



**ಕುದ್ರೆಮುಖ್ ಅಮಿಟೆಡ್**

(ಭಾರತ ಸರ್ಕಾರದ ಉದ್ಯಮ)

ನೋಂದಾಯಿತ ಕಾರ್ಯಾಲಯ :  
2ನೇ ವಿಭಾಗ, ಕೋರಮಂಗಲ  
ಬೆಂಗಳೂರು - 560 034.

ದೂರವಾಣಿ : 080-25532153-66 ರಿಂದ 66

ಫ್ಯಾಕ್ಸ್ : 080-25532153-5941

ವೆಬ್ ಸೈಟ್ : www.kioclltd.in

**के आई ओ सी एल लिमिटेड**

(भारत सरकार का उद्यम)

पंजीकृत कार्यालय :

II ब्लॉक, कोरमंगला,  
बेंगलूर - 560 034.

कार्यालय : 080-25531461 - 66

फेक्स : 080-25532153-5941

वेबसाईट : www.kioclltd.in

**KIOCL LIMITED**

(A Government of India Enterprise)

Registered Office :

II Block, Koramangala,  
Bengaluru - 560 034.

Telephone : 080-25531461 - 66

Fax : 080-25532153-5941

Website : www.kioclltd.in

CIN : L13100KA1976GOI002974

ISO 9001, 14001 ಮತ್ತು  
OHSAS 18001 ಸಂಸ್ಥೆ  
आई एस ओ 9001, 14001 तथा  
ओएचएसएस 18001 कम्पनी  
ISO 9001, 14001 &  
OHSAS 18001 COMPANY

No. S/BC/1 (18-5)/2023/273

August 29, 2023

**National Stock Exchange of India Limited**

Scrip Code: KIOCL

Through: NEAPS

**BSE Limited**

Scrip Code: 540680, Scrip Name: KIOCL

Through: BSE Listing Centre

**Metropolitan Stock Exchange of India Limited**

Scrip Code: KIOCL

Through: mylisting

Dear Sir/Madam,

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

We enclose herewith Company's Business Responsibility and Sustainability Report for the Financial Year 2022-23 in the format as specified by the Securities and Exchange Board of India (SEBI).

This is for information and record please.

Thanking You,

Yours faithfully,  
For KIOCL Limited,  
Pushkant  
Mishra  
Digitally signed by Pushkant  
Mishra  
Date: 2023.08.29 10:21:26  
+05'30'

(P.K. Mishra)

Company Secretary & Compliance Officer

Encl: As Above

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L13100KA1976GOI002974
2	Name of the Listed Entity	KIOCL Limited
3	Year of incorporation:	April 2, 1976
4	Registered office address:	II Block, Koramangala, Bengaluru - 560034
5	Corporate address:	II Block, Koramangala, Bengaluru - 560034
6	E-mail:	cs@kioclltd.in
7	Telephone:	080-25531525
8	Website:	www.kioclltd.in
9	Financial year for which reporting is being done.	2022-23
10	Name of the Stock Exchange(s) where shares are listed.	<p><b>1. National Stock Exchange of India Ltd.</b> Exchange Plaza, C-1, Block G, BKC, Bandra (E) Mumbai – 400 051</p> <ul style="list-style-type: none"> <li>Scrip Code: KIOCL</li> </ul> <p><b>2. BSE Ltd.</b> 25<sup>th</sup> Floor, P.J. Towers, Dalal Street, Fort, Mumbai – 400 001</p> <ul style="list-style-type: none"> <li>Scrip Code: 540680</li> </ul> <p><b>3. Metropolitan Stock Exchange of India Ltd.</b> Vibgyor Towers, 4<sup>th</sup> Floor, Plot No. C 62, G-Block, BKC, Bandra (E), Mumbai – 400 098</p> <ul style="list-style-type: none"> <li>Scrip Code: KIOCL</li> </ul>
11	Paid-up Capital:	₹607.75 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	<p>Name: Shri Ganti Venkat Kiran, Director (Production &amp; Projects)</p> <p>Telephone: 080-25535892</p> <p>email id: dpp@kioclltd.in</p>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone.

## II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal and Metal products	98%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Iron Ore Pellets	0710	98%

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	9*	11
International	0	0	0

\*Corporate Offices – 1(Bengaluru), Site/Liasioning- 8 (Mangaluru, Kudremukh, Bachel, Chikkanayakanahalli, New Delhi, Sandur, Visakhapatnam & Kaliapani)

### 17. Markets served by the entity:

#### a) Number of locations

Locations	Numbers
National (No. of States)	5
International (No. of Countries)	6

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

88%

#### c) A brief on types of customers

- Export Customer (Trade segment/End-user segment)
- Domestic Customer (Trade segment/End-user segment)

## IV. Employees

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

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

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	236	215	91	21	9

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
2	Other than Permanent (E)	84	69	82	15	18
3	Total employees (D + E)	320	284	89	36	11
<b>WORKERS</b>						
4	Permanent (F)	418	415	99	3	1
5	Other than Permanent (G)	969	879	91	90	9
6	<b>Total workers (F + G)</b>	<b>1387</b>	<b>1294</b>	<b>93</b>	<b>93</b>	<b>7</b>

**b) Differently abled Employees and workers:**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	7	7	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	7	7	100	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	4	4	100	0	0
5	Other than permanent (G)	0	0	0	0	0
6	<b>Total differently abled workers (F + G)</b>	<b>4</b>	<b>4</b>	<b>100</b>	<b>0</b>	<b>0</b>

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

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	6*	2	33.33
Key Management Personnel	1	0	0

\*Including Chairman-cum-Managing Director & Director (Finance), who are also KMPs.

**20. Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	11%	5%	16%	9%	6%	15%	14%	6%	20%
<b>Permanent Workers</b>	8%	0%	8%	7%	0%	7%	8%	15%	23%

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil				

## VI. CSR Details

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

(ii) Turnover (in ₹): 15,43,41,60,797

(iii) Net worth (in ₹): 20,02,03,67,284

## VII. VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://kioclltd.in/data.php?id=386&amp;lang=EN">https://kioclltd.in/data.php?id=386&amp;lang=EN</a>	55	0	--	63	0	--
Investors (other than shareholders)	Yes <a href="https://kioclltd.in/data.php?id=343">https://kioclltd.in/data.php?id=343</a>	0	0	--	0	0	--
Shareholders	Yes <a href="https://kioclltd.in/data.php?id=343">https://kioclltd.in/data.php?id=343</a>	0	0	--	0	0	--
Employees and workers	Yes <a href="https://kioclltd.in/data.php?id=386">https://kioclltd.in/data.php?id=386</a>	0	0	--	0	0	--
Customers	Yes <a href="https://kioclltd.in/data.php?id=386&amp;lang=EN">https://kioclltd.in/data.php?id=386&amp;lang=EN</a>	0	0	--	0	0	--
Value Chain Partners	Yes <a href="https://kioclltd.in/data.php?id=386&amp;lang=EN">https://kioclltd.in/data.php?id=386&amp;lang=EN</a>	0	0	--	0	0	--

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Raw Material and Market Reach	R	Higher Price of Raw Material Limited International markets	1. Explore captive sources of raw material usage. 2. Exploring new market segments.	Negative
2	Renewable and clean energy	O	Higher Cost of Energy	1. Feasibility analysis for solar projects completed and new projects..	Positive
3	Water consumption and effluent discharge	R	100% dependency on raw water from Kudremukh Dam	1. Minimizing freshwater consumption by upgrading and O&M of existing water treatment to increase efficiency 2. Reusing treated wastewater from sewage and effluents for industrial purpose	Negative
4	Air Emissions/ Green House Gas Emissions	R	Govt Regulations and norms for Air Emissions	1. Installation of state-of-the-art dust control technology (Pellet Plant) 2. Upgradation of existing air pollution control equipment (Pellet Plant)	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines for Responsibility Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

<b>PRINCIPLE 1:</b>	<b>PRINCIPLE 2:</b>	<b>PRINCIPLE 3:</b>
Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Businesses should provide goods and services in a manner that is sustainable and safe.	Businesses should respect and promote the well-being of all employees, including those in their value chains.
<b>PRINCIPLE 4:</b>	<b>PRINCIPLE 5:</b>	<b>PRINCIPLE 6:</b>
Businesses should respect the interests of and be responsive to all its stakeholders.	Businesses should respect and promote human rights.	Businesses should respect and make efforts to protect and restore the environment.
<b>PRINCIPLE 7:</b>	<b>PRINCIPLE 8:</b>	<b>PRINCIPLE 9:</b>
Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Businesses should promote inclusive growth and equitable development.	Businesses should engage with and provide value to their consumers in a responsible manner.

SN	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<a href="https://kioclltd.in/table.php?id=282">https://kioclltd.in/table.php?id=282</a>								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4	Name of the national and international codes/ certifications/ labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001 ISO 14001 ISO 45001	ISO 45001	-	-	ISO 14001	-	-	ISO 9001
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable (NA)								
<b>Governance, leadership, and oversight</b>										
7	Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) KIOCL being a Mini Ratna Category 1 PSU is dedicated to achieving sustainability in terms of Environment, Social, Governance (ESG) aspects. The environmental stewardship of KIOCL is aware of its role and duties in mitigating the impact of climate change. KIOCL, being a responsible corporate organization, is fully conscious of its duties towards society. The company gives a lot of emphasis on Corporate Governance.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Director (Production & Projects) Telephone: 080-25535892 email id: dpp@kioclltd.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 Director (Production and Projects)
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**10 Details of Review of NGRBCs by the Company.**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board /Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action										Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>									
	No	No	No	No	No	No	No	No	No									

**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)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
It is planned to be done in the next financial year (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

### PRINCIPLE 1

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

#### Essential Indicators

#### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	Principle 1, 7	100
Key Managerial Personnel (KMP)	2	Principle 1, 7	100
Employee other than BoD and KMPs	32	Principle 1	100
Workers	Nil	Nil	Nil

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

Monetary					
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty/Fine	Nil	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding fee	Nil	NA	NA	NA	NA
Non- Monetary					
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil	NA	NA	NA	
Punishment	Nil	NA	NA	NA	

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

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

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

The company has a Code of Conduct & Ethics for the Board of Directors and Senior Management Personnel. The same is available on the website of the company at: <https://kioclltd.in/table.php?id=384&lang=EN>

In addition, the company has a Whistle Blower policy. The same is available on the website of the company at: <https://kioclltd.in/table.php?id=279&lang=EN>

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

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

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of the KMP's	0	-	0	-

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.

NA

#### Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	Principle 1, 4, 8	90%

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, KIOCL has a Code of Conduct policy. The purpose of this policy to enhance further scope of good Corporate Governance with an ethical and transparent process in managing the affairs of the company.



## PRINCIPLE 2

**Businesses should provide goods and services in a manner that is sustainable and safe.**

### Essential Indicators

- 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.

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	-
CAPEX	2.78%	0.02%	1. Prepared Techno-Commercial feasibility report for Coke shed. 2. Constructed Coke Shed, resulted in reduction in water pollution due to Coke.

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

Yes, the company has a well-documented Procurement Manual, Contracts Manual and projects manual.

**b. If yes, what percentage of inputs were sourced sustainably? 100%**

- 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.**

<b>Plastics (including packaging)</b>	N.A.
<b>E-waste</b>	The generated E-waste is sold to CPCB and KSPCB authorized agencies.
<b>Hazardous Waste</b>	The generated Hazardous Waste is sold to CPCB and KSPCB authorized agencies.
<b>Other Waste</b>	Scrap lead Acid Batteries are sold to the CPCB and KSPCB authorized agencies.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.**

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.**

N.A.

### Leadership Indicators

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

No

**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
N.A.					

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Pellet Fines	2 %	2 %

**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	Total (A)	% Of employees covered by									
		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)
<b>PERMANENT EMPLOYEES</b>											
Male	215	215	100	215	100	N.A.	--	215	100	0	0
Female	21	21	100	21	100	21	100	N.A.	--	0	0
<b>Total</b>	<b>236</b>	<b>236</b>	<b>100</b>	<b>236</b>	<b>100</b>	<b>21</b>	<b>9</b>	<b>215</b>	<b>91</b>	<b>0</b>	<b>0</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	69	69	100	69	100	N.A.	--	N.A.	--	0	0
Female	15	15	100	15	100	15	100	N.A.	--	0	0
<b>Total</b>	<b>84</b>	<b>84</b>	<b>100</b>	<b>84</b>	<b>100</b>	<b>15</b>	<b>18</b>	<b>NA</b>	<b>--</b>	<b>0</b>	<b>0</b>

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

Category	Total (A)	% OF WORKERS COVERED BY									
		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)
<b>PERMANENT EMPLOYEES</b>											
Male	415	415	100	415	100	N.A.	--	415	100	0	0
Female	3	3	100	3	100	3	100	N.A.	--	0	0
<b>Total</b>	<b>418</b>	<b>418</b>	<b>100</b>	<b>418</b>	<b>100</b>	<b>3</b>	<b>1</b>	<b>415</b>	<b>99</b>	<b>0</b>	<b>0</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	879	879	100	879	100	N.A.	--	N.A.	--	0	0
Female	90	90	100	90	100	90	100	N.A.	--	0	0
<b>Total</b>	<b>969</b>	<b>969</b>	<b>100</b>	<b>969</b>	<b>100</b>	<b>90</b>	<b>9</b>	<b>NA</b>	<b>--</b>	<b>0</b>	<b>0</b>

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

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

## 3. Accessibility of workplaces

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

Yes.

## 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.

No.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

## 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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Any Employee who seeks to convey her/his grievances to the company can contact the concerned Department Head, through landline or through post. They may also register their complaints online by filling the Online Grievance form at <a href="https://kioclltd.in/data.php?id=386&amp;lang=EN">https://kioclltd.in/data.php?id=386&amp;lang=EN</a>
Other than Permanent Workers	
Permanent Employees	If the complainant is still not redressed through the company's mechanism, they can use CPGRAMS Link for lodging the grievance <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	236	173	73	238	181	76
Male	215	161	75	219	169	77
Female	21	12	57	19	12	63
Total Permanent Workers	418	400	96	461	435	94
Male	415	397	96	457	431	94
Female	3	3	100	4	4	100

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
Male	215	215	100	215	100	219	219	100	219	100
Female	21	21	100	21	100	19	19	100	19	100
<b>Total</b>	<b>236</b>	<b>236</b>	<b>100</b>	<b>236</b>	<b>100</b>	<b>238</b>	<b>238</b>	<b>100</b>	<b>238</b>	<b>100</b>
<b>WORKERS</b>										
Male	415	59	14	148	36	457	457	100	457	100
Female	3	1	33	3	100	4	4	100	4	100
<b>Total</b>	<b>418</b>	<b>60</b>	<b>14</b>	<b>151</b>	<b>36</b>	<b>461</b>	<b>461</b>	<b>100</b>	<b>461</b>	<b>100</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	215	12	6	219	52	24
Female	21	4	19	19	0	0
<b>Total</b>	<b>236</b>	<b>16</b>	<b>7</b>	<b>238</b>	<b>52</b>	<b>22</b>
<b>WORKERS</b>						
Male	415	119	29	457	110	24
Female	3	2	67	4	3	75
<b>Total</b>	<b>418</b>	<b>121</b>	<b>29</b>	<b>461</b>	<b>113</b>	<b>25</b>

## 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, Occupational health and safety management systems ISO 45001:2018 is implemented for Production and Dispatch of Iron Ore Pellets and Pig Iron.

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

The following processes are used to identify Work-related Hazards & Assess Risks on a routine and non-routine basis by the Company:

- Hazard Identification and Risk Assessment.
- Safety management Plan.
- Check List.
- Safety Inspections/Observations.
- Accident investigation.
- Near miss reporting and findings.
- Interactions with Employees (daily during walk through).
- Meeting of Safety committee.
- Observation by workman inspectors.

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

Yes.

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

Yes.



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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.298	0.719
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

KIOCL has Occupational health and safety management systems ISO 45001:2018 in place and it sets out KIOCL's commitment to manage health and safety of its employees and workers effectively. Standard Operating Procedures are also available across the various operations and maintenance activities.

In addition, regularly toolbox talks are conducted on the work spot. Premises are inspected fortnightly/weekly by safety department personnel and identified gaps are addressed on priority. A safety committee is in place which includes representation from workers and safety performance is reviewed quarterly. External safety audits are conducted through the National Safety Council as per IS 14489. Periodic health checkup of employees is carried out.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	12	0	-	9	0	-
Health and safety	71	0	-	44	0	-

**14. Assessments for the year:**

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

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

Nil

**Leadership Indicators**

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

Employees	Yes
Workers	Yes

**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).**

No

**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.**

Stakeholders	Identification Process
Investors/Shareholders	The Board & Co-ordination Department in Co-ordination with RTA. Identifies the Key Investors/Shareholders.
Government/Regulatory Bodies	Identified with respect to the applicable rules and regulation and the concerned Departments of company co-ordinate with their respective Government/Regulatory Bodies.
Media	The Corporate Communication Department of the company co-ordinates with the Print & Digital Media.
Customers	Buyers desirous of procuring iron ore pellets need to empanel themselves by furnishing requisite details sought in the web link: <a href="https://www.kiocltd.in/table.php?id=315">https://www.kiocltd.in/table.php?id=315</a> . against 'Invitation for Expression of Interest' Empanelment is an incessant process and renewable every 3 years
Suppliers, Dealers, Contractors, Transporters	Through EOI and vendor registration

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	Request letters- Emails, Community Meetings	Quarterly	Basic Infrastructure development like dysfunctional toilets, Drinking water, Health care facilities and medical equipment
Government Authorities (Block and District Govt. Officials)	No	Meetings, Emails, Letters	Quarterly	Provide updates on progress of CSR projects
Industrial Customers	No	Meetings, conference	Regular	Demand Assessment, sales
Employees	No	Discussion forums, Emails, Letters	Regular	Grievance and Feedback
Value Chain Partners	No	Email, vendor Meet	Half yearly	Updating the processes, engagement

## Leadership Indicators

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

Yes, KIOCL is having Board level CSR committee, headed by an Independent Director and followed by an internal committee. The internal CSR committee identifies & discusses with key stakeholders about implementation of CSR projects based on the request received from various stake holders such as local communities, educational institutes, Hospitals, District Authorities etc. Key Stakeholders are by & large identified from local areas, Aspirational Districts etc. The CSR board quarterly monitor and review the progress.

## PRINCIPLE 5

Businesses should respect and promote human rights.

### Essential Indicators

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

	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
<b>EMPLOYEES</b>						
Permanent	236	236	100	238	238	100
Other than permanent	84	84	100	85	85	100
<b>Total Employees</b>	<b>320</b>	<b>320</b>	<b>100</b>	<b>323</b>	<b>323</b>	<b>100</b>
<b>WORKERS</b>						
Permanent	418	418	100	461	461	100
Other than permanent	969	0	0	698	0	0
<b>Total Workers</b>	<b>1387</b>	<b>418</b>	<b>30</b>	<b>1159</b>	<b>461</b>	<b>40</b>

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

Category	FY 2022-23					FY 2021-22				
	Equal to Minimum Wage			More than Minimum Wage		Equal to Minimum Wage			More than Minimum Wage	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES</b>										
<b>Permanent</b>	236	Nil	--	236	100	238	Nil	--	238	100
<b>Male</b>	215	Nil	--	215	100	219	Nil	--	219	100
<b>Female</b>	21	Nil	--	21	100	19	Nil	--	19	100
<b>Other than Permanent</b>	84	Nil	--	84	100	85	Nil	--	85	100
<b>Male</b>	69	Nil	--	69	100	69	Nil	--	69	100
<b>Female</b>	15	Nil	--	15	100	16	Nil	--	16	100

Category	FY 2022-23					FY 2021-22				
	Equal to Minimum Wage			More than Minimum Wage		Equal to Minimum Wage			More than Minimum Wage	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
<b>WORKERS</b>										
<b>Permanent</b>	418	Nil	--	418	100	461	Nil	--	461	100
<b>Male</b>	415	Nil	--	415	100	457	Nil	--	457	100
<b>Female</b>	3	Nil	--	3	100	4	Nil	--	4	100
<b>Other than Permanent</b>	969	Nil	--	969	100	698	Nil	--	698	100
<b>Male</b>	879	Nil	--	879	100	636	Nil	--	636	100
<b>Female</b>	90	Nil	--	90	100	62	Nil	--	62	100

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
<b>Board of Directors (BoD)</b>	4	68,93,385	0	N.A.
<b>Key Managerial Personnel</b>	1	25,04,142	0	N.A.
<b>Employees other than BoD and KMP*</b>	214	23,80,667	21	13,26,847
<b>Workers</b>	436	15,84,724	4	10,09,839

NOTE: Govt. Nominee Directors are not considered for remuneration as they are not entitled for any sitting fees or remuneration. KIOCL is having two Independent Directors including one Women Independent Director and two Govt. Nominee Directors including one Women Govt. Nominee Director. Further, Independent Directors are Entitled for sitting fees only

**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, HR department has policies which ensures implementation of human rights as per applicable guidelines. Issues raised under human rights are addressed by the HoD, HR Department.

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

Any Employee who seeks to convey her/his grievances to the company can contact the Director Grievances personally, through landline or through post. They may also register their complaints online by filling the Online Grievance form at <https://kioclltd.in/data.php?id=386&lang=EN>

If the complainant is still not redressed through the company's mechanism, they can use CPGRAMS Link for lodging the grievance <https://pgportal.gov.in/>

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

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

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

To prevent the adverse consequences to the complainant in discrimination and harassment cases, the willing complainants are transferred to different section/department/Unit/Office.

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

Yes

**9. Assessments for the year:**

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	N.A.

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

N.A.

**Leadership Indicator**

**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

## PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

### Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	330267	514492
Total fuel consumption (B)	792176	1228567
Energy consumption through other sources (C)	52583	57040
Total energy consumption (A+B+C)	1175026	1800099
Energy intensity per rupee of turnover	0.000076	0.000060

  

Parameter	FY 2022-23	FY 2021-22
Energy intensity per Metric Tonne of Pellet Production	0.7782	0.8867

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? Yes

If yes, name of the external agency.: National Productivity Council, New Delhi

#### 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)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. (Y/N).

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	1087313	1169027
(ii) Groundwater	4520	4170
(iii) Third party water	13274	13733
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1105107	1186930
Total volume of water consumption (in kiloliters)	1078736	1160401
Water intensity per rupee of turnover	0.000070	0.000039
Water intensity per Metric Tonne of Pellet Production	0.7144	0.5716

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? No

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

Yes, KIOCL implemented Zero liquid Discharge Mechanism.

KIOCL has adequate Effluent treatment facilities, and 100% sewage is treated using MBR technology. Water conservation by recycling 100% treated process water for process use, supplied to BFU, Green Belt Development and housekeeping etc.

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

Parameter	unit	FY 2022-23	FY 2021-22
NOx	µg/m <sup>3</sup>	N.A.	N.A.
SOx	µg/m <sup>3</sup>	N.A.	N.A.
Particulate matter (PM)	Metric Tonnes	350570	494296
Persistent organic pollutants (POP)	--	N.A.	N.A.
Volatile organic compounds (VOC)	--	N.A.	N.A.
Hazardous air pollutants (HAP)	--	N.A.	N.A.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? No

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

Parameter	unit	GHG Emissions FY 2022-23	GHG Emissions FY 2021-22
Total Scope 1 emissions	Metric tonnes of CO <sub>2</sub> equivalent	58729	91072
Total Scope 2 emissions	Metric tonnes of CO <sub>2</sub> equivalent	74769	116475
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent/INR	0.0000086	0.0000069
Total Scope 1 and Scope 2 emissions intensity per Metric tonnes of production	MTCO <sub>2</sub> e/Metric tonne	0.0884	0.1022

Note: Emission factor is from Central Electricity Authority, CO<sub>2</sub> baseline Database version 18 and IPCC Guidelines for National Greenhouse Gas Inventories has been referred to calculate GHG emissions.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? Yes

If yes, name of the external agency.: National Productivity Council, New Delhi

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

Yes, Operational Solar Power Plant of 6.4 MW and Wind energy (4.6 million units) is purchased. In clean energy initiatives, work allotted to M/s. EIL on Fuel switches over from Furnace oil to LNG for Sintering of Pellets is under progress.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in Metric Tons)</b>		
Plastic waste (A)	4.63	18.99
E-waste (B)	1.48	0
Bio-medical waste (C)	0.27	0.28
Construction and demolition waste (D)	0	0
Battery waste (E)	0.337	0
Radioactive waste (F)	N.A.	N.A.
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Rubber & Metal Scrap	458.49	793.65
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>465.207</b>	<b>812.92</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in Metric Tons)

Parameter	FY 2022-23	FY 2021-22
<b>Category of waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
For each category of waste generated, total waste disposed by nature of disposal method (in Metric Tons)		
<b>Category of waste</b>		
(i) Incineration	0.27	0.28
(ii) Landfilling	0	0
(iii) Other disposal operations (Handed over to Authorized Recyclers)	45.097	36.58
<b>Total</b>	<b>45.367</b>	<b>36.86</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? No

**9. Briefly describe the waste management practices adopted in your establishments.**

- E-Waste handed over to party authorized by KSPCB.
- Biomedical waste handed over to CBWTF authorized by KSPCB.
- Hazardous waste handed over to parties authorized by KSPCB. The used oil is extensively reused for lubricating the Pellet car in Pellet Plant.
- Solid waste- Regular collection of metal scrap and packaging material and disposal to local vendors.
- Clarifier underflow containing iron concentrate and additives received from filtration process and floor washes is recycled back to the filtration process.
- Dry dust collected in the multi cyclones system and fugitive dust collection system is collected and reused in the process.
- The pellet fines (2% of pellet production) are recycled in the process after Re-grinding.

**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.**

N.A.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
		N.A.	

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the**



## current financial year:

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

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
N.A.				

## Leadership Indicators

1. Provide break-up of the total energy consumed (in Giga Joules) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	52583	57040
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>52583</b>	<b>57040</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	330267	514492
Total fuel consumption (E)	792176	1228567
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1122443</b>	<b>1743059</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? Yes

If yes, name of the external agency.: National Productivity Council, New Delhi

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Recycling of sewerage water in the STP	45 KLD recycled sewerage water is reused in the process.	Water Conservation
2	Reprocessing of Iron ore fines in the Pellet Plant	Around 2% of Pellet Production is Pellet Fines (Size < 5 MM). These Pellet Fines are reground in Ball Mills and Re processed.	Resource Conservation
3	Reprocessing of Wet Scrubber Effluent	The scrubbed effluent from Wet scrubbers connected to Chimneys in PP is diverted to the Thickener. The thickened slurry containing solids (Iron Particles) is pumped to PF for recycling the same in the Process.	Resource Conservation
4	Fuel switches over from Furnace oil to LNG for Sintering of Pellets (Engg. study for Implementation)	Work order awarded to M/s. EIL on June 2022.	Clean Energy adoption. Study is under Progress.

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

Yes, Weblink : <https://www.kioclltd.in/assets/uploads/kiocl-disaster-management-plan-compressed.pdf>

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Standing Conference of Public Enterprises	National
2	Export Promotion Council for EoUs; s & SEZ Units	National
3	Federation of Indian Export Organization	National
4	Institute of Directors	National
5	Pellet Manufacturers Association of India	National
6	Federation of Indian Mineral Industries	National
7	Federation of Karnataka Chambers of Commerce & Industry	State
8	Institute of Economic Studies	National
9	Indian National Trust for Art & Cultural Heritage	National

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

Name of Authority	Brief of Case	Corrective Action taken
	Nil	

## PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes/No)	Relevant Web link
Nil					

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

S. No.	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 ₹)
Nil						

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

Communities having complaints or grievances can interact with the organization through the Chief General Manger (HR) for Public Grievance/Dispute settlements. The complainant can approach these officers in person or through written complaints or communicate through e-mail or contact on telephones. <https://kioclltd.in/data.php?id=386&lang=EN>

If a complainant is still not able to get the complaint redressed through the company's mechanism of Consumer grievances, click CPGRAMS. <https://pgportal.gov.in/>

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	39.15%	33.93%
Sourced directly from within the district and neighboring districts	21.68%	24.54%

### Leadership Indicator

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 Districts	Amount spent (in ₹)
1	Karnataka	Yadgir	15,00,000

**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, Women Entrepreneurs

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

SC/ST - 2.68%

Women Entrepreneurs - 3.62%

**6. Details of beneficiaries of CSR Projects (FY 2022-23)**

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Financial assistance for organizing tribal festival in Ramnagar, Mandla district, Madhya Pradesh	3000	100%
2	Financial assistance for providing aluminium partition wall and granite platform to microbiology lab at Sir C. V. Raman general hospital, Bengaluru	300	100%
3	Providing 7 no's wheelchairs-such as paediatric, electric/ motorized and basic reclining wheelchairs to St. Johns Medical & Charitable hospital, Koramangala, Bengaluru to help paediatric patients and patients with special need	100	100%
4	Drinking water facility to Anganwadi centres in Yadgir district-aspirational district	1000	100%
5	Pure drinking water facility with reverse osmosis plant in PNS school, Koramangala, Bengaluru	500	90%
6	Provision of medical textbooks to 20 meritorious MBBS students from socio-economically poor & rural background to support their higher education	20	100%
7	Financial assistance to set up vocational training centre in LBJP Inter college Tilhar U.P. to provide vocational training for skill development to students and local area youth	360	90%
8	Providing computers, printers, scanners, xerox machine to each govt schools [03 schools] coming under Narasingapura gram panchayath, Sandur [around 10 computers, printers, scanners, xerox machine inclusive of all schools]	1000	100%
9	Renovation of govt.drug resistant tuberculosis hospital (drtb) in Bellry district in order to support national tuberculosis elimination programme-[renovation of OPD cum consultaion block & kitchen]	250	100%
10	Construction of one classroom in Sasya Shamala educational society at Hospet, Karnataka	150	100%

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
11	Providing one no. Mahindra bolero neo /Mahindra bolero vehicle to childline 1098 Dakshina Kannada District for the benefit of children who are orphans, economically backward etc	--	--
12	300 ma cr system for community health centre, Vamadapadavu (x-ray machine) as per the request received from health & family welfare dept.	250	100%
13	Financial assistance towards providing food, shelter, clothing, education and medicine to children accommodated at Mangala Seva Samithi, orphanage (Bala Samrakshna Kendra)	100	100%
14	Repair of ANMTC building at Wenlock Hospital, Mangaluru	100	100%
15	Financial assistance for procuring 5 nos. dialysis unit at Wenlock Hospital,as per the request from Dy.commissioner, Dakshina Kannada District	500	100%
16	Financial assistance for construction of Red Cross centenary building project	300	100%
17	Providing furniture to govt.higher primary school, Meenakaliya. Baikampady, Mangaluru	130	100%
18	Construction of two class rooms in dakshina Kannada zilla panchayat Hr.primary school, Manikara, Puttur Taluk, Dakshina Kannada	120	100%
19	Construction of two classrooms for science block at Govt. PU College, Kavoov, Mangaluru	300	100%
20	Providing computer, ups and internet, projector, xerox machine, water purifier to Govt aided High School, Kulur, Mangaluru	200	100%
21	Financial assistance for creation of Miyawaki forests-new urban green spaces in Mangaluru city under environment sustainability	--	--
22	Modification/renovation of 2 nos. police quarters as counseling/relax rooms at Mangaluru	--	--
23	Financial assistance towards construction of Gow shala at shree Bharathi group of institutions, Nathoor padav, Mangaluru	--	--
24	Financial assistance for conducting National level chess tournament at Mangaluru	400	80%
25	Financial assistance for kidney transplant of patient belonging to poor family at Narayana Hrudayalaya Hospital, Bengaluru	1	100%
26	10 deskop computers to Kaginele Mahasansthana Kanaka Guru Peeta, Raichur District, Karnataka	250	100%



S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
27	Two desktop computers to Sir C. V. Raman Hospital, Bangalore	400	100%
28	Pure drinking water facility to Govt High School, Near APMC, Sandur	300	100%
29	Provision of lab equipments & furnitures to Girls PU College, Sandur	200	100%
30	Provision of tricycles to 20 handicap persons at Sandur	20	100%
31	Provision of vehicles to Forest Department for protection of forest & wildlife, ecological balance of the forest eco-systems etc.	--	--
32	Providing furnitures to two classrooms (bench, desk, table, noticeboard and cupboards etc.) To Govt.High School, Belthangady	200	100%
33	Providing 10 nos. Desktop computers to Govt. High School, Mucchuru.	200	100%
34	Providing water purifier, lab items, materials to DKZP Hr.Primary School, Kenjar	200	100%
35	Providing furniture & stationery materials for Govt. Residential School for Tribes, Hornadu	100	100%
36	Providing furniture items to DK ZP Hr. Pry School, Bantwal Taluk, Dakshina Kannada	50	100%
37	Scholarship to children studying in Govt. Schools and Colleges in & around Mangaluru	20	100%

## 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.

Consumer complaints are received in the form of email and letters by the Marketing Department. On receipt of customer complaint, a Corrective Action Request (CAR) is raised on relevant department to investigate and provide a 'Root Cause Analysis' for complaint resolution and the findings are communicated to the Customer as per procedures laid down in Integrated Management System.

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

	As a percentage to total turnover
<b>Environmental and social parameters relevant to the product</b>	N.A.
<b>Safe and responsible usage</b>	N.A.
<b>Recycling and/or safe disposal</b>	N.A.

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

Data privacy	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Advertising	0	--	--	0	--	--
Cyber-security	0	--	--	0	--	--
Delivery of essential services	0	--	--	0	--	--
Restrictive Trade Practices	0	--	--	0	--	--
Unfair Trade Practices	0	--	--	0	--	--

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

	Number	Reasons for recall
Voluntary Recall	Nil	N.A.
Forced Recall	Nil	N.A.

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy?**

Yes

**If available, provide a web-link of the policy.**

At present IT Policy is designed in general to guide the usage and manage IT assets and the same is hosted on Company Website @ <https://kiocltd.in/table.php?id=284>.

However, the Cyber Security Policy, which is a part of IT Security Policy, is under draft stage and the same will be published, once SAP S4 Hana solution on cloud is implemented.

**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.**

For protection against Cyber Security and Data Privacy of End Point devices and Network connection, Fortinet Next Generation Firewall and Bitdefender End Point Security is installed. An awareness session on Cyber Security was organized for employees. IT auditing is done during the year 2022. For the year 2023, IT Audit and VAPT are completed. The IT Auditing agency has submitted final compliance report.

The concerned Department dealing with customer data is not maintaining detailed customer information and having basic data for dept. use. However, the Dept. is equipped with latest configuration Desktop/Laptop, secured with Active Directory and Bitdefender End Point Security and Monitored by NMS.

## Leadership Indicators

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

Specifications for Iron Ore Pellets and Pig Iron are provided on the website in the following links.

-For Iron Ore Pellets: <https://www.kiocltd.in/data.php?id=400>.

-For Pig Iron: <https://www.kiocltd.in/data.php?id=339>.

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

As a responsible manufacturer, KIOCL complies with all statutory norms.

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

Any risk/disruption in supply is intimated to Customer as per Force Majeure Clause and /or Termination Clause provided in all Sale Contracts.

**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.**

N.A.

**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.

The KIOCL regularly conducts Customer Satisfaction Surveys on a periodic basis. The survey questionnaire is circulated to all performing customers, who assess their business relationship with KIOCL across six main attributes: Quality, Quantity, Delivery Schedule, Contract, Servicing, Communication and Co-ordination, as well as problem-solving. KIOCL consistently undertakes these customer satisfaction surveys to gauge the level of satisfaction among its customers.

**5. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches along with impact.**

Nil

**b. Percentage of data breaches involving personally identifiable information of customers.**

Nil