



July 09, 2024

To,

National Stock Exchange of India Limited "Exchange Plaza" Bandra-Kurla Complex, Bandra (East) Mumbai - 400 051 Scrip Symbol: IRMENERGY	BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai - 400 001 Scrip Code: 544004
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Sub: Business Responsibility and Sustainability Reporting for the FY 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2023-24, which also forms part of the Annual Report.

The Annual Report along with the Business Responsibility and Sustainability Report for the financial year 2023-24 is also uploaded on the Company's website and can be accessed at www.irmenergy.com.

You are requested to take the same on your record.

Thanking you.

Yours sincerely,

For, IRM Energy Limited

Harshal Anjaria
CFO

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L40100GJ2015PLC085213
2	Name of the Company	IRM Energy Limited (IRMEL)
3	Year of Incorporation	2015
4	Registered Office Address	4th Floor, Block 8, Magnet Corporate Park, Near Sola Bridge, S.G. Highway, Ahmedabad - 380054, Gujarat
5	Corporate Address	4th Floor, Block 8, Magnet Corporate Park, Near Sola Bridge, S.G. Highway, Ahmedabad - 380054, Gujarat
6	Email Address	investor.relations@irmenergy.com
7	Telephone	+91-079-49031500
8	Website	www.irmenergy.com
9	Financial Year Reported	FY 2023-24
10	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	₹ 76,05,91,090
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Harshal Anjaria, CFO Email: investor.relations@irmenergy.com Tel. No.: +91-079-49031500
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	

II. Products/services

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

SI No	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Distribution of gaseous fuels	Sale of Piped Natural Gas (PNG) / Compressed Natural Gas (CNG) to domestic, commercial, industrial and transport sector customers.	99.52%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

SI No	Product/Service	NIC Code	% of total Turnover contributed
1	Natural gas (Piped Natural Gas (PNG)/ Compressed Natural Gas (CNG))	3520	99.52%

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

Location	Number of plants	Number of offices	Total
National	92*	15	107
International	0	0	0

*This Includes 4 nos. of City Gate Stations, 79 nos. of CNG Stations, 2 nos. of L-CNG stations and 7 Stores

19. Markets served by the Company
a. Number of locations

Location	Number
National (No. of States)	4*
International (No. of Countries)	0

* The Company operates in the states of Gujarat, Punjab, Tamil Nadu and in the UT of Dadra Nagar Haveli and Daman and Diu.

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

Nil

c. A brief on types of customers

IRMEL, an authorized City Gas Distribution (CGD) Company, delivers Piped Natural Gas (PNG) to households, businesses, and industries. Additionally, The Company supply Compressed Natural Gas (CNG) as an eco-friendly fuel option for transportation.

IV. Employees
20. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	163	149	91%	14	9%
2.	Other than Permanent (E)	61	60	98%	1	2%
3.	Total employees (D + E)	224	209	93%	15	7%
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	28	28	100%	0	0
6.	Total workers (F+G)	28	28	100%	0	0

Note: The Company does not employ any differently abled workers

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	3	1	33.33%

*Mrs. Geeta Goradia resigned from the post of Director w.e.f. January 06, 2024

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

Particulars	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	14%	21%	17%	23%	18%	13%	10%	12%
Permanent Workers	Not Applicable								

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. Name of holding/subsidiary/associate companies/joint ventures**

SI No	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	SKI-Clean Energy Private Limited	Subsidiary	70%	No
2	Farm Gas Private Limited	Associate	37.5%	No
3	Venuka Polymers Private Limited	Associate	33.33%	No
4	Ni Hon Cylinders Private Limited	Joint Venture	50%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in Rs.): 956.54 Crore

(iii) Net worth (in Rs.): 916.73 Crore

VII. Transparency and Disclosure Compliances**25. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2023-24			FY 2022-23		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	785	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, upon receipt of customer complaints via any of the specified channels, the system logs them and promptly assigns them to the relevant department. The Geographical	6683	594	NIL	3635	309	Nil

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2023-24			FY 2022-23		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
	Area team responsible then takes appropriate actions in accordance with applicable Standard Operating Procedures, ensuring diligent follow-up until a final resolution is achieved. Once the complaint is resolved, timely notifications are sent to the customer.						
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil	Nil	Nil	Nil

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Pipeline Integrity Management	Risk	Pipeline integrity management is crucial to prevent accidents and ensure the safe transportation of hazardous materials. Failure to manage pipelines effectively can lead to environmental disasters, loss of life, and significant financial losses. The potential for gas leaks or pipeline ruptures poses significant safety concerns to public and environmental hazards.	IRMEL implemented routine inspections, established maintenance protocol, and adopting cutting-edge monitoring technologies.	Negative: While it may incur immediate expenses due to maintenance and technology upgrades, it promises long-term benefits by averting severe mishaps and penalties.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Regulatory Compliance	Risk	Stringent regulations govern the IRMEL to safeguard public safety and environmental protection. Failure to comply with regulations can result in significant financial losses and legal consequences.	IRMEL maintains its legal register to monitor compliance requirements. This is achieved by keeping regulatory modifications and guaranteeing adherence through ongoing education and the implementation of revised operational procedures.	Negative: Although it may initially lead to compliance expenses, it ultimately results in benefits by avoid penalties and strengthen the company's reputation.
3	Energy Transition Opportunities	Opportunity	The worldwide transition towards cleaner energy sources presents an opportunity for company to diversify and innovate. Also, the energy transition presents significant opportunities to reduce environmental impact, improve sustainability performance and enhance financial performance.	Investing in renewable energy sources and exploring biogas and hydrogen blending.	Positive: Capturing new market segments and enhancing sustainability credentials.
4	Safety and efficiency through digitalization	Opportunity	Digitalization can significantly improve safety and efficiency by enhancing monitoring, control, and decision-making processes. It enhances operational efficiency too.	The Company has taken significant steps towards enhancing operational efficiency and safety. It has instituted an online 'Dial Before Dig' system and incident reporting software. Furthermore, the company has adopted Internet of Things (IoT) technology for real-time asset monitoring via a SCADA control room.	Negative/Positive: Short-term negative due to investment in technology, but long-term positive through operational cost savings and enhanced safety.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Community Engagement and Safety Awareness	Opportunity	Building community trust and raising awareness regarding gas safety can enhance the company's reputation, improve social license to operate, and reduce the risk of accident mitigate risks and cultivate positive relationships.	IRMEL is conducting regular community engagement programs and safety workshops.	Positive: Implications by reducing accident risks and strengthening community support.
6	Environmental Impact and Sustainability	Risk	The operations can cause significant environmental effects, including emissions and habitat disruption. Environmental degradation and sustainability issues can lead to significant financial losses, reputational damage, and legal consequences.	The Company has effectively minimized damage to PNG pipelines through strategic coordination with third-party excavation work. This approach has led to a reduction in natural gas emissions. Furthermore, the company has implemented a strategic plan for preventive maintenance. In case of emergencies, the company is equipped to promptly isolate the natural gas supply to ensure safety and minimize environmental impact.	Negative /Positive: Negative in the short term due to investment in cleaner technologies, but positive in the long term through reduced environmental impact and compliance with sustainability standards.
7	Employee Health and Safety	Risk	Ensuring employee health and safety is critical to maintain a productive workforce and avoid legal and reputational consequences also considering the hazardous nature of gas distribution.	IRMEL implemented comprehensive HSE training, providing protective equipment, and developing a safety culture.	Negative /Positive: Negative due to costs associated with training and equipment, but positive in preventing accidents and enhancing employee morale.
8	Emergency Preparedness and Response	Risk	The potential for accidents or natural disasters requires robust emergency response capabilities.	Certified ERDMP of all GA are in place and regularly updating emergency response plans, and conducting drills.	Negative /Positive: Negative due to the costs of developing and maintaining emergency protocols, but positive in minimizing impact and ensuring rapid response.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company'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. Weblink of the policies, if available	<ol style="list-style-type: none"> 1. Board Diversity P-1 2. Code of Conduct for Board and SMP P-1 3. Code of Conduct for PIT 4. Code of Fair Disclosure of UPSI 5. CSR Policy P-8 6. Dividend Distribution Policy 7. Nomination and Remuneration Policy P-5 8. Policy for Determination of Materiality for Disclosure P-4, P-6 9. Policy on Familiarisation Program 10. Policy for Material Subsidiary P-2 11. Policy on RPT P-1 12. Policy for Vigil Mechanism P-5 13. Terms & Conditions of Appointment of ID 14. IT Policy P-9 15. Operation & Maintenance Policy P-2 								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's 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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	ASME B31.8 ASME B31.8S Petroleum and Natural Gas Regulatory Board (PNGRB), T4S/IMS/ERDMP (Emergency Response and Disaster Management Plan) Regulations								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	<ul style="list-style-type: none"> ● In the financial year 2023-24, The Company planned to implement Automated Meter Reading (AMR) systems for all commercial customers across all GAs. This initiative aims to enhance the accuracy and timeliness of meter readings. ● 100% employees to be trained on Health and safety in FY2024 								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	<ul style="list-style-type: none"> ● The Company has successfully implemented AMR solutions for commercial customers, significantly reducing the manual effort needed for daily gas readings and enabling data-driven decision-making by analysing industrial consumption patterns. ● 100% employees were trained on Health and safety during the last financial year 2023-24. 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The Company is deeply committed to achieving ESG-related objectives and continues to prioritize related agenda over the near and medium term. The company's focus on ESG parameters is best reflected through values that are imbibed in all spheres of activities of the company. The company has adopted a Code of Conduct which guides interactions with all key stakeholders including employees, vendors, communities, investors, environment & society at large. Moreover, Corporate Social Responsibility is an integral part of its culture. One of the key features of its CSR projects is a focus on participatory and collaborative approach with the community.

The Company recognizes its role in driving the transition to a low carbon society. It has undertaken measures such as methane leak detection surveys and repairs to reduce emissions. The company has also initiated solarization by installing rooftop solar plants and conducted energy efficiency audits across all its offices and stations, implementing energy-saving proposals. These efforts significantly contribute to reducing GHG emissions. The company is actively developing infrastructure to provide eco-friendly fuel options to various sectors, including industrial, commercial, residential, and transportation.

Corporate governance at the company encompasses the rules, practices, processes, and policies that govern its management. The company upholds a spirit of governance that balances the interests of all stakeholders, regulators, and the government. The company's governance practices are supported by committees, both statutory and non-statutory, to which specific responsibilities are delegated, and these committees report to the Board. The company is committed to conducting beneficial and fair business practices to the labor, human capital, and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy, and fair.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). Mr. Karan Kaushal, CEO

9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, the Board of Directors plays a crucial role in shaping the company's sustainability strategy. Additionally, the company has established a Risk Management Committee (RMC) responsible for identifying and assessing internal and external risks. These risks encompass financial, operational, sectoral, sustainability (including ESG-related risks), information, and cyber security domains, as determined by the Committee.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes									Review is undertaken from time to time								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable statutory requirements									Review is undertaken from time to time								

11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

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

Essential Indicators:








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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Nil	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil
Employees other than Board of Directors and KMPs	16	Emergency Response and Firefighting training, First Aid Training, Defensive Driving Training, ERDMP	100%
Workers	137	Firefighting and Site safety (STC training), CNG & LCNG operations, Plumber Safety training, PNG operation training	100%

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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

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

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

Yes, the Company has anti-corruption and anti-bribery policy. This policy outlines a series of guidelines that act in accordance with the company's values, commitments, and ideals, and is applicable to all personnel. It is expected that all employees adhere to the laws, regulations, and professional standards that govern the company's operations. The company enforces a strict policy against bribery and corruption. Any fraudulent activities or corruption against the company, or any assistance provided to such activities, are strictly prohibited. This policy underscores the company's commitment to maintaining a high standard of ethics and integrity in its operations. The policy can be accessed at <https://www.irmenergy.com/investor/#governance>

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	NA	NA
KMPs	NA	NA
Employees	NA	NA
Workers	NA	NA

6. Details of complaints with regard to conflict of interest

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

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

NIL. During the Financial Year 2023-24, there were no instances of non-compliance. However, the Company maintains an ongoing discussion with regulators to address any potential lapses in compliance. In line with its commitment, the company is consistently improving its policies, processes, systems, and monitoring mechanisms

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	14	13

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	100%	100%
	b. Number of trading houses where purchases are made from	8	7
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	56%	45%
	b. Number of dealers / distributors to whom sales are made	42	38
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	26%	23%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3%	7%
	b. Sales (Sales to related parties / Total Sales)	-	0.09%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	84%	98%
	d. Investments (Investments in related parties / Total Investments made)	43%	17%



Leadership Indicators- D
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
273	Safety & Technical training for CNG operations, Safety awareness programs for general public, Safety Awareness Program for Third party Utility agencies, Firefighting training, Emergency response and Disaster Management	100%

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. The Company has implemented a comprehensive Code of Conduct specifically tailored for Board of Directors and Senior Management Personnel (SMP). This code serves as a guiding compass, ensuring ethical behaviour, transparency, and accountability across all levels of leadership within the organization. It underscores the importance of integrity, respect, and responsible decision-making. The Code of Conduct can be referred at <https://www.irmenergy.com/investor/>





PRINCIPLE 2:
Business should provide goods and services in a manner that is sustainable and safe
Essential Indicators: D
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively

Segment	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
 R & D	Nil		
 Capex			

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
b. If yes, what percentage of inputs were sourced sustainably?**

The Company is fundamentally committed to the concept of sustainable sourcing. It recognizes that sustainable procurement practices can significantly enhance the company's responsible operations. Despite the absence of a formalized sustainable procurement strategy, the company is consistently implementing measures to incorporate the principle of sustainable sourcing into its overarching procurement strategy.

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) Plastics (including packaging)	IRMEL, functioning as a service provider, generates waste exclusively from its operations. This waste is systematically identified for recycling or disposal in compliance with the norms set by the Pollution Control Board.
 (b) E-waste	The Company has instituted specific processes for waste management across all its sites and locations. Hazardous waste, in particular, is managed meticulously. It is segregated, stored, and transported in line with the relevant regulatory requirements and industry best practices. This hazardous waste is disposed of responsibly through authorized vendors for recycling, as mandated by regulation.
 (c) Hazardous waste	In addition to hazardous waste, the company also generates significant amounts of non-hazardous waste. The strategic aim of the company is to minimize waste generation and divert waste from disposal by promoting reuse and recycling wherever feasible.
 (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.

Given the specific nature of company's products and services, the concept of Extended Producer Responsibility (EPR) does not apply to the company. This is due to the unique characteristics of the company's offerings.

Leadership Indicators- D

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.
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IRMEL primarily operates as a service-oriented entity, an exhaustive Life Cycle Assessment (LCA) has not been conducted.

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	FY 2022-23

IRMEL operates in the natural gas distribution sector, serving domestic, commercial, industrial, and CNG consumers. The materials procured for projects—such as pipelines, fittings, and equipment—do not typically include recycled or reused components due to safety requirements and industry standards. As a result, the company does not consider any recycled or reused input materials.

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	7.2	-	-	5.9	-
Other waste	-	-	-	-	-	-
Battery 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:

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators:



1. A. Details of measures for the well-being of employees

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	149	149	100%	149	100%	-	-	149	100%	-	-
Female	14	14	100%	14	100%	14	100%	-	-	-	-
+ Total	163	163	100%	163	100%	14	100%	149	100%	-	-
Other than Permanent employees											
Male	60	-	-	60	100%	-	-	-	-	-	-
Female	1	-	-	1	100%	-	-	-	-	-	-
+ Total	61	-	-	61	100%	-	-	-	-	-	-

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

The Company prioritizes the well-being of all its workers, including its non-permanent staff. In addition, the company ensures that these workers are covered under the EDLI scheme and ESIC.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	0.06%	0.03%

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

The Company also offers provisions for PF, Gratuity and ESI to the employees and the details are provided below:

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	3%	100%	Y	3%	100%	Y
Others- please specify	NIL	NIL	NIL	NIL	NIL	NIL

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

At IRMEL, there is a commitment to ensuring that the office premises are accessible to individuals of all abilities. The Company's commitment extends beyond compliance. The Company continuously enhance infrastructure to create an inclusive experience for all visitors. By fostering an environment where everyone can thrive, the company exemplifies its core values of respect, equality, and community





4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

IRMEL holds a firm commitment to equality in employment opportunities and the creation of an inclusive work environment. This commitment extends to all employees within the company and to all eligible applicants seeking employment with the company. Discrimination, be it on the grounds of race, caste, religion, marital status, gender, age, disability, or any other category, is strictly prohibited within the company. In addition, the company ensures compliance with the provisions of the Equal Remuneration Act, further reinforcing its dedication to equality and fairness in the workplace.

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%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
 Permanent workers	No permanent worker engaged with IRMEL.
 Other than permanent workers	Yes. Individuals engaged on a contractual basis with the company have the provision to report any grievances to the representative of their respective contractor or to the supervisor within the company. It is anticipated that the contractor will undertake the necessary actions to address these grievances. If the situation necessitates, the grievance can be escalated to the Human Resources department and the respective functional heads within the company. This process ensures that all concerns are heard and addressed in a timely and efficient manner, maintaining a harmonious and productive work environment.
 Permanent employees	Yes, In the company, a structured Grievance Redressal procedure exists. Initially, the individual reports the concern to the immediate Supervisor or Reporting Manager. If the resolution is unsatisfactory, the issue is escalated to the Head of Department.
 Other than permanent employees	If the complainant remains unsatisfied, a Grievance Committee is formed. If no settlement is reached, the matter is escalated to the Chairman, whose decision is final. The Company strives to resolve every grievance, providing a final response detailing the resolution or rejection of the complaint, along with justifications for each decision. This process ensures professionalism and efficiency in addressing concerns.

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

The Company does not have any employee's association. However, the company acknowledges and respects the right to freedom of association.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	209	209	100%	209	100%	181	181	100%	181	100%
Female	15	15	100%	15	100%	16	16	100%	16	100%
Total	224	224	100%	224	100%	197	197	100%	197	100%
Workers										
Male	28	28	100%	20	72%	23	23	100%	23	100%
Female						Not Applicable				
Total	28	28	100%	20	72%	23	23	100%	23	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	209	185	89%	181	181	100%
Female	15	14	93%	16	16	100%
Total	224	199	89%	197	197	100%
Workers						
Male	28	20	72%	23	23	100%
Female						Not Applicable
Total	28	20	72%	23	23	100%

10. Health and Safety Management System:

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

Yes, IRMEL has put into operation an Occupational Health and Safety Management System (OHSMS). This system is crafted with the intent to safeguard the well-being and safety of all individuals involved in its operations, including employees, contractors, and visitors. The OHSMS encompasses several crucial areas:

Risk Management: This involves the identification, evaluation, and mitigation of potential hazards in the workplace to avert accidents and health-related issues.

Compliance: IRMEL ensures strict adherence to both local and national health and safety regulations and standards.

Training and Awareness: Regular training sessions and awareness drives are conducted for all employees to foster a culture of safety.

Emergency Preparedness and Response: IRMEL has in place plans and procedures to effectively manage emergency situations. This includes evacuation plans, first aid provisions, and crisis management strategies.

Health Surveillance: IRMEL runs programs to monitor and safeguard employee health. These include regular medical check-ups, health risk assessments, and support for mental health.

Incident Investigation and Reporting: Mechanisms are in place for reporting, investigating, and analysing workplace incidents and accidents to prevent them from happening again.

Continuous Improvement: Regular audits are conducted to ensure the effectiveness of the OHSMS and to integrate the latest best practices in occupational health and safety.

Worker Participation: Employees are actively involved in safety committees and decision-making processes related to health and safety matters.

Contractor and Supplier Management: IRMEL ensures that contractors and suppliers comply with its health and safety standards.

Environmental Health: Measures are taken to prevent occupational exposure to hazardous substances and to promote a healthy working environment.

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

IRMEL is actively engaged in the continuous process of identifying Health, Safety, and Environmental (HSE) hazards associated with its operations and facilities. This involves assessing the historical, current, and potential HSE impacts of both regular and irregular activities. Everyone at IRMEL workplaces, including visitors, subcontractors, and suppliers, is involved in these processes, which are implemented both routinely and non-routinely to cater to the specific needs and dynamic nature of operations.

IRMEL has established procedures to:

Identify Hazards: Early identification of hazards and environmental impacts in the development of new facilities, activities, processes, or tasks. This proactive approach helps to integrate effective Health and Safety practices from the outset.

Evaluate Risks: Assessment of the risk levels and impacts of identified hazards to pinpoint those that pose significant HSE risks. This risk/impact assessment considers both the severity of potential consequences and the likelihood of their occurrence.

Implement Control Measures: Timely and effective control measures are implemented to reduce risks/impacts to a tolerable level, known as ALARP (As Low As Reasonably Practicable). ALARP represents a risk level that IRMEL can accept considering its legal obligations and internal policies.

To assist in hazard identification and risk assessment, IRMEL approaches on both routine and non-routine bases:

Routine Basis: Activities include Hazard Identification and Risk Assessment (HIRA), Site Specific Risk Assessment (SSRA), Safety Audits and inspections, Risk mapping (HCA), and Safety training & drills.

Non-Routine Basis: Activities include Hazard and Operability (HAZOP), Quantitative Risk Assessment (QRA), Management of Change (MoC), Pre-Start Safety Review (PSSR) and Incident Investigation.

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

Yes, IRMEL has instituted a series of measures to ensure the safety of its workforce during operations. These measures aim to create a safer working environment by actively involving all employees in the identification and mitigation of risks.

These measures include:

Incident Reporting and Investigation System: This system allows employees to report any incidents, including near-misses, injuries, and accidents. Each report triggers a formal investigation to identify the root causes and develop corrective actions. This system aids in understanding specific risks and preventing similar incidents in the future.

Unsafe Act and Conditions Reporting System: This proactive system encourages employees to report any unsafe conditions or behaviors they observe. This allows the company to address potential hazards before they result in incidents.

Safety Alerts: Key findings and lessons learned from reported incidents and investigations are disseminated among all employees through safety alerts. These alerts serve to educate and remind staff about essential safety practices and the importance of compliance with established safety protocols.

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

Yes, IRMEL has put into effect several policies to aid its employees with non-work-related medical and healthcare services. These policies are:

Health Care Policy: This policy encompasses services for health check-ups, facilitating regular health assessments for employees.

Insurance Scheme: IRMEL provides insurance benefits, including Mediclaim Insurance and Group Personal Accident Insurance. These benefits offer financial protection in the event of medical emergencies or accidents.

In addition to these policies, IRMEL has formed alliances with various hospitals. This ensures that employees have ready access to essential medical and healthcare services when required.



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

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



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

IRMEL places the utmost importance on the health and safety of its employees, properties, and the environment. This is reflected in its comprehensive Health, Safety, and Environment (HSE) policy. To maintain a safe workplace, IRMEL strictly adheres to Standard Operating Procedures (SOPs) in all areas, including design, operations, maintenance, and modifications. Before any critical task is undertaken, it is thoroughly reviewed through work permits. This ensures that all prerequisites are met and that Personal Protective Equipment (PPE) requirements are complied with. IRMEL also takes steps to educate the public about natural gas safety. This is done through outreach programs and by providing information on how to recognize and report gas leaks. Regular inspections and maintenance of gas pipelines, equipment, and other assets are carried out to ensure they are in good working order. This helps to prevent potential accidents caused by equipment failure. IRMEL conducts regular annual health checks for all its employees, emphasizing the importance of proactive health management. Contract workers are provided with Safety & Technical Competency (STC) training. This equips them with the necessary knowledge and skills to prevent incidents.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
 Working Conditions	Nil	Nil	NA	Nil	Nil	NA
 Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
 Working Conditions	100%
 Health & Safety	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.

IRMEL has put in place Standard Operating Procedures (SOPs) for reporting and investigating incidents. This ensures that any corrective actions needed as a result of these incidents are implemented uniformly across all locations. Investigations are carried out by expert third-party investigators, and the results of these investigations are used to update corrective actions in a timely manner to prevent the recurrence of such incidents.

To minimize damage to gas pipelines caused by third-party activities, IRMEL uses GIS mapping and a mobile software for 'Dial before Dig' and incident reporting.

IRMEL has also implemented a robust, fully controlled CNG operation through the SCADA system. This system is overseen by a centralized control room, ensuring the safe operation of CNG/LCNG operations.

In addition, IRMEL communicates natural gas safety messages to the public and PNG customers. This is done through safety awareness programs, radio, and SMS messages.

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

Employees: Yes. The Company has implemented a Term Life insurance policy that covers all employees. In the event of an employee's death, a compensatory package is extended to the deceased employee's family through a benevolent fund.

Workers: Yes. As for vendors and contractors, they are required to comply with statutory regulations as per the applicable rules. This includes coverage through the Employees Deposit Linked Insurance (EDLI) scheme and Workmen Compensation.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

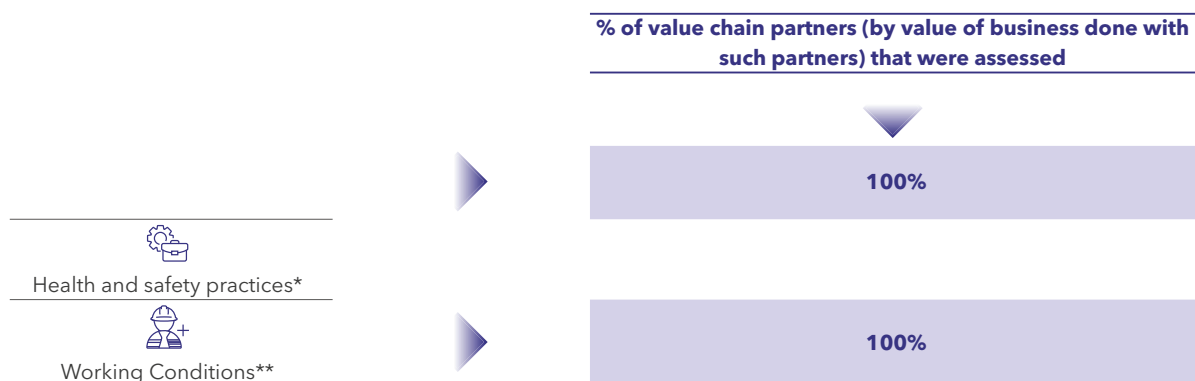
The Company takes diligent measures to ensure that its vendors and other partners in the value chain adhere to statutory obligations. This is achieved through meticulous contract processes and checks. Regular statements are received detailing deductions for Provident Fund (PF), Employee's State Insurance Corporation (ESIC), and Professional Tax (PT) as applicable for employees deployed by these partners for the company's services. The company has well-structured processes and procedures in place, encompassing all necessary measures such as contract clauses and bill approvals. These measures ensure compliance and smooth operation within the entity. This description provides a simplified yet professional overview of the company's compliance measures for its partners.

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

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

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

No. Currently, there are no programs in place to assist with transitions, such as ensuring ongoing employability or managing the end of careers due to retirement or job termination.

5. Details on assessment of value chain partners:


*Prior to appointing a contractor for any task, IRMEL conducts a thorough evaluation of various factors. These include workplace safety, adherence to rules and regulations, readiness for emergencies, identification and mitigation of hazards, and the use of Personal Protective Equipment (PPE). The Health, Safety, and Environment (HSE) protocols are explicitly outlined in the technical documents of the contracts with partners in the value chain. The HSE plan incorporates monthly meetings with contractors to ensure the implementation of health and safety practices.

** IRMEL maintains the conditions of the work site by carrying out regular safety inspections. This includes conducting educational sessions known as 'Toolbox Talks', and disseminating guidelines on health, safety, and hygiene for workers. The availability of Personal Protective Equipment (PPE) is also ensured. These measures collectively contribute to a safe and productive work environment.

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.

No such adverse findings were observed from the audit in these aspects during FY 2023-24.

PRINCIPLE 4:

Business 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 Company

The Company recognizes stakeholders as individuals or groups who can influence or are impacted by the company's operations. To identify these key stakeholders, IRMEL compiled a preliminary list of interested parties, considering historical issues and relationships. The list includes employees, suppliers, customers, business partners, regulatory agencies, and local communities near its operational sites.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders, investors	No	Email, Newspaper Advertisements, Corporate Announcement	Regular	Financial Results, Statutory Communications as per applicable SEBI Laws, Performance Highlights
Regulatory Bodies like SEBI, NSE, BSE and MCA	No	Respective Portal for regulatory filings, Website and Email	As required	Financial Results, Statutory Communications as per applicable SEBI Laws, Performance Highlights
Employees	No	Email, Newsletters, Intranet	Regular	Learning and development, Employee wellbeing
Suppliers	No	Supplier meets, Meeting	Regular	Understanding concerns of Suppliers, Tender Terms & Conditions and Performance Review
Customers	No	Website, Emails, Social Media, Pamphlets	Regular	Customer surveys, Product Quality, Health and Safety
Local Communities	Yes	Community events, CSR initiatives, corporate communication etc.	Regular/Need based	community grievances redressal, Recruitment of people from local community, supporting rural economy

Leadership Indicators-



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

IRMEL acknowledges the significance of dynamic engagement with its stakeholders as a crucial factor in fulfilling their requirements and bolstering their confidence. The management of the Company maintains regular communication with

principal stakeholders. Engagement with relevant stakeholder groups is facilitated through various channels. The feedbacks gathered from these interactions are compiled and presented to the members of the Board during their quarterly meetings. During these interactions, matters related to sustainability, encompassing economic, environmental, and social aspects, are deliberated upon, thereby enlightening stakeholders about sustainability issues. Looking ahead, the Company is committed to intensifying its concentration on discussions pertaining to sustainability in these meetings.

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

The Company engages with stakeholders through various platforms to comprehend their needs and concerns better. A materiality assessment is conducted, involving interactions with a multitude of stakeholders. Both internal and external stakeholders identify the most crucial issues and topics that could impact the business operations. These topics are meticulously considered in the company's Environmental, Social, and Governance (ESG) strategies and framework.

For the purpose of identifying material topics, the management, based on their experience and industry practice, identifies these topics. The management also contemplates seeking input from other stakeholders in the future to determine material business issues.

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

In addressing the concerns of vulnerable and marginalized stakeholder groups, the company has taken significant steps. It has prioritized Micro, Small, and Medium Enterprises (MSME) vendors for its procurement of goods and services, demonstrating a commitment to supporting smaller businesses.

PRINCIPLE 5:

Business 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	163	163	100%	165	165	100%
Other than Permanent	61	61	100%	32	32	100%
Total Employees	224	224	100%	197	197	100%
Workers						
Permanent	-	-	-	-	-	-
Other than Permanent	28	28	100%	23	23	100%
Total Workers	28	28	100%	23	23	100%

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	163	-	-	163	100%	165	-	-	165	100%
Male	149	-	-	149	100%	149	-	-	149	100%
Female	14	-	-	14	100%	16	-	-	16	100%
Other than Permanent	61	-	-	61	100%	32	-	-	32	100%
Male	60	-	-	60	100%	32	-	-	32	100%
Female	1	-	-	1	100%	-	-	-	-	-
Workers										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	28	-	-	28	100%	23	-	-	23	100%
Male	28	-	-	28	100%	23	-	-	23	100%
Female	-	-	-	-	-	-	-	-	-	-

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹ in lakhs)	Number	Median remuneration/salary/wages of respective category (₹ in lakhs)
Board of Directors (BoD)	7	3.6	1*	2.2
Key Managerial Personnel (KMP)	2	62.96	1	9
Employees other than BoD and KMP	207	4.33	14	4.89
Workers	28	2.66	-	-

* Mrs. Geeta Goradia resigned from the post of Director w.e.f. January 06, 2024

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	6%	7%

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

Yes, The responsibility for addressing concerns and issues related to human rights at all levels rests with the Human Resource department. This department is committed to ensuring that these matters are handled with utmost professionalism and diligence.

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

An established mechanism for addressing employee grievances is in place within the company. This system includes a pre-determined Turn Around Time (TAT) and a clearly defined escalation matrix. An employee can initially share their concerns with their immediate supervisor. It is imperative that all grievances are addressed within the specified TAT to ensure timely resolution.

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

The details are provided below:

Benefits	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human rights related issues						
		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
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

The company promote a work environment that is inclusive and free from discrimination and harassment. If employees have any grievances, they can report them to the company's Ombudsman as outlined in the Vigil Mechanism/Whistle Blower Policy. The company's policy strictly condemns any form of discrimination, harassment, victimization, or other unfair employment practices against whistle blowers. Whistle blowers are fully protected against any unfair practices such as retaliation, threats, termination or suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or any other direct or indirect use of authority that could hinder the whistle blower's ability to perform their duties or make further Protected Disclosures.

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

Yes, business agreements and contracts within the organization do include clauses related to statutory compliances. These cover aspects such as Provident Fund (PF), Employee's State Insurance (ESI), adherence to minimum wage standards, and regulation of working hours.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other- please specify	--

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, there were no significant concern that arose from the assignments above that needed corrective actions.

Leadership Indicators- D

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

Nil

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

The company strictly adheres to all labor laws and human rights policies. However, no specific human rights due diligence exercise is conducted in the company.

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?

At IRMEL, there is a commitment to ensuring that all office locations are accessible to individuals with disabilities. Continuous efforts are being made to enhance the infrastructure, thereby guaranteeing an inclusive experience for everyone on the premises.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
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.

Not Applicable, as no substantial risks or concerns have been identified with respect to the above mentioned topics with the Value Chain partners.

PRINCIPLE 6:

Business should respect and make efforts to protect and restore the environment

Essential Indicators: D

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

Parameter	FY 2023-24 (Current Financial Year) (GJ)	FY 2022-23 (Previous Financial Year) (GJ)
From renewable sources		
Total electricity consumption (A)	8,676	0
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	8,676	0
From non-renewable sources		
Total electricity consumption (D)	36,749.93	36,238.10
Total fuel consumption (E)	49,835.88	37,372.32

Parameter	FY 2023-24 (Current Financial Year) (GJ)	FY 2022-23 (Previous Financial Year) (GJ)
Energy consumption sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	86,585.81	73,610.42
Total energy consumed (A+B+C+D+E+F)	95,261.81	73,610.42
Energy intensity per rupee of turnover	99.58	310.89
(Total energy consumed / Revenue from operations) (GJ/ Rupee of turnover in crore)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	2,278.38	7,113.25
(Total energy consumed / Revenue from operations adjusted for PPP)		
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 such independent assessment/evaluation/assurance has been carried out by an external agency

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

Not Applicable

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water*	3358	2901
(ii) Groundwater**	603	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3961	2901
Total volume of water consumption (in kilolitres)	3961	2901
Water intensity per rupee of turnover	4.14	12.25
(Total water consumption / Revenue from operations) (KL/ Rupee of turnover in crore)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	94.73	280.33
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 such independent assessment/evaluation/assurance has been carried out by an external agency

*Approx. Qty has been considered for COCO CNG stations only.

**Approx. Qty has been considered for COCO CNG stations only. Water tanker supply from third party.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Given the specific characteristics of IRMEL's operations, water consumption is primarily confined to domestic use. Wastewater discharge is managed in accordance with established facility maintenance protocols and applicable regulations.	
- 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		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

*The water usage at the CNG stations and office is primarily for domestic purposes, and it is not utilized in any process operations. Therefore, there is no discharge of industrial effluent.

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 such independent assessment/evaluation/assurance has been carried out by an external agency

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

Given that water is not utilized in operational processes nor discharged as industrial effluent, IRMEL does not employ a Zero Liquid Discharge system. The company's facilities, including offices, City Gas Stations, and Compressed Natural Gas Stations, generate only domestic wastewater. This effluent is managed through appropriate disposal methods, including municipal or district sewer systems or repurposing for landscaping irrigation. The nature of this wastewater does not necessitate treatment prior to disposal.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NO _x	Pollutant monitoring is conducted through standardized stack sampling procedures for diesel generator sets and compressed natural gas (CNG) compressors. The resultant data from these surveillance activities is systematically reported to the appropriate Pollution Control Board (PCB), in full accordance with regulatory requirements and compliance protocols.		
SO _x			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify Mercury, Cadmium, Chromium etc.			

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 such independent assessment/evaluation/assurance has been carried out by an external agency

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

The details are provided below:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2631.13	2048.42
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7309.17	7207.35
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent / Rupee of turnover in crore	10.39	9.67
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)	Metric tonnes of CO ₂ equivalent / Rupee of turnover in crore	237.74	221.37
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 such independent assessment/evaluation/assurance has been carried out by an external agency

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

IRMEL has established a solar power plant with a capacity of 3.123 MW (DC). This plant supplies electricity to 23 CNG stations within the Banaskantha GA region. This initiative is a significant stride towards achieving net-zero emissions and transforming the company into a carbon-neutral entity.

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

The required details are provided below:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	7.2	5.9
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G+ H)	7.2	5.9

Parameter	FY 2023-24	FY 2022-23
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.0075	0.0249
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.17	0.57
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 tonnes)		
Category of waste		
(i) Recycled	7.2	5.9
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	7.2	5.9
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
Total	NIL	NIL

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 such independent assessment/evaluation/assurance has been carried out by an external agency

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

IRMEL upholds rigorous waste management protocols. The primary focus of IRMEL is on the safe handling and disposal of hazardous materials, including lube oil for CNG compressors, which is a significant component of the limited hazardous waste generated by the operations.

To ensure safety and compliance, IRMEL has procedures in place for the management of hazardous waste, e-waste, and other types of waste. These procedures involve careful separation of scrap/lube oil, which is then stored in dedicated storage facilities. Hazardous wastes undergo handling, segregation, storage, and transportation in line with applicable regulatory requirements and best industry practices.

IRMEL also has a resource conservation policy in effect, ensuring compliance with all relevant regulations on natural resources, waste, and land. This policy promotes the use of technologies to minimize specific waste generation and toxicity.

All waste materials are directed to vendors approved by the State Pollution Control Board. These vendors are tasked with either recycling the waste or disposing of it in an environmentally friendly manner. The disposal of hazardous waste is carried out through authorized recycling vendors, as mandated by regulation, ensuring that the waste management of IRMEL is both effective and environmentally responsible.

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

Sr.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.
Not Applicable			

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
Not Applicable					

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

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

Sr.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
IRMEL is compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act. There are no such incidences of non-compliances with such Laws & Regulations reported during the current financial year.				

Leadership Indicators- D

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

For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area** - The Company's water requirements are exclusively for employee consumption and domestic use. As such, the company did not engage in water withdrawal, consumption, or discharge in water-stressed areas during the current financial year.

(ii) **Nature of operations** -

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(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)		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(i) Into Surface water	Not Applicable	
- 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)		

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.

Not Applicable

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

Parameter	Unit	FY 2023-24	FY2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The company is not capturing data for scope 3 emissions, at present. Efforts are underway to track and record this data and it will be made available from the upcoming years.	
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent /Rupee turnover		
Total Scope 3 emission intensity	Kgs		

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

Not Applicable

3. With respect to the ecologically sensitive areas reported in Question 10 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.

Not Applicable, none of the offices are situated in areas designated as ecologically sensitive by various governmental authorities.

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

Sr.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Electric charging station	IRMEL has developed electric vehicle (EV) charging stations alongside its CNG stations, providing customers with multiple fuel options at a single location. This integrated approach has been well-received by customers and demonstrates IRM Energy's commitment to supporting the transition to greener mobility.	This forward-thinking approach has received positive responses from customers, who appreciate the convenience and environmental consciousness of having multiple eco-friendly fuelling options available.
2	Shifting from Diesel driven HCV to CNG driven HCV for fleet operations	To reduce harmful emissions, IRMEL has started transitioning its fleet of heavy commercial vehicles (HCVs) from diesel to CNG.	This strategic shift not only assists in maintaining a healthier environment but also yields positive impacts on operational parameters within the transportation sector, such as improved mileage and reduced fuel costs. By embracing cleaner fuel alternatives, the company exemplifies its dedication to sustainable practices while simultaneously enhancing operational efficiency.
3	Incident Reporting Module (Android & Web)	The Company has developed a cutting-edge Web and Android-based Incident Reporting & Management System, integrated into its Web GIS platform.	This innovative initiative has digitized the entire incident management workflow, enabling users to report and geo-tag infrastructure-related digging work sites near gas pipeline networks. This streamlined process empowers the control room to allocate resources optimally, significantly reducing pipeline damages and subsequent gas emissions, thereby increasing resource efficiency and enhancing safety measures.
4	PNG fuel used to run CNG compressors	In a significant move towards reducing environmental impact, the company has installed two engine-driven CNG compressors that utilize PNG (Piped Natural Gas) as fuel instead of the conventional High-Speed Diesel (HSD).	This transition has resulted in a significant reduction in particulate matter (PM) and greenhouse gas emissions, improved energy efficiency, and decreased dependence on more polluting fossil fuels.
5	Solar Park	The Company has established a captive solar facility with a capacity of 3.123 MW (DC) to power 23 CNG stations in the Banaskantha region.	This renewable energy initiative has facilitated a 37% transition to clean energy in the electricity consumption of these CNG stations, marking a significant step towards embracing sustainable energy sources and reducing the company's carbon footprint.

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

In adherence to the Petroleum and Natural Gas Regulatory Board (PNGRB) Emergency Response & Disaster Management Plan (ERDMP) regulations of 2010, updated in 2020, ERDMP documents have been formulated by IRMEL for each of its operational regions. These documents, approved by senior management, provide a comprehensive framework for managing potential or anticipated undesirable incidents. This ensures that IRMEL is well-equipped to handle any unexpected and unintentional accidents effectively. A third-party agency enlisted by PNGRB has audited and subsequently validated the robustness and effectiveness of these documents.

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?

In the City Gas Distribution (CGD) value chain, it is acknowledged that certain operations may negatively affect the environment. The primary sources of these impacts are the distribution of natural gas and the construction and upkeep of infrastructure. These processes can lead to air and water contamination, as well as the emission of greenhouse gases, potentially intensifying climate change and damaging local ecosystems. In response to these issues, the company has put into action several strategies for mitigation and adaptation. These include investments in renewable energy, advancements in technology, monitoring of environmental impacts, engagement with local communities, and adherence to regulatory standards. This approach ensures a commitment to environmental stewardship while maintaining operational efficiency.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

In pursuit of sustainability, the company ensures the sustainability of its value chain partners' operational practices. The company is actively evaluating opportunities for environmental impact assessments and will implement relevant measures in subsequent financial years.

PRINCIPLE 7:

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators:



1. a. Number of affiliations with trade and industry chambers/associations.

The Company has affiliations with 2 trade and industry associations as mentioned in the response below in part (b)

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

Sr.No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Association of CGD Entities	National
2	Indian Biogas Association	National

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

Name of the authority	Brief of the case	Corrective action taken
The company has not been subject to any regulatory orders or directives regarding anti-competitive conduct. Consequently, no corrective actions were necessary or initiated during the reporting period, as no instances of such behavior were reported or identified.		

Leadership Indicators-



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

At the industry level, the company actively engages with various industry forums and associations. These collaborative efforts aim to establish industry-standard benchmarks aligned with global best practices. Through consistent interaction with

these influential bodies, the company contributes to the long-term viability of the industry by actively participating in policy development, thereby ensuring a sustainable future

Sr.No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others- please specify)	Web Link, if available
NIL					

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

Essential Indicators:



- Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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					

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

Sr.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
Not Applicable						

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

In each locations, the Geographical Area (GA) Head serves as the primary on-site representative. This individual is readily accessible for community members to voice any complaints or grievances. These concerns can be expressed either verbally or in written form.

Upon receiving a grievance, the GA Head communicates with the GA In-charge or CEO to collect their assistance in resolving the issue. The GA Head acts as the initial contact point for community members, facilitating the submission and resolution of grievances on a personal basis. This approach underscores our commitment to addressing and resolving concerns promptly and professionally.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers		
Directly from Within India		

The Company is not capturing, at present. However, initiatives are being implemented to systematically track and document this information. It is anticipated that this data will be accessible in the upcoming years, thereby ensuring the company's commitment to transparency and accountability.

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	13%	13%
Semi-urban	22%	30%
Urban	18%	12%
Metropolitan	47%	45%

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

Note: The Company acquires geographical areas in the industry through bidding on PNGRB. To promote job creation in smaller towns, it places a strong emphasis on hiring from the local community. Proactive engagement with local colleges and residents facilitates the identification of suitable candidates, ensuring that employment opportunities directly benefit individuals within the region.

Leadership Indicators-

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr.No.	State	Aspirational District	Amount spent (In INR)
NIL			

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)** - The Company determines vendors through internal evaluations, adhering strictly to the standard e-tender terms and conditions. No preferential treatment is extended to any specific suppliers.

(b) **From which marginalized/vulnerable groups do you procure?** - The Company procures items in alignment with established vendor selection policies.

(c) **What percentage of total procurement (by value) does it constitute?** - Not Applicable

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

Sr.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable as the company does not hold any intellectual property				

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 as IRMEL has not obtained or acquired any intellectual property rights		

6. Details of beneficiaries of CSR Projects:

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Hydroponics based fodder cultivation - Farmers at Panchmahal and Banaskantha District	5	100%
2	To set up the Managerial Development Cell with an autonomous body to get free decision making and to execute the decided action plan faster with minimum possible time.	60	100%
3	a. Support for the upgradation of Modern Mechanical Lab and Solar Kits/Systems b. The Company installed rooftop Solar PV Power plant (The students belonging to socially and educationally backward classes, needy and unemployed youth, especially from rural areas from Gujarat and India)	1000	100%
4	Support for establishing modern apparel lab for empowerment of women (Women farmers and their family members of Panchmahal and Dahod)	85	100%
5	Establishing STEM (Science, Technology, Engineering & Mathematics) lab in Government School	220	100%
6	Creating a center to provide IT based vocational education to Specially abled children in a sustainable manner	74	NA
7	Setting up laboratory infrastructure/lab equipments for pharmacy course for promoting education	95	NA
8	Creation of Animal Cell Culture facility and central instrumental facility for life science	82	NA

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

IRMEL has established a variety of communication channels for its clientele. These channels facilitate the submission of feedback, grievances, and suggestions related to the company's services. The communication platforms encompass:

- Dedicated customer service centers
- The official IRM Energy website
- Social media platforms (including WhatsApp, Twitter, Facebook, and Instagram)
- Email correspondence
- Physical suggestion boxes located at CNG stations

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	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

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

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

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

Note: Due to the inherent nature of the commodity–natural gas–it is impractical to recall the product

5. Does the Company 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, a comprehensive Cyber Security (IT) Policy is maintained by the organization, which is made accessible to all employees via the company's intranet. In addition, a detailed framework that addresses cyber security and data privacy risks is made publicly available on the official website of the organization. This ensures that both internal and external stakeholders have access to crucial information regarding the organization's approach to cyber security and data privacy.

Web link: https://www.irmenergy.com/wp-content/uploads/2022/12/IRMEL-Cyber-Security-Policy_V1.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.

Currently, there are no pressing issues, However to address potential future problems, the company communicate Cyber Security Awareness Posters to its internal customers on a monthly basis. This proactive approach helps to foster a culture of security awareness within the organization.

The Company has implemented End Point Security (EPS) with Enhanced Data Rate (EDR) features. This robust security measure is designed to block unauthorized access and prevent potential attacks, thereby ensuring the integrity and safety of the company's digital assets.

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	Nil
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	Nil

The Company has not reported any security incidents resulting in data breaches that would impact the stakeholders' interests. Stringent information security and data privacy policies are firmly established. Throughout all business operations, IRMEL prioritizes data security considerations.

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

IRMEL maintains a comprehensive website, serving as a central hub for all pertinent information about the company. This digital platform provides easy access to details about their products, PNG and CNG, and the services they offer. Furthermore, the website elaborates on the customer segments that IRMEL caters to, as well as the locations where they operate, which is located at <https://www.irmenergy.com>.

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

IRMEL is committed to fostering a culture of safety and awareness among its customers and the wider public regarding its products, PNG and CNG. The company employs a multi-faceted approach to ensure the safe and responsible use of its products and services:

Safety Guidelines: These are visibly displayed across all IRM Energy offices, serving as a constant reminder of safety protocols.

Festival Safety: During festive periods, customers receive safety tips via WhatsApp and SMS. This initiative enhances awareness about the do's and don'ts of natural gas usage.

Awareness Programs: The Marketing and HSE departments spearhead programs that educate potential PNG users about safe handling practices. These programs are conducted prior to establishing PNG connections in societies, buildings, or villages.

Emergency Response: To facilitate swift response in emergencies, safety information stickers featuring a toll-free emergency number are placed on PNG meters within customer premises.

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

IRM Energy takes proactive measures to keep its consumers informed. In the event of gas supply disruptions or scheduled operational and maintenance activities, the company ensures that affected consumers are notified in advance. This communication, delivered via SMS or WhatsApp, includes information about the disruption and an estimated timeline for supply resumption. Once the gas supply is restored, a follow-up message is sent to the affected consumers. This approach underscores IRM Energy's commitment to transparency and customer service.

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 whole? (Yes/No)

In compliance with PNGRB guidelines, IRMEL is committed to the accurate display of product information. The company also prioritizes effective communication about its offerings. This is achieved through a variety of methods, including their website, informational brochures, and direct customer messaging. This approach ensures that customers are well-informed about the products and services available to them.