



A Navratna CPSE



भारत 2023 INDIA
वयुधेव कुटुम्बकम्

ONE EARTH • ONE FAMILY • ONE FUTURE



An IS/ISO 9001:2015
Certified Company

(For Providing Project Management
Consultancy and Execution of the Projects)

एनबीसीसी (इंडिया) लिमिटेड
(भारत सरकार का उद्यम)
NBCC (INDIA) LIMITED
(A Government of India Enterprise)

No NBCC/BS/BSENSE/2024-25

September 03, 2024

<p>नेशनल स्टॉक एक्सचेंज ऑफ़ इंडिया लिमिटेड एक्सचेंज प्लाजा, प्लॉट नंबर सी/1, जी ब्लॉक, बान्द्रा-कुर्ला कॉम्प्लेक्स बान्द्रा (ई) मुंबई 400051 एनएसई प्रतीक: एनबीसीसी/EQ National Stock Exchange of India Ltd. Exchange Plaza, Plot No C/1, G Block, Bandra –Kurla Complex Bandra (E), Mumbai-400051</p>	<p>बीएसई लिमिटेड फिरोज जीजीभोय टॉवर, दलाल स्ट्रीट, मुंबई -400001 स्क्रिप कोड: 534309 BSE Ltd. Phiroze Jeejeebhoy Tower, Dalal Street, Mumbai-400001</p>
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Subject (विषय): NBCC's Business Responsibility & Sustainability Report – Disclosure under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Sir,

Pursuant to the provisions of Regulation 34(2) (f) of SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report of NBCC (India) Limited for the financial year 2023-24, which forms part of the 64th Annual Report for the financial year 2023-24.

The aforesaid information is also disclosed on the website of the company <https://www.nbccindia.in/webEnglish/announcementNotices>

This is for your information and record.

Thanking you,

**Yours Sincerely
For NBCC (India) Limited**

**Deepti Gambhir
Company Secretary
F-4984**

Encl: As above

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



SECTION A : GENERAL DISCLOSURE

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L74899DL1960GOI003335
2.	Name of the Listed Entity	NBCC (India) Limited
3.	Year of Incorporation	15/11/1960
4.	Registered Office Address	NBCC Bhawan, Lodhi Road, New Delhi- 110003
5.	Corporate Address	NBCC Bhawan, Lodhi Road, New Delhi- 110003
6.	E-mail	co.sectt@nbccindia.com
7.	Telephone	011-24367314-18, 43591555
8.	Website	www.nbccindia.in
9.	Financial year for which reporting is being done	April 01, 2023 - March 31, 2024
10.	Name of Stock Exchange(s) where shares are listed	1) National Stock Exchange of India Ltd. 2) BSE India Limited
11.	Paid-up Capital	₹ 180,00,00,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Deepti Gambhir Company Secretary 011-24367314-18, 43591555 co.sectt@nbccindia.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) The reporting for NBCC has been done on a standalone basis covering the Head Offices and respective Project/ Zone Offices (RBG/SBG's).	
14.	Name of assurance provider	Not applicable
15.	Type of assurance obtained	Not applicable

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.	Project Management Consultancy	The Company provides management and consultancy for a range of civil construction projects including residential and commercial complexes, re-development of old government colonies, education and medical institutions, infrastructure project roads, water supply systems, storm water systems and water storage solutions.	92.84%
2.	Engineering Procurement and Construction	NBCC operates in the Infrastructure Segment as well, wherein it executes projects such as High-Rise Chimneys, Cooling Towers, Coal Handling Plants etc. Under EPC, our services include Project conceptualization, Feasibility studies, Detailed Project Reports, Tender Specifications and various packages, Basic and Detailed Engineering, Review of Projects, Procurement, Construction, Drawings, commissioning & Testing, and handing it over to clients in ready to use and functional conditions	5.34%
3.	Real Estate Development	Real Estate Development focuses primarily on residential and commercial projects such as corporate office buildings and commercial complexes. Real Estate activities includes Development of Real Estate Projects like Residential, Commercial and Institutional projects.	1.82%

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.	Project Management Consultancy	71100	92.84%

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	NIL	18	18
International	NIL	4	4

19. Markets served by the entity:

a.	Number of locations	
	Locations	Number
	National (No. of States)	30 (including UTs)
	International (No. of Countries)	4
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	
	4.42%	
c.	A brief on types of customers	
	The client base of NBCC includes various ministries, departments and institutions under Government of India for domestic operations as well as the Ministry of External Affairs and EXIM Bank (LOC) for Overseas operations.	

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						
1.	Permanent (D)	989	877	88.68 %	112	11.32%
2.	Other than permanent (E)	-	-	-	-	-
3.	Total Employees (D + E)	989	877	88.67 %	112	11.32 %
WORKERS						
4.	Permanent (F)	282	277	98.23 %	5	1.77%
5.	Other than permanent (G)	-	-	-	-	-
6.	Total Workers (F + G)	282	277	98.23 %	5	1.77 %

b. Differently abled Employees and worker:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	29	26	89.66 %	3	10.34 %
2.	Other than permanent (E)	-	-	-	-	-
3.	Total differently abled employee (D+E)	29	26	89.66 %	3	10.34 %
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	3	3	100 %	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	3	3	100 %	-	-

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Management Personnel	4	2	50

22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.23%	4.50%	6.04%	9.41%	8.37 %	9.30 %	9.31%	9.26 %	9.30 %
Permanent Workers	22.90%	18.18%	22.82%	19.77%	15.38%	19.69%	19.94%	22.22%	19.98%

V. Holdings, Subsidiaries and Associate Companies (including joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/subsidiary/ associate/companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Hindustan Steelworks Construction Limited	Subsidiary	51	No
2	HSCC (India) Limited	Wholly Owned Subsidiary	100	No
3	NBCC Services Limited	Wholly Owned Subsidiary	100	No
4	NBCC DWC LLC	Wholly Owned Subsidiary	100	No

5	Real Estate Development and Construction Corporation of Rajasthan Limited.	Joint venture Company	50	No
6	NBCC – AB	Joint venture (Association of person)	50	No
7	NBCC R. K. Milen	Joint venture (Association of person)	50	No
8	NBCC – MHG	Joint venture (Association of person)	50	No
9	NBCC International Limited (Liquidated on July 5, 2023)	Wholly Owned Subsidiary	100	No
10	NBCC Environment Engineering Limited (Liquidated on September 15, 2023)	Wholly Owned Subsidiary	100	No

VI. CSR details

24.

(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013:	Yes, CSR applies to NBCC (India) Limited.
(ii)	Turnover for FY 2023-24 (₹ in lakhs)	7,96,484.04
(iii)	Net worth for FY 2023-24 (₹ in lakhs)	2,13,899.62
(iv)	Total amount spent on CSR for FY 2023-24 (₹ in lakhs)	179.50

VII. Transparency and Disclosure 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	Yes. Web Link: https://pgportal.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	262	33	Complaints as received on the CPGRAMS Portal. NBCC utilizes the Centralized Public Grievance Redress and Monitoring System, an Indian Government initiative to address the grievances of the public. Further, the expression communities include even those stakeholders which are not specifically identifiable in rest of the enlisted stakeholders such as Civil Actors, Media, anonymous complaints etc. The total number of 262 complaints includes the pending complaints of previous year as on 31.03.2023. Further, total 229 complaints have been resolved during the FY 2023-24.	329	32	Complaints as received on the CPGRAMS Portal. NBCC utilizes the Centralized Public Grievance Redress and Monitoring System, an Indian Government initiative to address the grievances of the public. Further, the expression communities include even those stakeholders which are not specifically identifiable in rest of the enlisted stakeholders such as Civil Actors, Media, anonymous complaints etc.

Investors (other than sharehold- ers)	Yes Web Link: https://scores.sebi.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redres-sal%20Poli-cy_22072024.pdf	0	0	-	0	0	-
Sharehold- ers	Yes Web Link: https://scores.sebi.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redres-sal%20Poli-cy_22072024.pdf	2	0	-	0	0	-
Employees & Workers	Yes Web Link: https://www.nbccindia.in/webEnglish/policies https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redres-sal%20Poli-cy_22072024.pdf	3	0	NBCC is having HR Manual and the same has uploaded on the website of the Company which includes procedures and Grievance Redressal Mechanism for Employees & Workers. Further, the Company has Policy for internal & external stakeholders grievance redressal which is also uploaded on the website of the Company.	2	2	NBCC is having HR Manual and the same has uploaded on the website of the Company which includes procedures and Grievance Redressal Mechanism for Employees & Workers.

Customers	Yes Web Link: https://pgportal.gov.in/ https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	14	0	-	19	6	Further, refer the Note 53(viii) of the Audited Standalone Financial Statements of the Company for FY 2022-23
Value Chain Partners	Yes Web Link: https://nbccvms.nbccindia.in/Login.aspx https://www.nbccindia.in/pdfData/policies/NBCC-Internal%20&%20External%20Stakeholders%20Grievance%20Redressal%20Policy_22072024.pdf	19	173	-	45	187	The complaints received during the FY22-23 was 45 but the pending cases have been carried forward from the previous year. Further, 16 nos. of grievances settled/closed during the FY 2022-23.
Other (Please specify)	-	-	-	-	-	-	-

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change (Environment)	R	<p>Risk – It is widely acknowledged in science that human activity is the primary cause of climate change, which has serious consequences. NBCC's operations and the construction industry add to greenhouse gas emissions that expediate climate change. The performance of buildings can be directly impacted by climate change, raising maintenance costs and dangers to the occupants. Furthermore, shifting microclimates present problems for energy use and building design.</p>	<ul style="list-style-type: none"> - Adopt energy management techniques (such as energy audits and renewable energy) to reduce the risk of GHG emissions surpassing expectations. -Tree Plantation initiatives as per applicable statutes. -Air pollution monitoring at all project sites to adhere to legal compliance and enhance air quality. -Regularly monitor and report GHG emissions to track progress and identify areas for improvement. 	Negative financial implication
2.	Waste Management (Environment)	O/R	<p>Opportunity – Waste management is identified as an opportunity due to its environmental benefits in reducing pollution and resource conservation through recycling and waste-to-energy initiatives. It creates economic opportunities, job growth, and cost savings while complying with regulations. Improved waste management enhances community health and fosters innovation to combat climate change. NBCC is still in the early phases of identifying its waste input/output, this presents a chance to implement improvements to our system.</p> <p>Risk- Waste management is recognized as a risk because of its possible environmental dangers, health effects, resource contamination, and contributions to climate change. Effective waste management is essential to reduce these risks and safeguard the environment and public health.</p>	<ul style="list-style-type: none"> -Implementing SWM practices to combat the waste output generated by the organization. - Ensure waste segregation at source along with monitoring and record keeping. 	Positive/ Negative financial implication.
3.	Water Management (Environment)	O/R	<p>Opportunity – Adopting water management enables construction companies to stand out from the competition, draw in eco-aware clientele, and highlight innovation. It also helps businesses to become more resilient and adjust to the difficulties posed by climate change.</p> <p>Risk – Construction activities can have significant environmental impacts on the ecosystems, necessitating effective management strategies.</p>	<ul style="list-style-type: none"> - By adopting sustainable practices and implementing water-saving technologies. -Ensure that data on consumption and withdrawals is kept on record and if feasible, search for opportunities to minimize, reuse, and recycle. 	Positive/ Negative financial implication.

4.	Health & Safety (Social)	R	Risk – At NBCC, the health and safety of our workforce are of paramount importance. We have established extensive safety guidelines to ensure a harm-free environment for all employees. However, we recognize the need to integrate more robust systems and practices within our current safety mechanisms. Addressing these areas is crucial to mitigate the risk of unanticipated health and safety incidents in the future.	-Implementation of ISO45001: Occupational Health and Safety Management System has been initiated in NBCC. This would help address the safety segment of our operations and ensure our safety related risks are under control. - Enhancing the system and setting up a grievance mechanism to address these issues in the form of grievance policies and standard operating procedures.	Negative financial implication
5.	Employee Engagement & Well-Being (Social)	O	Opportunity – NBCC provides all benefits to employees in accordance with governmental norms. However, we recognize the potential to enhance our support through additional training and awareness programs. By focusing on various topics related to the National Guidelines on Responsible Business Conduct (NGRBC) principles, we aim to further empower our employees and strengthen our commitment to responsible business practices.	-	Positive financial implication
6.	Talent Management Attraction, Retention (Social)	O	Opportunity – NBCC conducts hiring in accordance with governmental norms and regulations, ensuring an equal opportunity for all. Our commitment to an unbiased hiring process reflects our dedication to fairness and diversity within the organization.	-	Positive financial implication
7.	Human Rights & Equal Opportunity (Social)	R	Risk – Labour practices that provide safe working conditions and fair salaries include risks that might result in labour conflicts and legal ramifications. Embracing human rights is fundamental to our organization's success. By upholding these principles, we protect our reputation, foster positive relationships with stakeholders, and ensure that our operations are both ethical and sustainable. This commitment to human rights not only enhances our corporate integrity but also contributes to a more inclusive and equitable workplace, reinforcing our dedication to responsible business conduct.	-NBCC is currently in the process of implementation of ISO 26000: Social Responsibility. - Implementing a Human Rights risk assessment at all levels of the organization. -Have policies to support the staff: Whistle Blower's Policy, POSH policy, Human Right's Policy, Equal opportunities policy. -A grievance redressal mechanism to ensure support	Negative financial implication
8.	Customer Experience and Satisfaction (Social)	O	Opportunity - NBCC may obtain a competitive edge and set itself apart from competitors by emphasizing safe and sustainable construction, seamless experiences, personalized interactions, smooth cooperative maintenance services and great customer service. Customers that are happy with their experience are more likely to stick around and have a higher lifetime value. Positive word-of-mouth from satisfied consumers helps build a company's reputation and brand image and draws in new business especially when our customers include prestigious clients, government etc.	-	Positive financial implication

9.	Community Development (Social)	O	Opportunity - NBCC may complete their corporate social duty and have a good social impact by participating in community-beneficial activities. Stakeholder engagement follows from this involvement, which includes fostering ties with local authorities, nonprofits organizations, and people of the community. These relationships may guarantee regulatory compliance, attract and keep top people, open access to new markets and clients, and promote cooperation and innovation.	-	Positive financial implication
10	Business Ethics & Integrity (Governance)	O	Opportunity - Making ethical behavior a priority improves the company's standing, credibility, and edge over competitors. It reduces risks, draws in top personnel, and cultivates consumer loyalty. Additionally, engaging stakeholders through ethical behavior fosters collaborations and the production of shared value. By maintaining integrity and ethics in business, NBCC may establish a solid basis for long-term success and themselves as leaders in their respective fields. NBCC is also in the process of establishing a robust Anti-Bribery Management System to strengthen its governance practices.	-	Positive financial implication
11	Corporate Governance (Governance)	O	Opportunity - Effective decision-making, risk management, stakeholder confidence, capital access, compliance, and long-term sustainability are all made possible by corporate governance. NBCC may improve performance, foster trust among stakeholders, and set themselves up for long-term success in the business environment by putting solid governance frameworks in place.	-	Positive financial implication
12	Sustainable Supply Chain (Economic & Governance)	R	Risk - The implementation of a sustainable supply chain in the construction industry presents several risks that NBCC must duly address. These risks include supplier reliability, potential cost escalations, supply chain disruptions, adherence to regulatory and legal requirements, risks to our esteemed reputation, and challenges associated with collaborative endeavors. Effectively managing these risks is essential to ensure the resilience and sustainability of our operations.	- NBCC is currently implementing ISO 20400: Sustainable Supply Chain Management.	Negative financial implication
13	Financial Performance & Business Development (Governance & Economics)	O	Opportunity - Increased income, easier access to financing, and a competitive edge in the marketplace are all made possible by strong financial performance. It makes it possible for companies to grow, diversify, and draw in top personnel. Stakeholder participation and investor confidence are also increased by successful financial outcomes. Furthermore, being financially successful fosters creativity, organizational change, and staying ahead of industry trends.	-	Positive financial implication

14	Technology, Innovation & Sustainable Construction (Governance & Economics)	O	Opportunity- Innovative and sustainable building practices provide significant prospects for enhanced construction procedures, competitive advantage, cooperation, financial savings, market growth, adherence to regulations, and risk mitigation. We can improve their competitiveness, provide sustainable solutions, and accomplish long-term success in the construction sector by seizing these chances.	-	Positive financial implication
15	Brand Management (Governance)	O	Opportunity- Positive brand reputation building, distinctiveness, consumer engagement and loyalty, brand extension and diversity, talent acquisition and retention, crisis management, and collaborations are all made possible by brand management. We can improve their market position, draw in talent and consumers, and create sustainable growth by managing their brand well.	-	Positive financial implication
16	Quality of Products & Project Delivery (Governance)	O	Opportunity- Customers' satisfaction, competitive advantage, improved reputation, higher efficiency and cost savings, stronger risk management, continuous improvement, and good brand effect may all be attained by placing a significant emphasis on product quality and project delivery. By putting quality first, we can achieve sustained market growth, operational excellence, and customer loyalty.	-	Positive financial implication
17	IT Security	O/R	<p>Opportunity- NBCC's IT Security Policy is a comprehensive guideline that ensures a secure and safe system for the usage of information services and assets while protecting the organization from security threats. The record-keeping and data maintenance are streamlined in NBCC by adopting an Employee Resource Planning (ERP) system.</p> <p>To track, manage, and store digital documents, NBCC uses a Document Management System (DMS) that also reduces paper usage. Additionally, NBCC employs tech-friendly and transparent mechanisms through various applications such as E-office, Vendor Grievance Management System, E-billing, Technical Support System, and Building Management System.</p> <p>NBCC is certified with ISO/IEC 27001 for Information Security Management Systems.</p> <p>Risk- Information Technology (IT) security is a critical aspect of any organization's operations. Failing to adequately protect digital assets and data can result in various risks and potential consequences. Key IT security risks include unauthorized access to sensitive information (data breaches), threats from malicious actors attempting to compromise systems (cyber attacks), vulnerabilities due to unpatched software (outdated software and patch management), insufficient restrictions on data access (inadequate access controls), unprotected data that can be intercepted (lack of encryption), and the loss of important information due to various factors (data loss). These risks can be mitigated by implementing robust internal controls and conducting regular audits.</p>	By taking adequate measures and establishing robust internal controls and timely audit processes, IT Security related risks may be prevented	Positive/ Negative financial implication.

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions			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.nbccindia.in/webEnglish/policies Further, there could be some of the additional policies of the Company which are accessible only to employees and other internal stakeholders on account of confidentiality.								
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)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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 - Quality management systems	-	-	-	-	-	-	1) ISO 9001:2015 - Quality management systems 2) ISO/IEC 27001 Information security management systems
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any		Our approach to achieving steady, profitable, competitive, and responsible growth is anchored in the Environmental, Social, and Governance (ESG) objectives we regularly set. In our last reporting period, we committed to adopting several key standards to demonstrate our dedication to ESG principles. These include ISO 26000 for Social Responsibility, ISO 20400 for Sustainable Procurement, ISO 37001 for Anti-Bribery Management Systems, and ISO 45001 for Occupational Health and Safety Management Systems.								

	-	<p>This year, these management systems will be fully operational, marking a significant milestone in our ESG journey. By embedding these standards into our operational framework, we aim to solidify our commitment to ESG excellence, fostering a culture of continuous improvement, transparency, and accountability. Our dedication to these principles not only strengthens our business but also contributes positively to the communities and environments in which we operate.</p>
6.	<p>Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.</p>	<p>As committed in the previous reporting period, we are currently in the process of implementing four key ISO standards: ISO 26000, ISO 20400, ISO 37001, and ISO 45001. These standards represent our dedication to social responsibility, sustainable procurement, anti-bribery measures, and occupational health and safety.</p> <p>To achieve alignment with these ISO standards, we have undertaken a comprehensive restructuring of our practices. This involved a thorough review and revision of our existing policies and Standard Operating Procedures (SOPs) to ensure they meet the stringent requirements set forth by each ISO standard.</p>
<p>Governance, leadership and oversight</p>		
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p>	<p>Our dedication to delivering world-class projects drives NBCC's leadership in the construction and infrastructure sector. Our projects, which include residential complexes, office buildings, hospitals, educational institutions, and major infrastructure developments, are driven by a commitment to sustainability and excellence.</p> <p>At NBCC, we recognize the importance of integrating evolving sustainability standards across all our operations. Our mission is to create a greener and more eco-friendly built environment. To this end, we are adopting green building practices, utilizing smart and efficient energy solutions, and minimizing environmental impacts such as pollution and waste generation, while ensuring stringent quality control throughout the construction process.</p> <p>Our approach to achieving steady, profitable, competitive, and responsible growth is rooted in our Environmental, Social, and Governance (ESG) objectives, which we regularly update. In line with our commitment from the last reporting period, we are currently focused on adopting several key ISO standards:</p> <ul style="list-style-type: none"> ISO 26000: Social Responsibility ISO 20400: Sustainable Procurement ISO 37001: Anti-Bribery Management Systems ISO 45001: Occupational Health and Safety Management Systems <p>These management systems will be fully operational this year, further solidifying our dedication to ESG excellence. Through our collective efforts, NBCC is committed to advancing our ESG performance and fostering a more sustainable and responsible built environment. Our focus on integrating key ISO standards, enhancing data accuracy, and maintaining rigorous governance practices underscores our dedication to excellence and continuous improvement. We are confident that these initiatives will drive our company forward, ensuring steady, profitable, and responsible growth.</p>

		We deeply value the trust and support of our stakeholders and look forward to continuing this journey towards a greener, more inclusive future. Together, we will build not just structures, but a legacy of sustainability and social responsibility that will benefit generations to come.
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Company has a Risk Management Committee to supervise the implementation of the BRSR Framework. The Risk Management Committee comprises of the following Directors as on 31.03.2024 namely: 1) Shri Rajeev Kumar – Chairman, Independent Director 2) Smt. BK Sokhey – Member, Director (Finance) 3) Shri Saleem Ahmed – Member, Director (Projects) 4) Shri Asim Mishra – Member, Independent Director Moreover, the Company has a BRSR Executive Committee comprising of senior officials namely: 1) Shri Pawan Kumar, Executive Director (Engg.)/Chief Sustainability Officer- Chairman 2) Shri K. Ganeshiya, ED(HRM) - Member 3) Smt. Deepti Gambhir, Company Secretary - Member 4) Shri M.B. Singhal, CGM(Finance) - Member 5) Shri C. Mani, CGM(Engg.) - Member
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	As per details given above at point no. 8

10 Details of Review of NGRBCs by the Company:

Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									
Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by the BRSR Executive Committee, Risk Management Committee & Board of Directors								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As and when required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	As and when required								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No): YES

If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, by M/s. VMC Management Consulting Pvt. Ltd.								

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

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

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, in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total no. of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	7	1) Orientation Programme for Functional Directors of CPSEs 2) International Financial Services Centers Authority Summit 3) Women Leadership & Motivation 4) Business Ethics & SEBI Regulations 5) IICA Certified CSR Professional 6) Familiarization Program for Independent Directors 7) Effectiveness of Audit Committees	88%

Key Management Personnel	5	<ol style="list-style-type: none"> 1) Women Leadership & Motivation 2) Rajyoga Meditation 3) Cyber Security 4) POSH 5) Business Ethics & SEBI Regulations 	100%
Employees other than Board of Directors and KMP	45	<ol style="list-style-type: none"> 1) Sensitization of Women's Health and Women in Leadership in PSUs 2) Identification of Posts for PwDs 3) Management Development Program (Batch-1) for GMs & CGMs 4) Leadership Immersion Program 5) Overview of GFR & Public Procurement through GeM (with latest amendments) 6) Interactive Workshop on GeM 7) Contract Tender Document 8) Women Leadership & Motivation 9) Public Procurement 10) Preventive Forensics 11) Indian Green Buildings Congress Session 12) Orientation 13) DNA of Leadership 14) Cyber Security 15) Ethics & Governance 16) Public Procurement 17) Cyber Hygiene & Security 18) POSH Training 19) Green Credits Programme and Environmental Social Governance (ESG) Framework for Sustainable Development 20) Alliance for Disaster Resilient Infrastructure-G20 21) Reservation Policy 22) Seminar on Constitution Day 23) Developing HR Competencies for Excellence in PSUs 24) Building Competencies for Personal Excellence 25) Management Development Program - Sustainability & Management of Green Energy Projects 26) Contract & Tender Management 27) Emerging trends in Banking Frauds and their detection including online frauds 28) RTI & POSH 29) Green Procurement 30) Women in the Workforce for Viksit Bharat 31) Orientation SPE (Civil) 32) Energy Price Risk Management 33) Public Procurement 34) Interactive Session with EPFO 35) CPSE Conclave on Public Procurement Policy 	31 %

		36) Decarbonization of India's PSEs & Role of Green Hydrogen 37) ESG, BRSR & Sustainability Reporting 38) Business Ethics & SEBI Regulations 39) National Ayush Conference 40) Contract Management & Dispute Resolution 41) Insolvency & Bankruptcy 42) The Ujjwala Summit - Empowering Women in PSUs 43) Human Rights & POSH 44) Approach Towards Net Zero 45) Developing Effective Stress Management Strategies	
Workers	1	1) Human Rights Training for Workers	9 %

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.

Monetary

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	1) National Stock Exchange of India Limited 2) BSE India Limited	21,59,400 21,59,400	The Board of Directors does not comprise the requisite number of Independent Directors & Women Independent Director during the financial year 2023-24 as required under regulation 17 of SEBI (LODR) Regulations, 2015 and DPE guidelines on Corporate Governance. In view of the above non-compliances, the Stock Exchanges had levied penalty on the Company for which waiver has been requested by the Company.	No. However, Company requested NSE & BSE to waive off the fines as the non-compliance on the matter was beyond the control of the Company as NBCC (India) Limited is a Government Company within the meaning of Section 2(45) of the Companies Act, 2013, and the power to appoint functional/ Official Part-time Directors/ non-Official Part-time (Independent Directors) vests with the Government of India. Further, according to Para 3(a) of the uniform carve outs for Standard Operating Procedure fines levied as per the provisions of SEBI SOP circular, if any non-compliance arising out of inability of Company to comply on account of the specified reason i.e. Make any appointment to the Board of Directors / KMPs due to pending approval for appointment of Directors / KMP etc., from the Government (Ministry)/Regulator/ Any Statutory Authority. Then waiver of fee may be considered by the stock exchanges
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

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			
Punishment				

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
Not Applicable	

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

Yes, we have an Anti-corruption and Anti-bribery policy. NBCC is currently in the process of implementing a robust Anti-Bribery Management System, ISO37001. The policy for anti-corruption and anti-bribery has well-defined clauses that establishes a zero-tolerance stance towards any form of corruption or bribery, ensuring adherence to legal standards and industry best practices. The policy emphasizes the responsibilities of employees and management in preventing, detecting, and reporting any unethical conduct. Regular training and awareness programs are mandated to keep everyone informed and vigilant.

NBCC also follows the guidelines issued by the Central Vigilance Commission (CVC), aimed at promoting transparency, integrity, and accountability in public administration. These guidelines serve as a framework for preventing corruption and ensuring good governance. Major areas the CVC guidelines help NBCC are preventive vigilance, whistleblower protection, proactive disclosures, investigation and prosecution. Apart from the guidelines, the organization has policies and protocols for Fraud Prevention and Detection, Whistle Blowing, Code of Conduct for ethics and transparency applicable to all employees. This acts as a series of layers that ensure accountability and transparency.

Policy Link:

Vigilance Manual:

<https://www.nbccindia.in/pdfData/Vig/CVC-Vigilance%20Mauual-2021.pdf>

Whistle Blower’s Policy:

https://www.nbccindia.in/pdfData/policies/NBCC%20WHISTLE%20BLOWER%20POLICY_22112022.pdf

Fraud Prevention & Detection Policy:

https://www.nbccindia.in/pdfData/policies/NBCC_Fraud_Policy_01022023.pdf

Anti Bribery & Anti-Corruption Policy:

https://www.nbccindia.in/pdfData/policies/NBCC%20Anti%20Bribery%20and%20Anti%20Corruption%20Policy_02092024.pdf

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

	FY 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	2	2
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

NBCC is currently working towards the establishment of ISO 37001: Anti-Bribery Management System. We have already developed an Anti-corruption and Anti-Bribery policy and an Anti-Bribery Management System manual to supplement the same is under progress. Apart from this, we have also initiated the process of conducting routine bribery risk assessments and the same would be updated in our risk register on a periodic basis.

NBCC being Central Public Sector Enterprise (CPSE), the power of appointment of Board of Directors vests with Administrative Ministry i.e. the Ministry of Housing and Urban Affairs (MOHUA). The request, for appointment of Directors has been made to the Ministry from time to time and the same is awaited.

Moreover, the Company is prompt in notifying the ministry about any material issues related to fines/ penalties/ action taken by regulators/law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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 accounts payables	138.40	142.49

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 (₹ in Lakhs)	FY 2022-23 (₹ in Lakhs)
Concentration of Purchases	a.Purchase from trading houses as % of total purchases	-	-
	b.Number of trading houses where purchases are made from	-	-
	c.Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a.Sales to dealers/ distributors as % of total sales	-	-
	b.Number of dealers/ distributors to whom sales are made	-	-
	c.Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of RPTs in	a.Purchases (Purchases with related parties/ Total Purchases)	1.32%	0.38%
	b.Sales (Sales to related parties/ Total Sales)	0.07%	0.04%
	c.Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d.Investments (Investments in related parties/ Total investments made)	56.28%	100%

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.
20	Skill India and Safety at Sites	43.02%

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. NBCC has a conflict-of-interest clause in place to ensure that Board Members and Senior Management act in the best interests of the organization

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.

	FY2023-24	FY2022-23	Details of improvements in environmental and social impacts
R&D	100%	100%	<p>NBCC has been at the forefront of encouraging and adopting sustainable construction. Some of the research projects sponsored in line with sustainable construction are given below:</p> <ol style="list-style-type: none"> 1) Reinforced Concrete (RC) Column and Steel (S) Beam Technique for Faster and Relatively Sustainable Construction-IIT Roorkee. (FY: 23-24) 2) Design and Development of Thermally Efficient Walling Unit. -IIT Roorkee (FY: 23-24) 3) Extraction of nano-materials from agricultural waste residue and its applications in the construction industry. IIT Roorkee (FY: 23-24) 4) Enhancing Constructability by the Use of Embedded Steel Trusses in Reinforced Concrete Beams –IIT Roorkee (FY: 23-24) 5) Steel Brace to Reinforced Concrete Connection Scheme for Global Retrofitting of Seismically Deficient Structures– IIT Roorkee (FY: 23-24) 6) Creating Innovative structural systems for housing using straw and stubble - IIT Roorkee. (FY: 23-24) 7) From Cradle to Commercialization: Scaling-up and Validation of AgWACH in Construction Industry-IIT Roorkee. (FY: 23-24) 8) Pilot scale Tertiary Treatment Technique for Degradation of Emerging Contaminants by Ozonation - Biological Activated Carbon system -IIT Roorkee.(FY: 23-24) 9) Development of field ready bio-product for crack healing and anti-corrosive applications. –Thapar Institute of Engg. & Tech.(FY: 23-24) 10) A novel bi-directional electromigration rehabilitation (biem) technique for highly corroded reinforced concrete structures due to high admixed chloride. Thapar institute of engg. & tech. (FY: 23-24) 11) In-House research on finding the root-cause and solutions (technology, Products and Methods) for various waterproofing works in sub-structures with high water-table. (FY: 23-24) 12) In-House research on finding the root-cause and solutions (technology, Products and Methods) for retrofitting works in existing public buildings with structural deterioration due to low/zero maintenance. (FY: 23-24) 13) Performance Evaluation of Sintered Fly ash Lightweight Aggregate in Concrete, BITS Pilani (FY: 23-24) 14) Sustainable Geomaterials: A Key to Foundation Decarbonization and Ground Improvement (FY: 23-24)

			<p>15) Multi-functional fibre reinforced bendable pavement quality concrete (MFB-PQC) with Recycled Coarse Aggregates and foundry waste sand for rigid pavements (FY: 23-24)</p> <p>16) Novel Self-Healing Concrete using Electric Arc Furnace Slag based Alkali Activated Materials (FY: 23-24)</p> <p>17) In house research on existing real estate project of NBCC covering route cause analysis and preventive and remedial solutions for distress / damage in civil & MEP works. (FY: 23-24)</p> <p>18) Seismic Safety measures for RC frame Buildings with different types of Infill panels (FY: 22-23)</p> <p>19) Characterization of Manufactured sand and its effective utilization in construction. (FY: 22-23)</p> <p>20) Development of accelerated carbonation curing procedure as an effective CO2 sequestration and water conservation technique (FY: 22-23)</p>
Capex	NIL	NIL	NIL

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

Yes.

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

NBCC has a sustainable procurement policy promotes ethical conduct, social responsibility, and environmental stewardship by encouraging suppliers to comply with environmental laws, use eco-friendly materials, and respect human rights. NBCC aims to minimize adverse impacts while maximizing positive contributions through transparent and ethical procurement practices. To supplement the policy we have a standard operating procedure and a supplier code of conduct following the guidelines of ISO 20400: Sustainable Procurement which would ensure a mechanism is in place to transition into a sustainable mode of sourcing in the coming reporting years. Currently, we are at the stage of the implementation of our sustainable procurement standard operating procedure. Going forward we would be able to assess our activities and quantify our inputs sourced in a sustainable way.

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.

a) Plastic waste	-
b) E- waste	The Company is cognizant with the requirements of E-waste Management Rules, 2022
c) Hazardous Waste	-
d) Other waste	-

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.
Not Applicable					

- 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
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Not Applicable		

- 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 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

- 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
Not Applicable	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	877	659	75.14%	877	100%	NA	NA	877	100%	-	-
Female	112	51	45.54%	112	100%	112	100%	NA	NA	-	-
Total	989	710	71.79%	989	100%	112	11.32%	877	88.68%	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	277	273	98.56%	277	100%	NA	NA	277	100%	-	-
Female	5	5	100%	5	100%	5	100%	NA	NA	-	-
Total	282	278	98.58%	282	100%	5	1.77%	277	98.23%	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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
	(Current Financial Year)	(Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.23%	0.21%

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	NA	NA	NA	NA	NA	NA
Others	-	-	-	-	-	-

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, NBCC has an equal opportunity policy as per the Rights of Person Disabilities Act, 2016. It ensures that people with disabilities have equal access to employment opportunities, promotions and training programs. It prohibits discrimination in recruitment, employment conditions, career advancement based on disability. The policy also emphasizes reasonable accommodation measures to provide equal opportunities. Additionally, it highlights the importance of creating an inclusive and accessible work environment that eliminates barriers for persons with disabilities.

Web link - https://www.nbccindia.in/pdfData/policies/Equal%20Opportunity%20Policy_12042023.pdf

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%
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, there is a central grievance committee in place that handles employee issues and works towards a conclusion that is acceptable.
Other than Permanent Workers	
Permanent Employees	The Grievance Committee is also able to make recommendations for enhancing the rules and processes that are currently in place. Emphasis is placed on the fact that workers must first exhaust the grievance redressal process before turning to conciliation or the judicial system. Also, employees are expected to represent themselves without a lawyer.
Other than Permanent Employees	

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	No. of employees/ workers in respective category, who are part of association(s) or Union	% (B / A)	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (D / C)
	(A)	(B)		(C)	(D)	
Total Permanent Employees	Not Applicable					
Male						
Female						
Total Permanent Workers	282	282	100%	356	356	100%
Male	277	277	100%	350	350	100%
Female	5	5	100%	6	6	100%

8 Details of training given to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health & safety measures		On Skill upgradation		Total (D)	On Health & safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	877	256	29.19%	393	44.81%	896	55	6.14%	304	33.93%
Female	112	103	91.96%	50	44.64%	110	48	43.64%	17	15.45%
Total	989	359	36.30%	443	44.79%	1006	103	10.24%	321	31.91%
Workers										
Male	Not Applicable									
Female										
Total										

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						
Male	877	877	100%	896	896	100%
Female	112	112	100%	116	116	100%
Total	989	989	100%	1012	1012	100%
Workers						
Male	277	277	100%	350	350	100%
Female	5	5	100%	6	6	100%
Total	282	282	100%	356	356	100%

10 Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?**

Yes,

NBCC has a General Guidelines for Safety 2016 and safety policy in place. However, NBCC is in process for implementation for ISO 45001:2018.

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

Hazards are consistently evaluated in accordance with the General Guidelines for Safety – 2016 of NBCC, as outlined in the document, by the safety officer or the supervisor representing the contractor. Daily Inspection Report is in place at project sites to identify potential hazards that can lead to major accidents, injuries, or environmental damage. The Contractor safety team develops steps for eliminating the risks. This may involve:

- a. Eliminating the hazard altogether,
- b. Reducing the likelihood of hazard occurring, or
- c. Reducing the severity of the consequences of hazard.

In addition, as per “General Condition of Contract” an experienced and reputed agency shall be engaged/ appointed by the contractor at all the projects valuing ₹ 50 Cr and above from the agencies empaneled by NBCC for Monitoring & Auditing of Safety measures in the construction work.

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

Yes, via Tool Box Talk and contact on emergency helpline number.

- 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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NA	NA
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NA	NA
No. of fatalities	Employees	NIL	NIL
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NA	NA

* Including in the contract work force

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

Following measures taken by the entity to ensure a safe and healthy work place:

- NBCC has "Safety Policy" is in place which comprises of "General Safety Guidelines – 2016" including 'Safety Inspection Checklist'.
- NBCC has contractual document of NBCC namely "General Conditions of Contract" for all construction contracts, wherein Section-4 titled as "Labour Safety, Health & Sanitary Rules and Regulations including forms" the labour safety provisions are defined to be implemented by the contractor.
- As per "General Condition of Contract" an experienced and reputed agency shall be engaged/appointed by the contractor at all the projects valuing ₹ 50 Cr and above from the agencies empaneled by NBCC for Monitoring & Auditing of Safety measures in the construction work.
- Periodic Safety Audits are conducted by the Safety Division.
- NBCC celebrate "National Safety Day/ Week" every year at offices and project site to raise awareness about safety protocols and to encourages employees and workers for making the workplace safer.
- NBCC conducts safety training program to promote the safety culture at workplace.

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	NIL	NIL		NIL	NIL	-
Health & Safety	NIL	NIL		NIL	NIL	-

14 Assessment 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.

1. Periodic safety audits are carried out by the Safety Division team.
2. Inspection of the construction equipment installed at site viz. Inspection lift, hoist and tower crane etc. has been carried out by the third parties and the same is being reviewed on a quarterly basis.
3. As per “General Condition of Contract” an experienced and reputed agency shall be engaged/appointed by the contractor at all the projects valuing ₹50 Cr and above from the agencies empaneled by NBCC for Monitoring & Auditing of Safety measures in the construction work.

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)?

- A) Yes
B) Yes

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

All the Regional Business Group / Strategic Business Groups of Company ensures that all the statutory dues are deducted and deposited on time by the value chain partners.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NA	NA	NA	NA

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

Yes

5 Details on assessment of value chain partners: NA

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working Conditions	-

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

NA

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.

The identification and engagement of stakeholders are pivotal to NBCC’s success. Our approach involves a comprehensive process that includes identifying internal and external stakeholders, analyzing their concerns and interests, evaluating their influence and power, considering potential coalitions, and regularly reviewing and updating our strategies. This thorough methodology enables NBCC to effectively understand and engage with stakeholders, addressing their needs and objectives while fostering strong relationships. Prioritizing stakeholder engagement is essential for ensuring the satisfaction of our customers, employees, communities, governments, suppliers, shareholders, and other relevant parties. By doing so, we not only enhance project outcomes but also increase overall stakeholder value.

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), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	1) Annual Shareholder Meeting 2) Investor conferences and Meetings 3) Press releases and Newspaper Publications 4) Annual Reports 5) Communication with Stock Exchanges 6) Email & Written Communication	Event basis	Focus is on creating shareholders wealth. Key topics: 1) Financial Performance 2) Business Strategy 3) Business Performance 4) Corporate Governance 5) Market Opportunity
Employees	No	1) Employee newsletters 2) Intranet Portal 3) Cultural events, functions & interactions, and review meetings 4) Trainings and performance management system 5) Functional and cross-functional committees 6) Emails and other forms of written communication	Event basis	1) Information 2) Trainings 3) Skill Development 4) Awareness and activities 5) Business activities

Client & Customer	No	1) Direct consumer calls 2) Client/Customer satisfaction surveys 3) Complaint handling & feedback 4) Marketing and Advertising 5) Electronic Communication	Periodically	1) Customers satisfaction survey 2) Grievance Redressal 3) Business Activities
Regulatory and Government Bodies	No	1) Annual Reports 2) Communications with Regulatory Bodies 3) Formal Dialogues 4) Physical Meetings	Annually and event basis	1) Information regulatory matters
Suppliers/ Vendors, Contractors & Consultants	Yes	1) Contractor, Consultant, and Supplier Meetings 2) Regular interactions via phone, email, and in-person 3) Vendor Grievance Portal	As and when required	1) Business activities 2) Grievance Redressal
NGOs/ Communities	Yes	Emails, Calls, Letters	Event basis	1) Community Development, 2) Skill Development 3) Corporate Social Responsibility

*The above stakeholders are at granular level which is broadly covered under various stakeholders groups specified in question no. 25 of Section A.

Leadership Indicators

1 Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board.

NBCC currently follows a structured process that involves employees in consultations regarding internal policies. However, at present, this consultation process is limited to internal stakeholders. Feedback from these consultations is gathered and reviewed internally to inform decision-making. If consultation on economic, environmental, or social topics is delegated, the feedback from such consultations is systematically provided to the Board through formal channels, ensuring that the Board remains informed and engaged in the decision-making process.

2 Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into the policies and activities of the entity.

Yes, stakeholder consultation was utilized in the previous reporting period for the identification and management of environmental and social topics. Specifically, input from stakeholders was instrumental in identifying key issues during the materiality assessment process. The insights gathered from these consultations were directly incorporated into the development and refinement of NBCC's policies and activities, ensuring that our strategies are aligned with stakeholder expectations and address the most relevant environmental and social concerns.

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

NA

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 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						
Permanent	989	128	12.94%	1006	138	13.72%
Other than permanent	-	-	-	-	-	-
Total Employees	989	128	12.94%	1006	138	13.72%
Workers						
Permanent	282	36	12.77%	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	282	36	12.77%	-	-	-

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										
Permanent										
Male	877	-	-	877	100%	896	-	-	896	100%
Female	112	-	-	112	100%	110	-	-	110	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	277	-	-	277	100%	350	-	-	350	100%
Female	5	-	-	5	100%	6	-	-	6	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3 Details of remuneration/salary/wages

a. Median remuneration/ wages:

(amount in ₹)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	44,19,228	1	69,72,271
Key Managerial Personnel	-	-	1	35,88,834
Employees other than BoD and KMP	821	16,95,601	114	14,26,784
Workers**	439	13,10,664	12	753,565.50

*Functional (Executive) Directors;

** Non-Executive Employees

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	8.20%	7.98%

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

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

A systematic procedure is used in the POSH grievance redressal mechanism for NBCC (India) Limited to handle allegations of sexual harassment. NBCC's Policy for the Prevention of Sexual Harassment aims to create a safe and respectful workplace by preventing and addressing sexual harassment in compliance with the Indian Constitution and The Sexual Harassment of Women at Workplace Act, 2013. This policy applies to all employees and covers incidents during work-related activities and commutes. It outlines a structured complaint mechanism, with an Internal Complaints Committee (ICC) responsible for handling complaints, conducting inquiries, and recommending actions while ensuring confidentiality. The policy emphasizes the employer's role in maintaining a safe environment, providing education on acceptable behavior, and supporting aggrieved individuals. False accusations are taken seriously, and disciplinary actions against perpetrators include various corrective measures. The organization also has a Human Rights Policy, and an Internal and External Grievance Redressal Policy to cater to the needs and complaints of both internal and external stakeholders of the organization.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	NIL	NIL	NIL	NIL

Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labor	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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
	(Current Financial Year)	(Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	NIL
Complaints on POSH as a % of female employees / workers	0.85%	NIL
Complaints on POSH upheld	NIL	NIL

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

The POSH Policy ensures a safe and respectful workplace for women by preventing and addressing sexual harassment. It applies to all employees, including temporary and contract workers, covering incidents both within and outside office premises. The policy establishes an Internal Complaints Committee (ICC) to handle complaints confidentially and impartially, conduct thorough investigations, and recommend appropriate disciplinary actions. It mandates regular awareness and training programs, emphasizes the importance of confidentiality, and strictly prohibits retaliation against complainants or witnesses. Additionally, it addresses false accusations, ensuring fairness and integrity in handling complaints.

To prevent any adverse consequence for complaints in discriminations and harassment cases at our office in India, we take several proactive measures. The organization is dedicated to supporting the aggrieved individual through comprehensive services and resources during the entire process. Interim measures, recommended by the Internal Complaints Committee (ICC), may include transferring either the aggrieved woman or the respondent to another workplace within the organization to ensure a safe environment for the investigation. The aggrieved woman may also be granted a leave of absence up to three months, in addition to her regular leave entitlements, to recover and avoid workplace conflict. The ICC may recommend other specific forms of relief as per relevant regulations.

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

Yes

10 Assessments for the year:

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

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

Not Applicable

Leadership Indicators

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

All necessary requirements are being incorporated in the business processes and the same are getting modified to best suits and addresses the human rights.

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

NA

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

YES

4 Details on assessment of value chain partners: NA

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

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

NA

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	4,433.76 GJ	8029.66 GJ
Total fuel consumption (E)	57,898.34 GJ	53,108.53 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	62,332.10 GJ	61,138.19 GJ
Total energy consumed (A+B+C+D+E+F)	62,332.10 GJ	61,138.19 GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.0000007826	0.0000009191
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	2724.06	2671.89
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
No, the company has not conducted independent assessment. PPP value for India is taken as 22.882 NCU/USD as per the data available for the year 2022 according to OECD data Bank.		

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 :

NA

3 Provide details of the following disclosures related to water

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	14,715.00 KL	11,915.28 KL

(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	14,715.00 KL	11,915.28 KL
Total volume of water consumption (in kiloliters)	14,715.00 KL	11,915.28 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000001847	0.0000001791
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	643.081	520.727
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
No, the Company did not carry out independent assessment by an external agency		

4 Provide details of 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	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	11,772.00	9532.22
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	11,772.00	9532.22

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	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			
No, the Company did not carry out independent assessment by an external agency			

7 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3,396.13	3,037.59
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,433.76	8,029.66
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.0000000983	0.0000001664
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 emissions/ Revenue from operations adjusted for PPP)	-	342.186	483.666
Total Scope 1 and Scope 2 emission intensity in terms of physical output.	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.			
No, the Company did not carry out independent assessment by an external agency. PPP value for India is taken as 22.882 NCU/USD as per the data available for the year 2022 according to OECD data Bank.			

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 tons)		
Plastic waste (A)	2.46	1.08
E-waste (B)	0.07	0.26
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	25	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0.13	7.59
Paper, Cardboard Waste Plywood		0.56
Total (A+ B + C + D + E + F + G + H)	27.66	9.49
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000003	0.000000001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.2088	0.4147
Waste intensity in terms of physical output	-	-
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 tons)		
Category of waste		
(i) Recycled	0.71	0.40
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	0.71	0.40
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	26.94	9.09
(iii) Other disposal operations	-	-
Total	26.94	9.09
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		
No, the Company did not carry out independent assessment by an external agency. PPP value for India is taken as 22.882 NCU/USD as per the data available for the year 2022 according to OECD data Bank.		

10 Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The organization regularly practices recycling and proper disposal techniques. E-waste and paper waste are collected, sorted and supplied to respective approved vendors. Furthermore, NBCC complies with relevant waste management regulations and guidelines, including proper handling and disposal of hazardous waste.

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

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.	Indo-Bangladesh Border Fencing Works, Dampa Tiger Reserve Forest, Mizoram. (BP No. 2313/2RI to 2305)	Border Fencing and Border Road	Yes
2.	Indo-Bangladesh Border Fencing Works, East Jaintia Hills, Meghalaya (BP No. - 1301/4S to 1316/M)	Border Fencing and Border Road	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
NIL					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances.

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
NIL				

Leadership Indicators

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

	For each facility / plant located in areas of water stress, provide the following information:	
(i) Name of the area	-	
(ii) Nature of operations	-	
(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	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water Intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(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	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: NA		

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: NA			

3 With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA			

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

NA

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

NA

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

NA

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations: 6
- 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	Confederation of Indian Industry (CII)	National
2	National Information Centre of Earthquake Engg.	National
3	National Real Estate Development Council (NAREDCO)	National
4	Public Relations Council of India (PRCI)	National
5	Standing Conference of Public Enterprises (SCOPE)	National
6	Federation of Indian Chambers of Commerce & Industry (FICCI)	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 the case	Corrective action taken
NIL		

Leadership Indicators

- 1 Details of public policy positions advocated by the entity: NA

S.No.	Public policy advocated	Method resorted for such advocacy	Whether Information available in public domain? (Yes / No)	Frequency of review by Board (Annually/ Half Yearly/ Quarterly/ others-please specify)	Weblink, If available
-					

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
Not Applicable					

2 Provide information on project(s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by your entity

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 ₹)
Not Applicable						

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

NBCC uses both a grievance mechanism developed internally and the government platform called CPGRAMS for their grievance redressal process. The Grievance Redressal SOP of NBCC establishes a transparent, efficient, and equitable mechanism for addressing grievances from internal (employees and senior management) and external stakeholders (contractors, vendors, customers, etc.). It outlines a structured procedure, specifying reporting channels, process flow, and detailed steps for grievance resolution at different levels. For internal stakeholders, grievances can be reported verbally, via written forms, or email, escalating from immediate superiors to the Chief Grievance Redressal Officer (CGRO) if needed. For external stakeholders, grievances are reported through written forms or email, escalating to the CGRO for unresolved issues. The SOP ensures accountability, timely resolution, feedback collection, and thorough documentation at each step to maintain trust and transparency. On the other hand, CPGRAMS or Centralized Public Grievance Redress and Monitoring System (CPGRAMS) is an online platform, a flagship initiative for the reformation in governance started by the Indian central government through addressing the grievances of general public. NBCC uses this portal to address grievances of communities and track lodged grievances, progress, and receive updates. The department concerned reviews the grievance and takes necessary action.

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	73%	91.88%
Sourced directly from within India	100%	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	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	0.59%	3.02%

Leadership Indicators

- 1 Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No	State	Aspirational District	Amount spent in ₹
1	Jharkhand	Ranchi	₹ 15.00 lakh has been spent and Project is under progress. Being Ongoing CSR Project, ₹ 10.00 Lakh balance unspent amount from the total allocated amount for FY 2023-24 has been transferred in Unspent CSR Account.
2	Andhra Pradesh	Kadappa	₹ 25,00,000
2	Haryana	Nuh	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 35.00 lakh for FY 2023-24 has been transferred in Unspent CSR Account.
3	Punjab	Ferozepur	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 45.45 lakh for FY 2023-24 has been transferred in Unspent CSR Account.
5	Haryana	Nuh	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 50.00 lakh for FY 2023-24 has been transferred in Unspent CSR Account.
6	Jharkhand	Giridih	₹ 17,00,000
7	Odisha	Dhenkenal	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹10.00 lakh for FY 2023-24 has been transferred in Unspent CSR Account.
8	Gujarat	Narmada	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 8.50 lakh for FY 2023-24 has been transferred in Unspent CSR Account.

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?

1. MSME/SC-ST owned vendors
2. Women Entrepreneur

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

A minimum of 25 % of the total annual purchases from the products or services produced or rendered by MSE's. Out of 25% target of annual procurement 4% is exclusively reserved for MSEs owned by SC/ST and 3% for MSE's owned by Women entrepreneurs.

4 Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	NIL			

5 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6 Details of beneficiaries of CSR Projects

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	NDDDB Foundation for Nutrition to Distribute Gift milk, Ranchi, (An Aspirational District) Jharkhand.	3500	100 *
2	NDDDB Foundation for Nutrition to Distribute Gift milk, Kadapa, (An Aspirational District), Andhra Pradesh.	2000	100 *
3	Construction of accommodation for Cow Sewaks at Kamdhenu Arogya Sansthan, Nuh, (An Aspirational District), Haryana.	1000	100 *
4	Procurement of ECHO Machine, requisite training in Echocardiography in District Hospital & Treatment of children, Ferozpur, Punjab	1500	100 *
5	Up gradation of health equipment in Govt. healthcare facilities, Nuh, Haryana	1089406	100 *

6	Procurement of Ambulance for hospitalization of local people, Purba Medinipur, West Bengal	14400	Exact % cannot be ascertained
7	Sponsoring sports kit to 48 Gram Panchayats of Lucknow, UP.	155755	Exact % cannot be ascertained
8	Sponsoring distribution of blankets to the Poor, Madhubani, Bihar	1350	Exact % cannot be ascertained
9	Sponsoring Initiatives for Impacting the life of Farmers in Giridih, Jharkhand by adopting affirmative steps.	350	100 *
10	Construction of Yoga Centre at the premises of Tengunia Arunodaya Pallimangal Samity, Tengunia, Contai, Purba Medinipur West Bengal.	1000	Exact % cannot be ascertained
11	Sponsoring Water RO+UV Systems to less privileged families of Sarakpatna Weaving Village, Dhenkanal (An Aspirational District), Odisha	350	100 *
12	CSR Works for Special Protection Group (SPG) Dwarka, New Delhi. Phase-II	5000	Exact % cannot be ascertained
13	Construction of One block with 5 rooms at Pransla camps, Shri Vedic Mission Trust (SVMT) Rajkot, Gujarat.	15000	Exact % cannot be ascertained
14	Construction of Special Education Center and procurement of Tempo Traveler & Equipments, Dr. Hedgewar Hospital Campus, Aurangabad, Maharashtra.	60	100
15	Renovation of Govt. School buildings, Munger, Bihar	627	Exact % cannot be ascertained
16	Sponsoring Roof Top Solar Panel to Tribal Families of Narmada, (An Aspirational District) Gujarat.	1000	100 *

* As the location being an aspirational district maximum population is from the vulnerable and marginalized groups

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback

The Grievance Redressal SOP of NBCC establishes a transparent, efficient, and equitable mechanism for addressing grievances from internal (employees and senior management) and external stakeholders (contractors, vendors, customers, etc.). It outlines a structured procedure, specifying multiple reporting channels (verbal, written forms, email), clear process flow, and detailed steps for grievance resolution at different levels. The SOP features a Grievance Redressal Matrix involving immediate superiors, nodal representatives, and the Chief Grievance Redressal Officer (CGRO), with the Grievance Redressal Committee (GRC) involved as needed. Specific timelines for each stage ensure timely resolution, while clearly defined roles and responsibilities ensure accountability. The SOP includes a feedback mechanism for continuous improvement, a structured escalation process for unresolved issues, and emphasizes confidentiality to maintain trust. Comprehensive documentation and logging of grievances ensure proper tracking and compliance.

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	NIL
Safe and responsible usage	NIL
Recycling and/or safe disposal	NIL

3 Number of consumer complaints in respect of the following:

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	-	NIL	NIL	-
Advertising	NIL	NIL	-	NIL	NIL	-
Cyber-security	NIL	NIL	-	NIL	NIL	-
Delivery of essential services	NIL	NIL	-	NIL	NIL	-
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	NA	-
Forced recalls	NA	-

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, NBCC has a policy and framework on cybersecurity and risks related to data privacy. The framework/policy on data privacy and cyber security is intended to mitigate cyber threats and handle the risks and difficulties related to safeguarding sensitive information. The policy seeks to foster stakeholder confidence while ensuring adherence to data protection laws. It consists of procedures for risk assessment and management, data privacy rules, and the use of several cybersecurity solutions, including network and system security, user awareness and training, incident response and reporting, and partnerships with outside parties.

Web link of the policy: https://www.nbccindia.in/pdfData/policies/IT_Policy_08062023.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.

NA

7 Provide the following information relating to data breaches:

a.	Number of instances of data breaches	None
b.	Percentage of data breaches involving personally identifiable information of customers	None
c.	Impact, if any, of the data breaches	None

Leadership Indicators

- 1 Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
<https://www.nbccindia.in>
- 2 Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
NA
- 3 Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
NA
- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
NA



NOTES TO BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR FY 2023-24:

1. The Company has provided leadership indicators only to the extent of information readily available in this regard. However, the Company is also taking steps so that the leadership indicators can be provided in subsequent years.
2. Centralised Public Grievance Redress and Monitoring System (CPGRAMS) is an online platform available to the citizens 24x7 to lodge their grievances to the public authorities on any subject related to service delivery. It is a single portal connected to all the Ministries/Departments of Government of India and States. Accordingly, any stakeholder group, identified or unidentified by the Company, can access the aforesaid online platform for their Grievance Redressal, if any.
3. Financial implications of the risk or opportunity on Material Business Conduct issues as identified in qualitative/quantitative terms are monitored by the Board/respective Committee periodically.
4. The Company indulges in constant dialogue periodically with various value chain partners to ensure adherence to NGRBC principles in letter and spirit.
5. Information provided in the Principle 6 do not include data in respect of sub-contracting services availed by NBCC from various contractors as they are value chain partners having separate independent identity with their distinct business and sustainability characteristics vis-à-vis the Company.
6. Only non-executive (Group C&D) employees of the Company are covered in the information w.r.t. workers in this report.

