



हिन्दुस्तान कॉपर लिमिटेड

HINDUSTAN COPPER LIMITED

CIN No. : L27201WB1967GO1028825

पंजीकृत एवं प्रधान कार्यालय
Registered & Head Office

ताम्र भवन TAMRA BHAVAN
1, आशुतोष चौधरी एवेन्यू
1, Ashutosh Chowdhury Avenue,
पो०बॉ०सं० P.B. NO. 10224
कोलकाता KOLKATA - 700 019

भारत सरकार का उपक्रम
A GOVT. OF INDIA ENTERPRISE

No. SCY/CA/57/2024

2nd September, 2024

The Sr. General Manager
Dept. of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001
BSE Scrip Code: 513599

The Vice President
Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, C-1, Block G
Bandra-Kurla Complex, Bandra (East)
Mumbai 400 051
NSE Symbol: HINDCOPPER

Sir / Madam,

Sub: Business Responsibility and Sustainability Report 2023-24 of Hindustan Copper Ltd

In terms of Regulation 34 (2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, a copy of Business Responsibility and Sustainability Report (BRSR) 2023-24 of the Company is submitted for information and record please. The said BRSR 2023-24 is also available at the Company's website at <https://hindustancopper.com/Content/PDF/Business%20Responsibility%20and%20Sustainability%20Report%202023-24.pdf>.

Thanking you,

Yours faithfully,

(C S Singhi)
Company Secretary &
Compliance Officer

Encl. as stated

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

FY 2023-24



Hindustan Copper Limited

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27201WB1967GOI028825
2	Name of the Listed Entity	HINDUSTAN COPPER LIMITED (A Government of India Enterprise)
3	Year of incorporation:	9th November 1967
4	Registered office address:	'Tamra Bhavan' 1, Ashutosh Chowdhury Avenue, Kolkata – 700019, West Bengal, India Tel. No: +91 033-2202 1000
5	Corporate address:	'Tamra Bhavan' 1, Ashutosh Chowdhury Avenue, Kolkata – 700019, West Bengal, India Tel. No: +91 033-2202 1000
6	E-mail:	hcl_cs@hindustancopper.com
7	Telephone:	(+91) 033 2202 1000
8	Website:	www.hindustancopper.com
9	Financial year for which reporting is being done.	2023-24
10	Name of the Stock Exchange(s) where shares are listed.	<ul style="list-style-type: none"> • National Stock Exchange of India Ltd Exchange Plaza, C-1, Block G, Bandra-Kurla Complex, Bandra (East), Mumbai 400 051, India. • BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400 001, India.
11	Paid-up Capital:	₹ 483.51 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.	Shri C S Singhi, Company Secretary (+91) 033 2202 1024 singhi_cs@hindustancopper.com
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
14	Name of assurance provider	Not Applicable (N.A.)
15	Type of assurance obtained	N.A.



II. Products/services

16. 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.	Mining of Copper Ore	Copper Concentrate	99%

17. 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.	Mining of Copper Ore (Copper Concentrate)	07291	99%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International	-	-	-

Name of Plants: Khetri Copper Complex (KCC), Indian Copper Complex (ICC), Malanjkhand Copper Project (MCP), Talaja Copper Project (TCP), Gujarat Copper Project (GCP)

19. Markets served by the entity:

a. Number of locations

Locations	FY- 2023-24
	Number
National (No. of States)	7
International (No. of Countries)	1

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

As per audited account for FY 2023-24, Export Sale contribution approximately 18.3% to Hindustan Copper Limited's Annual Turnover for 2023-24.

c. A brief on types of customers

Total tonnage of copper concentrate produced, is being sold through MoU and Online Global Tendering process using Government NIC portal for the Domestic/International customers.



IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES (Executives)						
1.	Permanent (D)	536	494	92%	42	08%
2.	Other Than Permanent (E)	72	67	93%	05	07%
3.	Total Employees (D+E)	608	561	92%	47	08%
WORKERS						
4.	Permanent (F) (Non-executive employees)	763	713	93%	50	07%
5.	Other Than Permanent (G) (Hired through contractors)	2519	2432	97%	87	03%
6.	Total Workers (F+G)	3282	3145	96%	137	04%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES (Executives)						
1.	Permanent (D)	14	13	93%	01	07%
2.	Other Than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled Employees (D+E)	14	13	93%	01	07%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	10	10	100%	0	0%
5.	Other Than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled Workers (F+G)	10	10	100%	0	0%



21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	0	0

* Key managerial personnel include 4 members of the Board of Directors

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.66	11.76	7.99	3.57	2.35	3.54	1.43	0.00	1.32
Permanent Workers	0.95	0	0.88	1.94	0.00	1.78	0.32	0.00	0.29

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/ Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Chattisgarh Copper Ltd	Subsidiary	74%	No
2.	Khanij Bidesh India Ltd	Joint Venture	30%	No

VI. CSR Details**24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

(ii). Turnover (in ₹): 16,86,50,76,227.43

(iii). Net worth (in ₹): 20,73,63,16,556.57



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) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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	https://pgportal.gov.in/	2	0	-	25	0	-
Investors (other than shareholders)	N.A.	0	0	-	0	0	-
Shareholders	https://www.hindustancopper.com/Page/companysec	3	3	-	1	0	-
Employees and workers	https://www.hindustancopper.com/Content/PDF/EPMS.pdf , https://www.hindustancopper.com/Page/HCLForum	0	0	-	1	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	2	0	-	0	0	-
Other (please specify)-	https://pgportal.gov.in/	126	1	-	68	1	-
Other -Ex Employees	https://pgportal.gov.in/	26	0	-	61	4	-
Total		159	4	-	156	5	-



26. 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.	Adoption of new technology	O	Outdated technology and obsolete infrastructures.	<ol style="list-style-type: none"> 1. Upgradation to the new efficient technologies. 2. Modernization of existing Copper complex infrastructure. 	Positive
2.	Employee Health & Safety (Including Working Conditions)	R	Lost Time Injury Frequency Rate (LTIFR).	<ol style="list-style-type: none"> 1. Build Safety Leadership capability at all levels to achieve zero harm. 2. Excellence in Process Safety Management (PSM). 3. Achieve zero harm to contract employees by strengthening deployment of Contractor Safety Management Standard. 4. Improvement in working conditions (Implementation of 5S). 5. Implementation of latest Occupational Safety & Health Management System Standards (OSHAS). 	Negative
3.	Research and Development	O	Environmental and Social Impacts	<ol style="list-style-type: none"> 1. Conducting Life Cycle Assessment of the product. 2. Investments in specific technologies to improve the environmental and social impacts of products and processes. 	Positive
4.	Critical incident risk management	R	Waste Managements	<ol style="list-style-type: none"> 1. Significant operational hazards associated with the structural integrity of Tailings Storage facilities (TSFs). 	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:

PRINCIPLE 1:	PRINCIPLE 2:	PRINCIPLE 3:
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.
PRINCIPLE 4:	PRINCIPLE 5:	PRINCIPLE 6:
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.
PRINCIPLE 7:	PRINCIPLE 8:	PRINCIPLE 9:
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.

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Policy and management processes								
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.hindustancopper.com/Page/CodeandPolicy https://www.hindustancopper.com/Page/HCLForum https://www.hindustancopper.com/Page/Sustainability								
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



S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes											
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001:2015 ISO 14001:2015 (at MCP) ISO 45001:2018 (at MCP) ISO/IEC 17025:2017 (at TCP)				ISO 14001:2015 (at MCP)				
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.						N.A.				
Governance, leadership, and oversight											
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) HCL, a Mini Ratna Category -I Central Public Sector Enterprise under the Ministry of Mines, Government of India, is committed to achieve sustainability in terms of Environment, Social and Governance (ESG) aspects. HCL acknowledges its role in mitigating the impact of climate change and prioritizes environmental stewardship. As a responsible corporate organization, HCL is fully conscious of its societal responsibilities. The company places significant emphasis on Corporate Governance.										
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).						Shri Sanjiv Kumar Singh Director (Mining)				
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.						No				



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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Yes								

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
		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 (BoD)	0	N.A.	%
Key Managerial Personnel (KMP)	15	(P-3), (P-6)	92%
Employee other than BoD and KMPs (Executives)	164	(P-1), (P-3), (P-4), (P-6)	65.85%
Workers			45.60%

Note: Topics covering different Principles are:

P-1 (Program on “Forensic Accounting & Red Flags for Prevention of Frauds, Program on Preventive Vigilance); P-3 (Program on “Awareness & Early Detection on Cancer”, Program on “Stroke Management - Prevention & Precautions”, Labour Codes, Health Care workers, Workshop on Happiness); P-4 (Training program on 'Master Class for Building Better Boards'); P-6 (Advanced Training on Environmental, Social Governance Standard, Statutory issues on Environmental clearance & Forest Clearance).

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

Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty / Fine	Nil	N.A.	N.A.	N.A.	N.A.
Settlement	Nil	N.A.	N.A.	N.A.	N.A.
Compounding fee	Nil	N.A.	N.A.	N.A.	N.A.



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	N.A.	N.A.	N.A.
Punishment	Nil	N.A.	N.A.	N.A.

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
Nil	N.A.

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.

No. The Company is making continuous efforts in improving the systems and procedures so that they are transparent and in conformity with the extant rules & procedures, thereby ensuring that the working atmosphere and Company's dealings / transactions with other entities are relatively free from corruption. The Company has formulated its Code of Ethics & Business conduct for employees, Whistle Blower Policy and Hindustan Copper Limited (Conduct, Discipline and Appeal) Rules 2021 which pertain to maintenance of ethics and prevention of bribery & corruption. Its Code of Business Ethics governs the manner in which the Company carries out its activities and interacts with its stakeholders.

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 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-



	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

7. Provide details of any corrective action taken or underway on issues related to fines /penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

N.A.

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

	FY 2023-24	FY 2022-23
Number of days of account payables	32	28

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	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	100%	100%
	b. Number of trading houses where purchases are made from	2 (GeM and CPP)	2 (GeM and CPP)
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	N.A.*	N.A.
	b. Number of dealers /distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers /distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	Nil	Nil



Parameter	Metrics	FY 2023-24	FY 2022-23
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made) <i>[In Subsidiary (Chhattisgarh Copper Ltd) and Joint Venture (Khanij Bidesh India Ltd)]</i>	₹ 20,25,00,000/-	₹ 9,06,30,000/-

* Note: Metal in concentrate is supplied directly to customers, without the involvement of dealers or distributors

Leadership Indicators

1. 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, HCL has formulated the Code of Fair Disclosure and Code of Conduct to regulate, monitor and report Trading by Designated Person and Policy on Materiality of Related Party Transactions & Dealing with Related Party Transactions. The purpose of these policies is to enhance Corporate Governance by establishing an ethical and transparent process for managing the affairs of the Company.

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.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0.15%	Nil	-
Capex	1.62%	0.58%	<ol style="list-style-type: none"> 1. Installation of online water flow meter 2. Installation of piezo meter Implementation of Rainwater Harvesting systems and Environmental Monitoring programs 3. Installation of online emission monitoring system 4. Awareness on wildlife 5. Plantation

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

Yes, HCL is a copper mining company, and its raw material is copper ore which is extracted from own mines under laid down procedures and with due compliance of all environment and safety aspects.

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

100%



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.

Plastics (including packaging)	Empty Plastic Drums/Cans and waste Rubber items are sold through M/s. MSTC Ltd.'s tendering process.
E-waste	E-waste is sold through M/s. MSTC Ltd.'s tendering process to State Pollution Control Board (SPCB) authorized agencies/vendors.
Hazardous Waste	Hazardous wastes are sold through M/s. MSTC Ltd.'s tendering process to SPCB authorized agencies/vendors.
Other Waste	Wooden pallet, Iron scrap, Steel Strap including Cold Roll Control Annealed (CRCA) wastes are sold through M/s. MSTC Ltd.'s tendering process. Bio-medical Waste generated are handed over to SPCB authorized Common Bio-medical Waste Treatment Facility (CBWTF).

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

No.

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.
07291	Mining of Copper Ore (Copper Concentrate)	99%	Cradle to gate	No	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.

Name of Product / Service	Description of the risk / concern	Action Taken
Copper Concentrate	Air Pollution Water Pollution	Pollution prevention and control measures are implemented as per the guidelines of Ministry of Environment, Forest and Climate Change (MoEF&CC), State Pollution Control Board (SPCB) and Indian Bureau of Mines (IBM) and upgraded from time to time. These measures are regularly upgraded to ensure compliance with evolving standards and regulations.



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 2023-24	FY 2022-23
Continuous Cast Copper Wire Rod (CCR) rejected in quality	17%	15%

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:

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
E-waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Hazardous waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
N.A.	N.A.

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)
PERMANENT EMPLOYEES (Executives)											
Male	494	494	100%	494	100%	N.A.	N.A.	494	100%	494	100%
Female	42	42	100%	42	100%	42	100%	N.A.	N.A.	42	100%
Total	536	536	100%	536	100%	42	7.83%	494	92.16%	536	100%



OTHER THAN PERMANENT EMPLOYEES											
Male	67	67	100%	67	100%	N.A.	N.A.	N.A.	N.A.	67	100%
Female	5	5	100%	5	100%	5	100%	N.A.	N.A.	5	100%
Total	72	72	100%	72	100%	5	6.94%	N.A.	N.A.	72	100%

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

% OF WORKERS COVERED BY											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	713	713	100%	713	100%	N.A.	N.A.	713	100%	713	100%
Female	50	50	100%	50	100%	50	100%	N.A.	N.A.	50	100%
Total	763	763	100%	763	100%	50	6.5%	713	93.8%	763	100%
OTHER THAN PERMANENT WORKERS											
Male	2432	*	-	2432	100%	N.A.	N.A.	N.A.	N.A.	2432	100%
Female	87	*	-	87	100%	87	100%	N.A.	N.A.	87	100%
Total	2519	-	-	2519	100%	87	3.45%	N.A.	N.A.	2519	100%

*Hospitals at each Unit provide health facilities on a chargeable basis. Manpower deployed through empaneled manpower supply agency are covered under Health & Accidental Insurance.

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.32%	0.14%



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

Benefits	FY 2023-24			FY 2022-23		
	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-Retrenchment Benefits etc**	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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.

Yes, the Company has formulated Equal Opportunity Policy and the same can be accessed at <https://www.hindustancopper.com/Page/HCLForum>

5. Return to work and Retention rates of permanent employees and workers 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.

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, in HCL there is a "Workmen's Grievance Redressal Procedure" for Workers. An aggrieved worker may submit his/her grievance to their reporting officer and further to the next chain in command, if not satisfied.



	Yes/ No (If yes, then give details of the mechanism in brief)
Other than Permanent Workers	Yes, other than permanent workers may submit their grievance to their reporting officer in the Company.
Permanent Employees	Yes, permanent employees may submit their grievance to their reporting officer and further to the next chain in command, if not satisfied.
Other than Permanent Employees	Yes, other than permanent employees may submit their grievance to their reporting officer in the Company.

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

Category	FY 2023-24			FY 2022-23		
	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)	536	464	87%	522	481	92%
Male	494	427	86%	479	442	92%
Female	42	37	88%	43	39	91%
Total Permanent Workers (Non-Executives)	763	681	89%	827	801	97%
Male	713	656	92%	769	743	97%
Female	50	25	50%	58	58	100%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES (Executives)										
Male	494	36	7%	248	50%	479	114	24%	287	60%
Female	42	5	12%	25	60%	43	13	30%	20	47%



Category	FY 2023-24					FY 2022-23				
	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)
Total	536	41	8%	273	51%	522	127	24%	307	59%
WORKERS										
Male	713	52	7%	145	20%	769	59	8%	148	19%
Female	50	0	0%	5	10%	58	1	2%	7	12%
Total	763	52	7%	150	20%	827	60	7%	155	19%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES (Executives)						
Male	494	494	100%	479	479	100%
Female	42	42	100%	43	43	100%
Total	536	536	100%	522	522	100%
WORKERS						
Male	713	713	100%	769	248	32%
Female	50	50	100%	58	12	21%
Total	763	763	100%	827	260	31%

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 Safety & Health Management System Standard ISO 45001:2018 have been established at MCP.

- 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 by the Company to identify work-related hazards & assess risks on a routine and non-routine basis:

- Hazard Identification and Risk Assessment.
- Safety Management Plan.
- Safety Inspections / Observations.
- Accident Investigation.
- Interactions with employees.
- Meetings of the Pit Safety Committee.
- Action on observations of 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 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees (Executives)	0.73	0
	Workers (both permanent & non-permanent)	4.88	3.87
Total recordable work-related injuries	Employees (Executives)	1	0
	Workers	38	28
No. of fatalities (safety incident)	Employees (Executives)	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees (Executives)	0	0
	Workers	0	1

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

- SOPs are framed for each work and work is carried out in accordance with the SOPs.
- The 'Zero Harm Policy' has been implemented at the units.
- Regular training, including pre-employment safety induction and on job training of workers is in place.
- Regular inspections are conducted by supervisors and senior officials.
- An 'on-site emergency plan' approved by the Chief Inspector of Factories is available.
- Mock drills and safety instructions are conducted at the beginning of each shift.
- Enquiry reports are prepared, discussed in the Pit Safety Committee Meeting and the recommendations are implemented.

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

	FY 2023-24			FY 2022-23		
	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	20	6	-	18	9	-
Health and safety	13	3	-	16	4	-



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

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

- Bills of value chain partners are withheld from processing in our Finance Department until statutory dues are cleared.
- Temporary Return Reference Number (TRRN) used to check the status of PF Challan payment.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	1

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

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	34.98%
Working Conditions	34.98%



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.**

HCL has a mechanism in place to identify both its internal and external stakeholders. Suppliers, dealers, contractors, customers and transporters are identified through mostly Open Tenders through GeM/ CPP Portal. Investors are identified through periodic reports. Regular correspondence and interaction are maintained with them as part of the stakeholder engagement process.

HCL also engages in various CSR activities to take care of the communities within a radius of 20 km from its units/offices.

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	Community Meetings	Fortnightly	Understanding community issues and implementing CSR projects
Government Bodies / Statutory Bodies	No	Meetings, Emails, Letters	Event Based	Providing updates on the progress of various projects of the Company and periodical reporting
Suppliers, Customer, Dealers, Contractors, Transporters	No	Meetings, Emails, Letters	Event Based	Concerns regarding products, tendering, procurement, etc.
Shareholders	No	Meetings, Emails, Newspaper, Notice Board, Website, correspondences with Stock Exchanges	Event Based	Spreading awareness, addressing grievances, and furnishing various information, reports, etc.

Leadership Indicators**1. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.**

Yes, the Company undertakes various initiatives to engage with disadvantaged or marginalized stakeholders with special needs. All decisions that impact such stakeholders are taken only post deliberations.



Prior to implementation of CSR projects, inputs / feedback are taken and surveys are conducted within 20 km radius around the mining areas to identify feasible need-based CSR projects. The needs of the communities, especially the disadvantaged and marginalized amongst them, are prioritized.

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 2023-24			FY 2022-23		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /Workers covered (D)	% (D/C)
EMPLOYEES (Executives)						
Permanent	536	0	0%	522	0	0%
Other than permanent	72	0	0%	92	0	0%
Total Employees	608	0	0%	614	0	0%
WORKERS						
Permanent (Non-Executives)	763	0	0%	827	0	0%
Other than permanent	2519	0	0%	2272	0	0%
Total Workers	3282	0	0%	3099	0	0%

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

Category	FY 2023-24					FY 2022-23				
	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 (Executives)										
Permanent	536	-	-	536	100%	522	-	-	522	100%
Male	494	-	-	494	100%	479	-	-	479	100%
Female	42	-	-	42	100%	43	-	-	43	100%
Other than Permanent	72	-	-	72	100%	92	-	-	92	100%
Male	67	-	-	67	100%	89	-	-	89	100%
Female	5	-	-	5	100%	3	-	-	3	100%



Category	FY 2023-24					FY 2022-23				
	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)
WORKERS										
Permanent (Non-Executives)	763	-	-	763	100%	827	-	-	827	100%
Male	713	-	-	713	100%	769	-	-	769	100%
Female	50	-	-	50	100%	58	-	-	58	100%
Other than Permanent	2519	24	1%	2495	99%	2272	20	1%	2252	99%
Male	2432	24	1%	2408	99%	2203	20	1%	2183	99%
Female	87	0	0%	87	100%	69	0	0	69	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	₹ 63,69,187/-	0	NA
Key Managerial Personnel	1	₹ 27,36,297/-	0	NA
Employees other than BoD and KMP (Executives)	490	₹ 24,98,950/-	42	₹ 23,48,494/-
Workers* (Permanent Workers i.e non-Executives)	713	₹ 19,19,332/-	50	₹ 21,88,060/-

* Board of Directors is comprised of four functional directors, viz., Chairman and Managing Director (CMD), Director (Operations), Director (Finance) and Director (Mining), two Government nominee directors (part-time official) representing the Ministry of Mines, Government of India and three independent directors (part-time non-official). The Government Nominee Directors are not entitled to any remuneration. They are only eligible for travelling, boarding & lodging expenses for attending meetings. Independent directors are also not paid any remuneration except sitting fees at the rate of Rs. 25,000/- per Board meeting and Rs.20,000/- per Committee meeting and are also eligible for boarding, lodging and travelling expenses for attending the meeting.



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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7.5%	6.29%

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, the HR department has policies which ensure the implementation of human rights as per applicable guidelines. Issues raised under human rights are addressed by Ms. Renuka Verma, GM (HR).

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

HCL has policies and practices in place to address grievances. The Company has a 'Workmen's Grievance Procedure' for Workers to resolve their grievances. Similarly, aggrieved Executives may submit their grievance to their Reporting Officer and further to the next chain in command, if not satisfied on any matter including matter related to human rights. Further, to address grievances of employees belonging to SC/ST/OBC and PWD categories, HCL has an online Grievance Redressal Mechanism in ERP (Enterprise Resource Planning).

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

	FY 2023-24			FY 2022-23		
	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	Nil	Nil	-	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	-	Nil	1*	The case is pending before NCSC.
Child Labor	Nil	Nil	-	Nil	Nil	-
Forced Labor/ Involuntary Labor	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

* Carried forwarded from FY 2021-22.



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

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

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

To prevent adverse consequences to the Complainant in discrimination and harassment cases, the willing complainants are transferred to different section/department/unit/office.

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

Yes, the Company addresses human rights issues through its own codes and procedures in compliance with applicable laws. HCL adheres to the statutes of India such as Mines Act and Factories Act which embody human rights principles such as prevention of child labor, forced labor etc.

The Company has a structured mechanism in place to address human rights issues such as equal opportunity to all, non-discrimination, removing pay anomaly, etc. Adequate efforts are made to eliminate discrimination and harassment such as workers' participation from mines to corporate level, concessions to persons with disability, prohibition of sexual harassment of women at workplace. HCL is an equal opportunity employer and does not discriminate among employees based on color, caste, race, region, religion, gender, etc. The Company also implements directives of Government of India for reservation of SC/ST/ OBC/PWD/Ex-Servicemen in recruitment and promotion, whenever specified.

10. Assessments for the year:

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

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

Nil

Leadership Indicators

1. 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



2. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	34.98%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others, please specify	-

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

N.A.

RINCIPLE 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 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	5415	2631
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	5415	2631
From non-renewable sources		
Total electricity consumption (D)	500719	528762
Total fuel consumption (E)	188922	93356
Energy consumption through other sources (F)	0	-
Total energy consumed from non-renewable sources (D+E+F)	689641	622118
Total energy consumed (A+B+C+D+E+F)	695056	624749
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000041	0.000038
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000943	0.000861



Parameter	FY 2023-24	FY 2022-23
Energy intensity in terms of physical output (GJ/ORE in MT)	0.184	0.187
<i>Energy intensity (optional) – the relevant metric may be selected by the entity</i>	-	-

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

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

No.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	7233433	6563131
(ii) Groundwater	1209470	2249680
(iii) Third party water	32829	20519
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	8475732	8833330
Total volume of water consumption (in kilolitres)	5912733	2457123
Water Intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0003506	0.00014796
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.008022	0.003385
Water intensity in terms of physical output (kl/ORE in MT)	1.563282126	0.73430353
<i>Water intensity (optional) – the relevant metric may be selected by the entity</i>	-	-

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



4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	2017665	6361844
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	N.A.	N.A.
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment	6554	7539
- With treatment – please specify level of treatment	406	6824
(v) Others		
- No treatment	538373.1	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	2562998	6376207

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

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

No.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	µg/m ³	19.17	18.80
SOx	µg/m ³	12.88	17.11
Particulate matter (PM-2.5)	µg/m ³	29.58	42.89
Particulate matter (PM-10)	µg/m ³	67.03	58.27



Parameter	Please specify unit	FY 2023-24	FY 2022-23
Persistent organic pollutants (POP)	-	N.A.	N.A.
Volatile organic compounds (VOC)	-	N.A.	N.A.
Hazardous air pollutants (HAP)	-	N.A.	N.A.
Others – Carbon Monoxide	mg/m3	0.5	0.26

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
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 ₂ e	7853	6988
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	114532	119706
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO ₂ e	0.0000073	0.0000076
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP)		0.000166	0.000174
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO ₂ e /Metric Tonnes	0.0324	0.0379
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

The emission factor used for calculating Scope 1 emissions is sourced from the IPCC, while the factor for Scope 2 emissions is taken from the CO₂ Baseline Database Version 19/2023 of the Central Electricity Authority for the FY 2023-24.

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

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

No.



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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	7.5	0
E-waste (B)	1.4	0
Bio-medical waste (C)	0.44	0.63
Construction and demolition waste (D)	0	0
Battery waste (E)	3.02	4.27
Radioactive waste (F)	0	N.A.
Other Hazardous waste. Please specify, if any. (G)	0.62	N.A.
Other Non-hazardous waste generated (H). Material Scrap	479	375
Copper Ore Tailings	3480591	3528702
Total (A+B + C + D + E + F + G + H)	3481083	3529081
Waste Intensity per rupee of turnover. (Total waste generated / Revenue from operations)	0.000206	0.000213
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.004723	0.004863
Waste intensity in terms of physical output (MT/ORE in MT)	0.920372	1.054655
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	FY 2023-24	FY 2022-23
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil

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

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	482.46	379.9
Total	482.46	379.9

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



10. Briefly describe the waste management practices adopted in your establishments.

HCL follows the practices and procedures for waste management, and it undertakes the following activities in this regard:

- E-Waste is handed over to parties authorized by the Pollution Control Board (PCB).
- Bio-medical waste is handed over to a Common Bio-medical Waste Treatment Facility (CBWTF) authorized by the PCB.
- Hazardous waste is handed over to parties authorized by the PCB.
- Spent oil is sold to a PCB authorized recycler;]
- Tailings are used for backfilling in the mine to fill the voids generated during mining operations.

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.

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:

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.
1.	Malanjkhand Copper Project P.O. Malanjkhand, Dist. Balaghat Madhya Pradesh, India	Mining (Opencast and Underground) and beneficiation	Yes
2.	Indian Copper Complex P.O. Ghatsila, Dist. Singhbhum, Jharkhand, India	Underground Mining and beneficiation	Yes
3.	Khetri Copper Complex P.O. Khetrinagar, Dist. Jhunjhunu Rajasthan, India	Underground Mining and beneficiation	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
N.A.					

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 thereunder (Y/N).

No.



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
1.	Under section 15 of EP Act, 1986	Excess production at ICC	High Court Case by JSPCB	Case stayed by the High Court
2.	Under Water Act, 1974 & Air Act, 1981 provisions	RSPCB instructed to provide dry stacking tailing plant, with proper mechanism for seepage collection and pumping	Nil	Approval of feasibility study for upgradation of water recovery system from tailing is under process

Leadership Indicator

- Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):**
For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area:** Khetri Copper Complex (KCC), Khetri, Jhunjhunu, Rajasthan

(ii) **Nature of operations:** Mining and Beneficiation

(iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	1405913	1136915
(ii) Groundwater	503815	443774
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	1909728	1580689
Total volume of water consumption (in kilolitres)	1411503	890376
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000837	0.0000536
Water intensity (optional) – Per MT of ORE	0.373	0.266
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	65700	-



Parameter	FY 2023-24	FY 2022-23
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	432525	690313
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	498225	690313

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

2. **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.**

HCL has obtained wildlife clearance and received approval for its Wildlife Management Plan. Funds allocated as per approved plan has also been deposited to State Forest Department.

3. **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	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Sale of overburden generated from mining activity at MCP	Overburden generated from mining activity is sold for using as metals in construction activities.	Reduction in virgin stone quarry mining /excavation.
2.	Use of tailings for filling the underground mine voids	Tailing is used for back filling in the mine to fill the voids generated during mining operation.	Reduction in quantity of solid waste
3.	Replacement of conventional lights with LED lights	Energy Efficiency Measures	Saving of ₹65.83 lakh
4.	Initiatives like reduction of contract demand, power factor improvement, TOD Rebate in Electricity Bill & introducing energy efficient equipment etc	Energy Efficiency Measures	Saving of electricity charges of approx. ₹774.06 Lakh



Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
5.	Installation of 2000 KLD capacity Sewage Treatment Plant	Sewage Treatment Plant	700 KLD is recycled and reused in the process
6.	Tailings are channelized to Tailing Pond outside the mining lease area	The water from the tailing pond is recirculated for gainful purpose. The tailing that has accumulated in the tailing pond will be used in mines for Paste filling of void stopes	Water conservation and reuse of Tailings in Mines void backfilling

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

No.

5. 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.

The hazardous waste generated during mining activities by value chain partners / contractors are disposed of as per prevailing environmental norms and guidelines.

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

100%

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. 07 (Seven)

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 (SCOPE)	National
2.	Women in Public Sector (WIPS)	National
3.	National institute of Personnel Management (NIPM)	National
4.	The Indian Society for Training and Development (ISTD)	National
5.	Indian National Committee (INC) World Mining Congress (WMC)	National
6.	Confederation of Indian Industry (CII)	National
7.	Indian Primary Copper Producers Association (IPCPA)	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.

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
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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	Amount paid to PAFs in the FY (In INR)
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Nil

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

Grievances of the communities are addressed through the Centralized Public Grievance Redress and Monitoring System (CPGRAMS), email / letter and meetings.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSEs	58.21%	48.53%
Directly from within India	99.84%	99.99%

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	FY 2022-23
Rural	3.51	2.99
Semi - Urban	6.49	4.69
Urban	2.14	1.78
Metropolitan	5.56	Nil

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)



Leadership Indicators

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

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Jharkhand	East Singhbhum	78,70,000

2. (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?

MSEs, MSEs owned by SC/ST Entrepreneur, MSEs owned by Women's Entrepreneurs.

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

14%

3. 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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefits shared. (Yes/No)	Basis of calculating benefits share
Nil				

4. 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.	Rural Medical Camps	11976	100%
2.	Ayush Medical Camps	2393	100%
3.	Improved vegetable cultivation	50	100%
4.	Nutritional garden and Mushroom Cultivation Unit	100	100%
5.	Construction of New Jal Minars	3005	100%
6.	Income Generation activities with SHGs: Training & support to existing & new SHGs	150	100%
7.	Repair and Maintenance of existing Proto-type Drinking water structures/ Jal Minar (Motor Pump repair, electrical wiring, etc)	2010	100%
8.	Supply of Drinking Water Borkheda, Chinditola, Suji & Khursipar 4 villages through Tankers	3000	100%



S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
9.	Health Camps in Borkheda & Chinditola Villages	2659	100%
10.	AYUSH Health Camps	2018	100%
11.	Promotion of Menstrual Hygiene: Awareness generation through Orientation Sessions & IEC Materials	9000	100%
12.	Promotion of Health and Nutrition through awareness, conducting medical camps and distribution of Nutritional Pack/ drink or essential vitamins for patients at the camp	2780	100%
13.	Promotion of Household Nutrition: Creating 50 Model Organic Kitchen Gardens	300	100%
14.	Training to ASHA and AWC Staff on Nutrition of Women and New-born Children	180	100%
15.	Providing Ambulance to Kalyan Ashram Dharmarth Hospital, Jashpur	250	100%
16.	Yoga Training for Adolescent Rural Girls for Better Menstrual Health in Howrah, West Bengal	400	100%
17.	Water tanker with tractor along trolley at BIT Sindri, JH	350	100%
18.	Community based mass screening programme for Ovarian Cancer, awareness on cervical cancer with free distribution of Sanitary Napkin amongst 200 women beneficiaries who belong to the marginalized sections in Delhi NCR	200	100%
19.	Providing support for women health and cancer awareness programme in Patna through free health camps	1500	100%
20.	Support to Anganwadi Centres-Light & Fan facilities	1711	100%
21.	Construction of Soakpit in Karamsara village	1000	100%
22.	Library Development in Schools	7500	100%
23.	Promotion of Millet Cultivation	500	100%
24.	Provision of Sports Equipment to Schools	20000	100%
25.	Tailoring Center for Girls Vocational Skills near KCC	180	100%



S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
26.	Training to youth on Value Education	733	100%
27.	Repair and Maintenance of floor at Govt. Sr. Sec. School	220	100%
28.	Sewing Machines in Jaunpur, UP	55	100%
29.	High Mast Light at Kasturba Gandhi Balika Vidyalaya Musabani and Benasole	350	100%
30.	Archery Training and Support	103	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.

Complaints received from customers are sent to the concerned departments to investigate and provide resolution of the same. Corrective actions are taken to avoid reoccurrence of the cause of such complaints. Feedback is obtained from customers and SOPs are strictly followed to minimize the grievance of the Customers.

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

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

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	N.A.	-	Nil	N.A.	-
Advertising	Nil	N.A.	-	Nil	N.A.	-
Cyber-security	Nil	N.A.	-	Nil	N.A.	-
Delivery of essential services	Nil	N.A.	-	Nil	N.A.	-
Restrictive Trade Practices	Nil	N.A.	-	Nil	N.A.	-



Unfair Trade Practices	Nil	N.A.	-	Nil	N.A.	-
Other	Nil	N.A.	-	Nil	N.A.	-

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

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

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

Yes, the Company has formulated IT Policy & Cyber Security Policy Manual and the same can be accessed at the link https://www.hindustancopper.com/Content/PDF/IT_PCSM.pdf

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

N.A.

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).

Product and services offered by the Company can be accessed at the link <https://hindustancopper.com/Home>.

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

HCL regularly invites existing and new customers to educate/ inform/ familiarize them with details & specification of the product.

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

N.A.



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.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes





NATIONAL PRODUCTIVITY COUNCIL
(Under Ministry of Commerce and Industry, Govt. of India)
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New Delhi, Delhi 110003