	100%	1,608	0	0	1,608	100%
Female	82	0	0	82	100%	88	0	0	88	100%
Other than Permanent										
Male	NA									
Female	NA									
WORKERS										
Permanent										
Male	3,696	0	0	3,996	100%	3741	0	0	3,741	100%
Female	287	0	0	287	100%	276	0	0	276	100%
Other than Permanent										
Male	4,615*	0	0	4,615*	100%	7,308*	0	0	7,308*	100%
Female	694*	0	0	694*	100%	425*	0	0	425*	100%

*Minimum wages + Special Relief for NMDC Production Project (SRNPP)+ Food Coupons

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

3.a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors(BoD) (Only Whole-time Directors)	9	66.50* Lakhs	1	0**
Key Managerial Personnel (KMP) Other than BoD	1	57.50 Lakhs	0	-
Employees other than BoD and KMP (Executives)	1,560	38.35 Lakhs	82	33.80 Lakhs
Workers (Permanent)	3,696	25.82 Lakhs	287	12.23 Lakhs

*We have considered four functional directors for the purpose of calculating median remuneration as of 31st March 2024. Further, there were four independent directors as on 31st March 2024 and they were paid only sitting fees for attending meetings of the Board and Board level committees. No sitting fee is payable to Government Nominee Directors.

** Being Government Nominee Director, no remuneration was payable

3.b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Current Financial Year)
Gross wages paid to females as % of total wages	6.55%	6.37%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Being a Public Sector Enterprise, NMDC follows the Government of India guidelines in this regard. The Grievance Committee shall oversee and address any issue arising from any human rights impact or issues caused or contributed to by the business.

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

The mechanism prescribed by the Government, namely the “Grievance Procedure” is in force for redressal of the grievances of the employees. There is a full-fledged Personnel Department at Corporate Level as well as at Project/Unit Level which are fully equipped to deal with grievances of employees. The SC /ST employees also approach the Liaison Officers for redressal of their grievances. The SC/ST welfare associations also take up the issues related to SC/ST employees with the management for its redressal. Besides, as, and when CMD / Directors of the Company visit the Projects / Units, they invariably hold meetings with the Associations / Unions for redressal of their grievances, if any.

Besides the above, a link to the CPGRAMS is also provided in NMDC’s website where a grievance can be lodged by an aggrieved employee. This portal is being monitored by the Head of Corporate Personnel Department of the Company who is also the Grievance Redressal Officer of the Company.

NMDC supports the Universal Declaration on Human Rights and the United Nations Global Compact. It owes allegiance to the constitution of India, which resolves to secure to all its citizens justice, liberty, equality, and fraternity, also encompasses the fundamental human rights as envisioned in the Universal Declaration of Human rights. It stands committed to protecting human rights in its workplaces and of its subsidiaries. Also, a separate committee for redressal of grievances of women employees has been constituted.

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Current Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	Nil	Nil	NA	1	Nil	NA
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

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	1
Complaints on POSH as a % of female employees / workers	Nil	0.13%
Complaints on POSH upheld	Nil	1

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

NMDC has a Board of Directors’ approved Whistle Blower Policy in place. This mechanism provides adequate safeguards against victimization of Employees who complain about discrimination/harassment etc. The Guidelines of Department of Public Enterprise (DPE) provides that the role of the Audit Committee, as constituted by the Board of Directors, includes a review of the functioning of Whistle Blower Mechanism.

Complete confidentiality of the Whistle Blower is maintained. It is ensured that the Whistle Blower /Complainant is not subjected to victimization of any nature whatsoever. Genuine Whistle Blowers are accorded protection from any kind of harassment/unfair treatment/victimization. Any other Employee(s) assisting in the said investigation are also protected to the same extent as the Whistle Blower/Complainant.

In case of Employees filing a Vigilance Complaint with the Vigilance Department, the identity of the complainant is strictly kept confidential. In case, a complaint is received against any superior for any kind of harassment to the employee, the identity of the complainant is kept confidential, and if required, the superior/complainant may be transferred to other Units for safeguarding the Complainant.

NMDC has an Internal Complaints Committee (ICC) under POSH ACT,2013 at all Units/Projects to safeguard and protect the women Employees from any form of Sexual Harassment and Discrimination in the Workplace.

NMDC has a Grievance Redressal Mechanism headed by a Grievance Redressal Officer at all Units/Projects to address any Employee Grievance and any kind of Harassment and Discrimination at the Workplace.

SC/ST Associations have been constituted by the NMDC Management at all Units/Projects for Welfare and to prevent any discrimination and harassment of SC/ST category Employees at the Workplace.

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

Yes

10. Assessments for the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	80%
Forced/involuntary labor	80%
Sexual harassment	80%
Discrimination at workplace	80%
Wages	80%
Others- Please specify	Nil

Note: Except the Head Office, assessment has covered all the Project sites including Donimalai, Kirandul, Bachel, Panna

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

No significant risks or concerns were identified in our assessments, so no corrective actions are needed.

Leadership Indicators

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

As there was no Human Rights issue during the assessment period, there was no requirement to modify the business process.

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

NMDC being a PSU is bound to comply with all the legal requirements of the Government. Therefore, there will be hardly any chances of violation of Human Rights issues to occur.

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. NMDC has provisioned its premises/office entirely accessible to differently abled visitors. NMDC also has provision to use dedicated washroom, parking, and ramp for the differently abled. Also, an audible lift facility is in place at NMDC's office.

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	
Discrimination at Workplace	
Child Labour	
Forced Labour/Involuntary Labour	Nil
Wages	
Others -Please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

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

Essential Indicators

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

Parameter	ug/m ³	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	6,395.37	4,153.72
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumption from renewable sources (A+B+C)	GJ	6,395.37	4,153.72
From non-renewable sources			
Total electricity consumption (D)	GJ	297,404.53	274,366.36
Total fuel consumption (E)	GJ	927,950.97	842,633.54
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	1,225,355.50	1,116,999.90
Total energy consumed (A+B+C+D+E+F)	GJ	1,231,750.87	1,121,153.62
Energy intensity per Crore rupee turnover (Total energy consumption / Revenue from operations)	GJ/INR (Cr)	57.84	63.46
Energy intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/INR (Cr)	16.85	18.49
Energy intensity in terms of physical output	GJ/Tonne	0.0273	0.0271

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:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	7,939,997	6,982,722.81
(ii) Groundwater	200,009	257,537.5
(iii) Third party water	622	636
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	8,140,628	7,240,896.31
Total volume of water consumption (In kiloliters)	8,140,628	7,240,896.31
Water intensity per Crore rupee of turnover (KL/Crore Rupee) (Water consumed / Revenue from operations)	382.30	409.86
Water intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/ Crore Rupee) (Total water consumption / Revenue from operations adjusted for PPP)	111.38	119.41
Water intensity in terms of physical output (KL/Tonne)	0.18	0.17

4. Provide the following details related to water discharged:

All project sites are equipped with a zero liquid discharge mechanism, and there is no water discharge from project area. Effluent water is treated in ETPs and STPs available in all projects and reused for Horticultural purposes. However, 4332 KL water was discharged from the Head Office to municipal water collection facilities.

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

At the iron ore mining complex of Donimalai and Kirandul, as well as Deposit-10/11A of Bacheli complex, dry screening operations are currently underway. During this phase, there is no discharge from the screening plants. However, wet screening operations occur at the Screening Plant of Deposit-5 in the Bacheli complex during the monsoon season, lasting for approximately 80 to 90 days.

Regarding tailings management, after the ore beneficiation process, the tailings generated from the thickener are discharged into Tailing Dam for settling. Clear water is then discharged through a decanting pipe and water is used for dust suppression and gardening purpose. Additionally, a Tailing dam has been constructed at the Panna Diamond Mining Project to settle kimberlite tailings discharge. After the settling, clear water is recirculated into the processing plant through Recirculation Pump House (RPH).

To prevent the flow of suspended solids into natural streams during the monsoon season, several check dams have been strategically built along various nalla courses. Furthermore, effluent treatment plants and sewerage treatment plants have been established at all mining complexes. Throughout the entire process, NMDC ensures that no water seepage occurs within any part of the project area. This diligent approach to zero liquid discharge ensures the integrity of the environmental safeguards implemented in the mining operation.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NO _x	µg/M ³	14.03	14.88
SO _x	µg/M ³	12.43	12.83
Particulate matter (PM)	µg/M ³	66.00	68.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others—please specify	-	-	-

Note: The values presented in the table above are reported in terms of Concentration.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MtCO _{2e}	75175.76	62,562.14
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	MtCO _{2e}	59150	54,111.14
Total Scope 1 and Scope 2 emission intensity per Crore rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MtCO _{2e} /INR (Cr)	6.31	6.60
Total Scope 1 and Scope 2 emission intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MtCO _{2e} /INR (Cr)	1.84	1.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO _{2e} /Tonne	0.0030	0.0028

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

At NMDC, we have begun incorporating green power solutions in place of conventional electricity sources. In line with this commitment, we have installed wind energy power plants totaling 10.5 MW (comprising 7 wind turbines of 1.5 MW each) in Chitradurga, in addition to solar power installations across our project sites. Currently, we source approximately 1.8 million units from solar power and produce about 18 million units of wind power.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	1.25	2.26
Bio-medical waste (C)	18.84	11.81
Construction and demolition waste (D)	0	0
Battery waste (E)*	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) (Used Oil) (ton)	207	251
Other Non-hazardous waste generated (H). ("Overburden")	10,131,699.4	15,643,817.26
Total (A+B + C + D + E + F + G + H)	10,131,926.49	15,644,082.33

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (tonne/crore rupee)	475.81	885.5
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/crore rupee) (Total waste generated / Revenue from operations adjusted for PPP)	138.62	258.16
Waste intensity in terms of physical output (Tonnes of waste per Tonne of production)	0.23	0.38
Waste intensity (optional) – the relevant metric may be selected by the entity	-	

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/Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	NA	NA

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	3.6	4.917
(ii) Landfilling	NA	NA
(iii) Other disposal operations (Registered Recyclers) Used Oil (ton)	258.89	147.49
Total	262.49	152.41

As the weight could not be estimated, this was excluded for calculation of total waste.

10. 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.

We at NMDC are committed to reducing waste in our iron ore mining process. Our process generates waste in the form of low-grade iron ore which is stored in subgrade stockpiles. As part of our sustainability journey, we aim to implement the 3 R strategy in earnest. To do that, we are exploring technological solutions to increase the utilization of low-grade iron. We are undertaking measures to reduce the waste generated and reuse the by-products. Blending low grade ore is one of the waste reduction and resource conservation strategies. Blending low grade ore with less than 55% Fe has achieved a 16% success rate.

Most of the waste generated during mining is in the form of solid rocks known as overburden. This waste is dumped in designated waste dumps at each site. This is a traditional form of waste disposal in the mining sector. To strengthen and stabilize such dumps, various measures such as the provision of Garland drain, Toe wall and Geo-coir matting have been undertaken.

The hazardous waste generated at our projects includes waste oil, used lubricants, and grease-soaked cotton cloths used for cleaning HEMMs. As prescribed by the Govt. of India in the Hazardous Waste (Management, Handling & Transboundary Movement) Rules, 2016, we dispose of hazardous waste through auctions to authorized vendors. We have installed a 10KLD biomedical waste incinerator at our Bachel complex. We have also established organic waste converters for our projects.

11. 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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
1	Panna, Madhya Pradesh	Diamond Mining Project	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant web link
Diamond Mining Project (MML), Panna.	EC23A0000MP5838710N	22.02.2024	Yes	Yes	https://www.nmdc.co.in/cms-admin/Upload/Environment_Clearances_Document/ec62728f4eff48ad82555194ccfff6ed_20240223101032467.pdf
Diamond Mining Project (SML), Panna.	EC23A0000MP5863495N	22.02.2024	Yes	Yes	https://www.nmdc.co.in/cms-admin/Upload/Environment_Clearances_Document/ac95c554fd3047519aec59875a4283b3_20240223101510429.pdf

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant web link
Green field Screening cum Beneficiation Plant-II (10 MTPA capacity), Tailing dam-1, slime disposal pipeline, water pipeline for Donimalai and Kumaraswamy Iron Ore Mines.	EC23B0901KA5795397N	13.09.2023	Yes	Yes	https://www.nmdc.co.in/cms-admin/Upload/Environment_Clearances_Document/925de3e4cb5b4b78b7d5b772e7640010_20230913162452514.pdf
Capacity expansion of Kumaraswamy Iron Ore Mine of NMDC 6.25 MTPA).	EC23A001KA138525	10.07.2023	Yes	Yes	https://www.nmdc.co.in/cms-admin/Upload/Environment_Clearances_Document/449bd634f85c44d184906b934f4050ff_20230727120353326.pdf

13. 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 there under (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, NMDC 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, etc.

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
Head Office (Hyderabad) – Extremely high level of water stress (>80%)		
(i) Surface water		
(ii) Groundwater	4,793	4,636
(iii) Third-party water	622	636
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	5,415	4,999
Total volume of water consumption (In kiloliters)	5415	
Water intensity per Crore rupee of turnover (Water consumed / Revenue from operations)	382.30*	409.86*
Water intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	111.38*	119.41*
Water intensity in terms of physical output	0.18	0.17
Water intensity (optional)- the relevant metric maybe selected by the entity	-	-
Panna – Extremely high level of water stress (>80%)		
(i) Surface water	4,82,170	4,73,220
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	4,82,170	4,73,220
Total volume of water consumption (In kiloliters)	4,82,170	4,73,220
Water intensity per Crore rupee of turnover (Water consumed / Revenue from operations)	382.30*	409.86*
Water intensity per Crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	111.38*	119.41*
Water intensity in terms of physical output	0.18	0.17
Water intensity (optional)- the relevant metric maybe selected by the entity	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
Head Office (Hyderabad) - Extremely high level of water stress (>80%)		
(i) To Surface water		
No Treatment		
With treatment – please specify the level of treatment		
(ii) To Groundwater		
No Treatment		
With treatment – please specify the level of treatment		
(iii) Seawater / desalinated water		
No Treatment		
With treatment – please specify the level of treatment		
(iv) Sent to third parties	4,332	4,218
No Treatment	4,332	4,218
With treatment – please specify the level of treatment		
(v) Others		
Total volume of water discharged (In kiloliters) (i + ii + iii + iv + v)	4,332	4,218

The water stress level for the areas is as per WRI Aqueduct (<https://www.wri.org/aqueduct/tools>)

* The intensity values reported in the table above represent a consolidation of all sites and do not specifically indicate or infer any particular site.

Note: The water discharge at Head office is calculated as 80% of consumption as per CPCB & NBC guidelines

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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)	tCO _{2e}	69,532,000	-
Total Scope 3 emissions per crore rupee of Turnover		3,265.33	-

3. With respect to the ecologically sensitive areas reported at Question 11 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.

The Diamond Mining Project in Panna is situated near the Panna Tiger Reserve within the Gangau Wildlife Sanctuary. Mining operations occur in a single vertical pit with working benches about 120 meters deep. Controlled blasting and bottom initiation techniques keep vibration and noise levels in check. Environmental quality parameters (water, air, noise) are regularly monitored and well-maintained.

The Hon'ble Supreme Court, in a detailed judgment on 10.01.2024, permitted NMDC to continue its diamond mining operations despite general orders. NMDC had prepared a Mine Closure plan up to 2035, and the Court recognized the national interest in allowing the company to operate scientifically. The Court clarified that the

earlier order restricting mining activities within one kilometer of National Parks/Wildlife Sanctuaries would not apply to NMDC's Diamond Mining Project within the Gagau Wildlife Sanctuary, Panna Tiger Reserve. The National Tiger Conservation Authority (NTCA) and Wildlife Division were consulted, and mitigation measures were suggested, including prohibiting night-time transport inside the Tiger Reserve. Despite operating for 55 years before Eco Sensitive zone notifications, the mine has not adversely affected tiger populations. NMDC's mining area covers only 275.96 hectares, and its positive impact on the local community includes employment generation and corporate social responsibility activities.

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

Sr. No	Initiatives undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Slurry Pipeline Project	NMDC operates six iron ore deposits in the Bailadila Sector of Chhattisgarh. To enhance iron ore evacuation, NMDC has taken up construction of slurry pipeline from Bailadila to Nagarnar at an estimated cost of ₹ 800 crores. Currently, most iron ore production from Bailadila relies on the KK Railway line, which has limitations for transporting over 30 million metric tons per annum (MPTA). To reduce dependence on railways, NMDC adopted an alternative mode of evacuation—transporting iron ore fines in slurry form through the Slurry Pipeline Project. This approach also utilizes iron ore slimes by converting them into iron ore concentrate. The pipeline is laid underground, allowing existing activities to resume after completion. The project benefits the local population by creating employment opportunities. In the first phase, NMDC envisages laying of 135 km from Bailadila to Nagarnar, with plans to extend it up to Vizag by adding an additional 300 km of slurry pipeline.	To reduce the dust and particulate emissions during the transportation stage of the value chain.
2	Rooftop Solar PV cells	NMDC's projects as well as HO use rooftop solar PV cells as a part of their energy consumption.	To reduce scope 2 emissions.
3	Green Belt Development	NMDC has proactively developed green spaces by planting trees in and around its operational zone. This initiative involved community consensus and guidance from district forest officers.	To serve as a valuable carbon sink.

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

Yes. NMDC develops project-wise disaster management plans which form part of the project's risk management plan. These plans are publicly available on NMDC's website. The Disaster Management Plan has been prepared in line with the provision of National Disaster Management Plan-2019 (NDMP-2019) by incorporating Hon'ble Prime Minister's 10 points agenda on Disaster Risk Reduction with defined responsibilities of concerned officers.

The weblink is provided here in: <https://www.nmdc.co.in/contingency-management-plan>

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Nil

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

In this financial year, no assessments were carried out for value chain partners for environmental impacts.

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 number of industry chambers and associations is 13.

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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Minerals Industry, New Delhi (FIMI)	National
2	Federation of Indian Chamber of Commerce and Industry, New Delhi	National
3	Skill Council for Mining Sector (SCMS)	National
4	Standing Conference of Public Enterprises, New Delhi	National
5	Mining Engineers Association of India (MEAI)	National
6	Confederation of Indian Industry (CII)	National
7	The Mining, Geological & Metallurgical Institute of India (MGMI)	National
8	Indian Iron and Steel Sector Skill Development Council	National
9	Indian Institute of Mineral Engineers (IIME)	National
10	Federation of Indian Export Organisation, Chennai	National
11	All India Management Association, New Delhi	National
12	The Associated Chambers of Commerce Industry of India	National
13	UN Global Compact	International

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.

Not Applicable

Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Viksit Bharat Agenda of Govt of India	An email was sent to the relevant ministry in March 2024	No	NA	NA
2.	Comments/Suggestions on the proposed amendment in Public Procurement (Preference to Make in India) Order, 2017	An email was sent to the relevant ministry on 30.03.2024	No	NA	NA
3.	Comments/ /Suggestions on the proposed amendment in Public Procurement (Preference to Make in India) Order, 2017	An email was sent to the relevant ministry on 30.03.2024	No	NA	NA
4.	Comments on recommendations of Energy Transition Advisory Committee (ETAC)	An email was sent to the relevant ministry on 08.02.2024	No	NA	NA
5.	Draft Accreditation Procedure and Eligibility Criteria for Accredited Carbon Verification Agency and Detailed Procedure for Compliance Mechanism under Carbon Credit Trading Scheme (CCTS)	An email was sent to the relevant ministry on 07.02.2024	No	NA	NA
6.	Amendment in Export Policy Condition of Iron ore and Manganese ore – NMDC Comments	An email was sent to the relevant ministry on 06.02.2024	No	NA	NA
7.	Inter-Ministerial Consultation (IMC) on the zero draft version of the Air (Prevention and Control of Pollution) (Amendment) Rules, 2024 made under the provisions of Jan Vishwas (Amendment of Provisions) Act, 2023 - seeking Comments /inputs/suggestion	An email was sent to the relevant ministry on 29.01.2024	No	NA	NA
8.	Comments on Draft Report of the Committee constituted by Ministry of Mines to suggest alternative mechanisms for computation of ASP of Iron Ore in the Country	An email was sent to the relevant ministry on 08.01.2024	No	NA	NA
9.	Committee constituted to review the existing framework of Cost Accounting Records and Cost Audit and to improve the usefulness of the Cost Audit Reports in various sectors of the economy (17809) – NMDC Comments	An email was sent to the relevant ministry on 01.01.2024	No	NA	NA

Corporate Overview

Statutory Reports

Financial Statements

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
10.	Amendment of the second schedule to the Mines and Minerals (Development and Regulation) Act, 1957 to rationalize the rate of royalty in respect of 12 critical and strategic minerals – NMDC Comments	An email was sent to the relevant ministry on 29.12.2023	No	NA	NA
11.	Draft Note for the Cabinet Committee regarding Incentive to promote Underground coal mining in India – NMDC views	An email was sent to the relevant ministry on 28.12.2023	No	NA	NA
12.	Litigation Management Policy - Streamlining government litigation – NMDC Comments	An email was sent to the relevant ministry on 13.09.2023	No	NA	NA
13.	Details of policy and guidelines of CPSE's to Ministry of Steel	An email was sent to the relevant ministry on 10.08.2023	No	NA	NA
14.	Status of Preparation of Process Based Safety Guidelines for the Steel Industry – submission to Ministry of Steel	An email was sent to the relevant ministry on 31.07.2023	No	NA	NA

At NMDC we actively support a range of public policy initiatives across various domains, which include the installation of rooftop solar projects under the PM Surya Ghar: Muft Bijli Yojana, promoting solar energy adoption in government buildings, and implementing smart card systems. Additionally, NMDC endorses the National Steel Policy-2017, celebrates Indian Organ Donation Day, and participates in Vivad Se Vishwas and International Yoga Day. We engage with various portals like PRAGATI, NIP, and CIC, and contribute to ICMR projects through CSR. NMDC also emphasizes healthcare by empaneling hospitals under Ayushman Bharat (ABPM-JAY) and monitoring infrastructure readiness through the NIRMAN index. Lastly, we utilize platforms like PM GatiShakti Portal, eSamikSha, and CPGRAM to enhance governance and transparency.

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

NMDC have not conducted any Social Impact Assessments in the current financial year.

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
--	-------	----------	---	--------------------------	---

Nil

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

NMDC being a CPSE has its established grievance submission & redressal mechanism. A complaint box has been provided at all Project locations where stakeholders can drop in their grievances. In addition to the above, grievances /complaints can be submitted to the Head of the Projects/Head of the Departments.

- Percentage of input material* (inputs to total inputs by value) sourced from suppliers:**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	59.05%	77.49%
Directly from within India	100%	100%

* It only covers Raw Materials

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	92.7%	92.3%
Semi-urban	0	0
Urban	1.3%	1.5%
Metropolitan	6%	6.2%

Categorized as per RBI Classification System – rural/ semi-urban / urban / metropolitan)

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):**

Not Applicable

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

S. No.	State	Aspirational District	Amount Spent (in INR Lakhs)
1		Dantewada	2238
2		Bastar	315.52
3	Chhattisgarh	Sukma	16.07
4		Bijapur	103.90
5		Narayanpur	30.32

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

Yes

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

SC/ST Category

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

Total procurement made by value of Rs. 18.34 Crores. i.e., 5.35% during FY 2023-24. This has increased from procurement made by value of Rs. 16.87 Crores i.e., 5.25% during FY 2022-23.

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.

Nil

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.

Nil

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	Special medical camp for 8 villages - Bhujanganagara, Ubbalagandi, Narasingapura, Narayanapura, Navalatti, Akashnagara, Ranajithpura, Kammathur	21,539	100%
2	Mid-day meal scheme in Ballari District	8,000	100%
3	Installation of High Mast Lighting tower at Taranagar Village	5,520	100%
4	Procurement of material to support education in Koppal	4,500	100%
5	Special medical camps and provision of food, and vehicles in the Ballari District	2,798	100%
6	Free treatments at Project Hospitals	1,00,000 (Approx)	100%
7	Provision of material to 84 Pargna villages for skill development	21,500	100%
8	Scholarship Scheme for 7 districts of Bastar	12,000	100%
9	Cultural event in Dantewada - Chitrakote Mahotsav	10,000	100%
10	Organizing various cultural events in Barsoor City and the surrounding district	5,000	100%
11	Free education is provided to the children of nearby villagers of Panna and aids in the construction of school infrastructure	1,760	100%
12	Providing drinking water, repairing old pipelines in Panna District villages	2,000	100%
13	Health and hygiene improvement work (aid for sanitation, hospitals, etc.) around Panna district	2,17,000	100%
14	Providing free bus services from Majhgawan to Panna	6,000	100%

NMDC's Corporate Social Responsibility (CSR) programs extend beyond the mentioned beneficiaries. These initiatives directly benefit residents of villages and communities through various focus areas, including education, drinking water, health and hygiene, nutrition, infrastructure development, integrated village development, environmental conservation, sports, skill development, income generation, cultural preservation, and relief during natural calamities. NMDC's infrastructure project initiatives not only directly benefit residents of villages and communities but also conservatively impact approximately one lakh people living near the development sites and personnel involved in construction. Moreover, these efforts indirectly enhance the lives of countless others in the surrounding areas by improving connectivity, providing better access to medical facilities, and creating local markets for produce.

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 NMDC, we have established effective mechanisms to receive and respond to consumer complaints and feedback. Our customer portal, known as DARPAN, serves as a dedicated platform for stakeholders to provide input related to quality, quantity, and other aspects of their transactions. Through DARPAN, customers can share their experiences, raise concerns, and offer suggestions. Our commitment to transparency ensures that all feedback is treated confidentially and acted upon promptly. Whether it's addressing product issues, service inquiries, or process improvements, NMDC values the insights provided by our customers. We continuously monitor DARPAN submissions, analyze trends, and implement necessary changes to enhance customer satisfaction. By actively engaging with our stakeholders, we strive to maintain a customer-centric approach and deliver exceptional experiences.

Weblink of Customer Portal: <https://darpan.nmdc.co.in/nmdc-crm/>

Further, NMDC being a CPSE has its established grievance submission & redressal mechanism. A Complaint box has been provided at all Project locations where stakeholders can drop in their grievances. In addition to the above, grievances /complaints can be submitted to the Chief Vigilance Officer (CVO)

Complaint can be lodged through:

- a) "Complaint Form" link available on the vigilance tab of NMDC Website www.nmdc.co.in
- b) Addressing a letter directly to CVO on the postal address below:

Chief Vigilance Officer NMDC Limited, Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad-500028, INDIA.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber security	Nil	Nil		Nil	Nil	
Delivery of essential services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other- (Loans and advances, Staff Behaviour etc.)	Nil	Nil		Nil	Nil	

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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.

NMDC is in process of forming the policy on Cyber Security. We are taking up various measures to secure the IT infrastructure. Third party consultant has been engaged to conduct Vulnerability Assessment & Penetration Testing (VAPT) of the entire IT infrastructure on a regular basis. Remedial measures are taken up based on their recommendations.

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

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches-** Nil
- b. **Percentage of data breaches involving personally identifiable information of customers-** Nil
- c. **Impact, if any, of the data breaches-** Nil

Leadership Indicators

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

NMDC serves B2G, B2B and B2C customers meeting their resource requirements across the value chain. All the information regarding the products could be accessed through the official website of NMDC Limited.

<https://www.nmdc.co.in/important-links/product-specifications>

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

Not Applicable

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

Not Applicable

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)

Not Applicable as NMDC does not host any customer’s personal information or provide e-service.