



ಹಿಂದೂಸ್ತಾನ್ ಏರೋನಾಟಿಕ್ಸ್ ಲಿಮಿಟೆಡ್
ಪ್ರಧಾನ ಕಛೇರಿ
ಹಿಂದುಸ್ತಾನ್ ಏರೋನಾಟಿಕ್ಸ್ ಲಿಮಿಟೆಡ್
ಮುಖ್ಯಾಲಯ
HINDUSTAN AERONAUTICS LIMITED
CORPORATE OFFICE

CO/SEC/4(7)/2022-23/ BSE & NSE Filing/42

3rd August, 2023

BSE Limited Listing Department Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001	National Stock Exchange of India Ltd Listing Department Exchange Plaza, 5 th Floor, Plot No C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai – 400051
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Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Report

Ref: BSE Scrip Code: 541154, NSE Symbol: HAL

Please find attached herewith Business Responsibility and Sustainability Report for the Financial Year 2022-23.

2. This is for information and record, please.

Thanking you,

Yours Faithfully
For Hindustan Aeronautics Ltd


(Shailesh Bansal)

Company Secretary & Compliance Officer

15/1, ಕಬ್ಬನ್ ರೋಡ್, ಬೆಂಗಳೂರು - 560 001, ಕರ್ನಾಟಕ, ಭಾರತ, 15/1, ಕಬ್ಬನ್ ರೋಡ್, ಬೆಂಗಳೂರು - 560 001, ಕರ್ನಾಟಕ, ಭಾರತ

15/1, Cubbon Road, Bangalore - 560 001, Karnataka, India

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CIN:L35301KA1963GOI001622

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L35301KA1963GOI001622
2. Name of the Listed Entity	Hindustan Aeronautics Limited
3. Year of Incorporation	16/08/1963
4. Registered office address	15/1, Cubbon Road, Bengaluru - 560001
5. Corporate address	15/1, Cubbon Road, Bengaluru - 560001
6. E-mail	cosec@hal-india.co.in
7. Telephone	080-22320001
8. Website	www.hal-india.co.in
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Ltd (BSE) 2. National Stock Exchange of India Ltd (NSE)
11. Paid-up Capital	₹ 334,38,75,000/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Shailesh Bansal, Company Secretary & Compliance Officer Hindustan Aeronautics Limited 15/1, Cubbon Road, Bengaluru – 560 001. Karnataka Phone: (080) 2232 0001, Email: cosec@hal-india.co.in
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 Basis

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of Aircraft, Helicopters and its Engines, Accessories	19
2.	Services	Repair, Overhaul and Maintenance, Upgrade of Aircraft, Helicopters and its Engines, Accessories	72

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of Aircraft and Helicopters	30301,30302 & 30305	19
2	Repair and Maintenance of Aircraft, Helicopters and Engines	3315	72



III. Operations

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

Location	Number of plants	Number of offices	Total
National	30 (20 Production & 10 R&D)	5	35
International	0	2	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Our product cover the entire Indian Territory through our defence forces.
International (No. of Countries)	Around 20 Countries

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

The Exports as a percentage of the total turnover of the Company during 2022-23 is around 1%.

The Company's export spectrum include Aircraft Platform, Repairables & Spares, Work Packages & Design Services to Overseas Customers including Government (Air Force, Army, Coast Guard etc) and Private companies (Rolls Royce, Safran Helicopter Engines, Boeing etc). HAL is having an Export footprint in more than 20 countries covering SAARC, SE Asia, IOR, Africa and Latin America

c. A brief on types of customers

The Company supplies to both national and international customers catering to the Defence as well as Civil operations. However, majority of the company's supplies are for the Indian Defence Services namely Indian Air Force (IAF), Indian Navy (IN), Indian Army (IA) and Indian Coast Guard (ICG).

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES (Officer + Workmen)						
1.	Permanent (D)	23450	21345	91.03	2105	8.97
2.	Other than Permanent (E)	1007	955	94.84	52	5.16
3.	Total employees (D + E)	24457	22300	91.19	2157	8.81
WORKERS (workmen)						
4.	Permanent (F)	15980	14617	91.48	1363	8.52
5.	Other than Permanent (G)	927	888	95.80	39	4.20
6.	Total workers (F + G)	16907	15505	91.71	1402	8.29



b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES (Officer + Workmen)						
1.	Permanent (D)	584	535	91.63	49	8.37
2.	Other than Permanent (E)	1	1	-	-	-
3.	Total differently abled employees (D + E)	585	536	91.63	49	8.37
DIFFERENTLY ABLED WORKERS (Workmen)						
4.	Permanent (F)	425	385	90.59	40	9.41
5.	Other than permanent (G)	14	13	92.86	1	7.14
6.	Total differently abled workers (F + G)	439	398	90.67	41	9.33

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29
Key Management Personnel	4	Nil	N.A

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.23	0.05	0.28	0.18	0.06	0.24	0.13	0.09	0.22
Permanent Workers	0.07	-	0.07	0.01	0.04	0.05	0.04	0.06	0.1

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

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

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	BAeHAL Software Ltd.	Joint Venture	49	NO
2	Indo-Russian Aviation Ltd. (Now known as Indo Avia Services Ltd.)	Joint Venture	48	NO
3	Safran HAL Aircraft Engines Pvt. Ltd.	Joint Venture	50	NO
4	Samtel HAL Display Systems Ltd.	Joint Venture	40	NO
5	HAL-Edgewood Technologies Pvt. Ltd.	Joint Venture	50	NO
6	HALBIT Avionics Pvt. Ltd.	Joint Venture	50	NO
7	Infotech HAL Ltd.	Joint Venture	50	NO
8	HATSOFF Helicopter Training Pvt. Ltd.	Joint Venture	50	NO



Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
9	International Aerospace Manufacturing Pvt. Ltd.	Joint Venture	50	NO
10	Multi-Role Transport Aircraft Ltd.	Joint Venture	50	NO
11	Aerospace & Aviation Sector Skill Council (AASSC)	Joint Venture	50	NO
12	Helicopter Engines MRO Private Ltd.	Joint Venture	50	NO
13	Defence Innovation Organisation	Joint Venture	50	NO
14	Indo-Russian Helicopters Limited	Subsidiary	50.5	NO
15	Naini Aerospace Limited	Subsidiary	100	NO

Note: NCLT has issued final dissolution order for one JVC of HAL i.e. TATA HAL Technologies Ltd on March 17, 2023. Further to this, the liquidator has submitted an application to the Registrar of Companies (RoC) for deletion of the JVC's name in their records.

VI. CSR Details

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

(ii) Turnover (in ₹) 26,36,056 Lakh

(iii) Net worth (in ₹) 23,50,617 Lakh

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Centralised Public Grievance Redress and Monitoring System (CPGRAMS) under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms & Public Grievances	823	1	One pending grievance was received on the last day of financial year which was addressed within a week	221	Nil	Nil



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	NA	-	-	-	-	-	-
Shareholders	Yes*	173	Nil	-	195	Nil	-
Employees and workers	Yes (Service related matters)-weblink\$	Nil	Nil	-	Nil	Nil	-
Customers	Yes**	171#	Nil	-	142#	Nil	-
Value Chain Partners	Yes	14	NIL	-	17	NIL	-
Other (please specify)	-	-	-	-	-	-	-

* Shareholders queries / complaints are being handled by the Company both directly and with the support of RTA. Further, the Company has Stakeholder Relationship Committee to redress the complaints received from the shareholders as per SEBI Listing Regulations. Though there is no web-link, however, the Company has specifically dedicated email ID for receiving shareholder's complaints.

**HAL deals with Defence Customers and therefore all the communication are through confidential mode as per the requirement of Customer. So there is no web link.

The issues have been deliberated in structured meeting with Customers and have been attended.

\$ www.hal-india.co.in/About us/Human Resources/HRD/ HR manual/Book 6/ Page No. 169

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

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

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	Emission reduction and energy management	Opportunity	Opportunity to move towards energy efficiency, use of renewable energy, more efficient use of materials, biofuels, and hybrid technology to address climate change	Not Applicable	Positive



Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Corporate Governance	Risk	HAL being a CPSE, the appointment of Directors are made by Govt. of India (Gol) and the Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act/ Rules / Regulations, to comply the same.	Continuous follow up to be made with Administrative Ministry, Gol, for appointment.	Negative
3	Health and Safety	Risk	Health & safety is an integral part of managing a business. Risk assessment is necessary to put measures in place to effectively control them to ensure that the hazards and risks do not cause harm to employees and workers.	Training / awareness/ technological upgradation/ review at senior level	Negative
4	Waste Management	Opportunity	Opportunity to move towards reduction in waste generation, meeting statutory requirements and improving resource usage	Not Applicable	Positive
5	Positive labour practices	Opportunity	Opportunity towards improving industrial relations leading to improvement in productivity	Not Applicable	Positive
6	Human capital development	Opportunity	Opportunity towards talent development & retention leading to improvement in productivity and intellectual property.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core 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



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
c. Web Link of the Policies, if available	Policies of the Company are available at www.hal-india.co.in/Investors/ Codes and Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners : (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications /labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • HAL follows SEBI regulations and Guidelines on Corporate Governance for CPSEs issued by DPE ensuring ethical, transparent and accountable business conduct among others. • HAL Divisions are certified to ISO 14001-2015 Environment Management System and ISO 45001-2018 OHSMS (Occupational Health and Safety Monitoring System) and follows required operational standards accordingly. • All our production units and R&D centres are certified to International Aerospace Standard AS9100D. Some divisions are additionally certified to International Aerospace Standard AS9110C (QMS Requirements for Aviation Maintenance Organizations). The Quality Management System of HAL divisions are also approved by the Directorate General of Aeronautical Quality Assurance (DGAQA) as per AFQMS, and Director General of Civil Aviation (DGCA) as per Civil Airworthiness Requirements (CAR). The Research and Design centres hold Design Organization Approval from Centre for Military Airworthiness Certification (CEMILAC) and are also recognized by Department of Scientific & Industrial Research (DSIR) for in-house R&D. Many of the manufacturing processes are also certified to National aerospace & defense contractors accreditation program (Nadcap) while some of our laboratories are certified by National Accreditation Board for Testing and Calibration Laboratories (NABL) which is an autonomous body under the Department of Science & Technology, Govt. • HAL Production centres, Offices & R&D centres have been certified with ISO 27K for Information Security Management System (ISMS). In addition, HAL Data Centre is also certified with ISO 20K for IT Service Management. • HAL products are CEMILAC, DGAQA, DGCA certified as applicable ensuring safe products to our customers. • HAL is a member of industrial bodies like FICCI, CII, SCOPE, ASSOCHAM etc and hence works closely with the industry community. 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	MoU has been signed between HAL & Ministry of Defence for Financial, non-financial targets and compliance parameters for the year 2022-23 with weightage of 100 marks.								



Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The MoU for the year 2022-23 is under evaluation. On completion of evaluation, the same will be submitted to MoD/ DPE for further evaluation and award of rating.								

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)

At HAL, we have a long history of embedding sustainability in our operations. Over the years, we have made investments to adopt renewable energy, conserve natural resources, responsibly treat and dispose solid and liquid waste, and optimize the use of water.

We have also made process improvements and worked towards installation of energy efficient Temperature & Humidity Chamber and Thermal Shock Chamber with improved GHG (Green House Gas) value, Sand Washing Facility to reclaim sand from burnt sand, Effluent Treatment plant with Zero Liquid Discharge (ZLD) System, Fume Extractors, Chillers / Air Conditioners, and LED lights.

To reduce the emissions of our products, we are testing the use of biofuels.

On the Social pillar, we have robust practices to address issues such as human rights, human capital development, and health and safety of our employees, contractors, and customers. HAL is also certified for ISO 14001-2015 Environment Management System and ISO 45001-2018 OHSMS (Occupational Health and Safety Monitoring System).

On the Governance pillar, being a CPSE, we are compliant with the various rules, regulations, and best practices prescribed by local and national regulatory bodies and have robust governance mechanisms to address any governance-related issues.

Further, we are committed to driving sustainability and best in class environmental and social practices across our supply chain and in the communities we serve.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).	Director (Human Resources)
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Management Committee (MC)

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	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Directors									As and when required.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Complied except with respect to composition of the Board of Directors under SEBI (LODR) Regulations, due to non-appointment of Independent Directors. Since, the Company is a CPSE, the appointment of directors has to be made by the concerned Administrative Ministry. Hence, the matter has been referred to the MoD for filling up the post and the same is pending with MoD/ DPE									As and when required								



11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9

No*

***Note:** No external evaluation was undertaken, however, the processes and compliances are subject to scrutiny by internal & external auditors, and regulators, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the management and/or board.

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

As the Company has formulated policies based on all the nine Principles, hence, Not Applicable.

SECTION C: PRINCIPLE- WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1:

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Orientation programme for Non Official Director of CPSE organized by DPE at New Delhi The programme was organized for Capacity building of independent Directors and to upgrade the knowledge on their role and responsibility.	29 %
Key Managerial Personnel	Nil	--	--



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
Employees other than BoD and KMPs	233	(i) Training / Awareness Programs pertaining to CDA, safety & wellness of the employees, environment & sustainability etc	83 %
Workers		(ii) These Training / Awareness Programs will enable the employees to acquire knowledge / skills for enhancement of their capabilities.	82%

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

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

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

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

Case Details	Name of the regulatory / enforcement agencies/ judicial institutions
Not Applicable	Not Applicable

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

Yes, The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behaviour. Towards this end, the Company has adopted the Code of Conduct, which lays down the principles and standards that should govern the actions of the Company and its employees. Accordingly, Whistle Blower Policy has been formulated in the Company with a view to provide a mechanism for employees of the Company for any potential violation of the code, to approach the Chairman of the Audit Committee / Director (HR) / Head of Systems Audit of the Company.

Web link of the policy is <https://hal-india.co.in/Common/Uploads/DMS/Whistle%20Blower%20Policy.pdf>

Further, integrity pacts are being signed with the vendors for procurement value beyond ₹5 Crore.



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

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

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Not Applicable as there is no fines / penalties / action taken by any regulators/ law enforcement authority during the financial year.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Total more than 30 Vendor Development meets conducted.	Though primarily our product category, technology requirement, etc. are published / deliberated in such meets, even general requirement of extending facility to MSME such as Principle of Inclusive growth is discussed.	The indicated Awareness Program is done for engaging identifying new vendors. For the existing domestic vendors including MSME's as and when new improvements, major changes are implemented special sessions are conducted, special sessions are made to make them aware of such developments. For example, Transaction through TReDS Portal has been a major subject in the last two years, For MSME vendors special sessions were held w.r.t carrying out transaction on TReDS Portal which involves the Authorised TReDS platform companies such as RXIL and Mynd Solutions. These sessions are done periodically to bring in better awareness amongst domestic industries to take part in GoI initiatives.



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.

The Company being a Govt. Company and all the Directors are appointed by Govt. of India, the issue with respect to conflict of interest of Directors does not arise. Further, the Company has Related Party Transaction Policy is in place to manage conflict of interest through Audit Committee and Board. Furthermore, in case of conflict of interest situation, no interested director was allowed to participate in the decision making process related their with.

PRINCIPLE 2 :

BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	Not tracked	Not tracked	<ul style="list-style-type: none"> HAL is developing helicopters to provide highway assistance and medical evacuations and also exploring technologies for hybrid-electric propulsion system. HAL is also developing products for civil use such as disaster management. A project for evaluation of 10% blended bio -jet-fuel on Do-228 aircraft has been initiated and ground test is planned in current year.
CAPEX	0.31 % (₹ 565 Lakh)	0.72% (₹1,069 lakhs)	<ul style="list-style-type: none"> HAL has made investments towards installation of energy efficient Temperature & Humidity Chamber and Thermal Shock Chamber with improved GHG (Green House Gas) value, Sand Washing Facility to reclaim sand from burnt sand, Effluent Treatment plant with Zero Liquid Discharge (ZLD) System, Fume Extractors, chillers / Air Conditioners, and LED lights. Improvement in processes are taken care in-line with ISO 14001 EMS standards and HAL Divisions are certified accordingly. HAL has also adopted Eco-Friendly Painting Process as per global standard (DEF STAN 80-161/2).

2. a. Does the entity have procedures in place for sustainable sourcing?

Under the Indian Government’s “Make in India” policy, a minimum of 20% of the content from the supplier is mandated to be local content. Additionally, if there is an MSME among the bidders, subject to purchase preference margin conditions, they will be considered for 25% of procurement of the tender quantity. 3% from within the 25% target is earmarked for procurement from Micro and Small Enterprises owned by women.

All bidders are also advised to adhere to a code of conduct (clearly rejecting the use of bribes and other unethical behavior) and integrity pacts are signed for procurement value beyond ₹5 Crore.

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

Though such condition of sustainable sourcing is not sought for compliance by our vendors, many of the vendors have already adopted the same in practice. Procurement to the extent of 41% of value of procurement during FY 2022-23 is sourced from such supply chain partners who have already adopted such conditions.



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.

The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the company. Hence company is not in a position to reclaim the products. However, HAL has a defined process in place for reuse, recycle and safe end-of-life disposal for the products used in its operations.

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

No

Leadership Indicators

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

Not Applicable

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)	Whether conducted by independent external agency (Yes/No)
-	-	-	-	-	-

Note: The main products of the Company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the Company.

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.

NIL

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-

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).

NIL

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
-	-	-

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 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-



	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Hazardous waste	-	-	-	-	-	-
Otherwaste	-	-	-	-	-	-

Note: The main products of the Company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the Company.

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
-	-

(The main products of the Company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the Company.)

PRINCIPLE 3 :

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance #		Maternity Benefits \$		Paternity Benefits \$		Day Care Facilities \$	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	21345		21018	98.47%	NA	-	505	2.37%	NA	-	
Female	2105	Ref Note. (i)	2024	96.15%	55	2.61%	NA	-	142	6.75%	
Total	23450		23042	98.26%	55	2.61%	505	2.37%	142	6.75%	
Other than Permanent Employees											
Male	955		875	91.62%	NA	-	8	0.84%	NA	-	
Female	52	Ref Note. (ii)	47	90.38%	2	3.85%	NA	-	4	7.69%	
Total	1007		922	91.56%	2	3.85%	8	0.84%	4	7.69%	



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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance #		Maternity Benefits \$		Paternity Benefits \$		Day Care Facilities \$	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	14617		14507	99.25%	NA	-	333	2.28%	NA	-	
Female	1363	Ref Note. (i)	1330	97.58%	37	2.71%	NA	-	84	6.16%	
Total	15980		15837	99.11%	37	2.71%	333	2.28%	84	6.16%	
Other than Permanent Workers											
Male	888		811	91.33%	NA	-	8	0.90%	NA	-	
Female	39	Ref Note. (ii)	34	87.18%	2	5.13%	NA	-	4	10.26%	
Total	927		845	91.15%	2	5.13%	8	0.90%	4	10.26%	

Notes (for 1 (a) & (b):

(i) Medical needs of permanent employees / workers have been taken care by Company Industrial Health Centers (IHC) set up in the Divisions / Offices. In case of specialized treatment, employees / workers are referred to empaneled Hospitals. Since medical needs of the permanent employees / workers have been taken care by the Company, no separate Health Insurance is taken.

(ii) In respect of other than permanent workers (a) Management Trainees / Design Trainees : Medical facilities extended as at (i) above; (b) Tenure based: a lumpsum amount is paid every month to take care of the Medical needs and emergency care at Industrial Health Centers. Hence, no separate medical insurance is taken.

Purely voluntary basis and premium is borne by the employees.

\$ Nos. actually availed the facilities during the year have been indicated

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

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

3. Accessibility of workplaces

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

Yes

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

Yes, the web links to the policy is <https://hal-india.co.in/Common/Uploads/DMS/Equal%20Opportunity%20Policy%20for%20PWDs.pdf>



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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers / Other than Permanent Workers	<p>Yes.</p> <p>(i) Three Stage Grievance Procedure in respect of Workmen exists in the Company.</p> <p>(ii) Upon exhausting all the 3 Stages, option is available to the Workmen for making petition to the General Manager if not satisfied with the decision of the Grievance Redressal Committee.</p> <p>(iii) Thereafter, if not satisfied with the decision of the General Manager, option for preferring Appeal to the CEO/Director concerned through the Recognized Union also exists wherein the decision of the CEO/Director will be final.</p>
Employees / Other than Permanent Employees	<p>Yes. In addition to the Grievance Procedure in respect of Workmen as above, there also exists Grievance Procedure in respect of Officers (upto Grade VI) as indicated below:</p> <p>(i) Representing to the Dept. Head in the 1st Stage.</p> <p>(ii) Thereafter, representing to the Grievance Redressal Committee, wherein, based on the recommendations of the Committee, General Manager would communicate his decision.</p> <p>(iii) In exceptional cases, if not satisfied with the decision of the General Manager, the Officer concerned may Appeal to the CEO / Director concerned, whose decision shall be final and binding on aggrieved Officer.</p>

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

Category	FY 2022-23			FY 2021-22		
	Total Employees / Workers in respective category (A)	No. of Employees / Workers / respective category, who are part of Association(s) (B)	% (B/A)	Total Employees / Workers in respective category (C)	No. of Employees / Workers / respective category, who are part of Association(s) (D)	% (D/C)
Total Permanent Employees	23450	22936	97.81%	24375	23681	97.15%
Male	21345	20870	97.78%	22218	21583	97.14%
Female	2105	2066	98.15%	2157	2098	97.26%
Total Permanent Workers	15980	15539	97.24%	16695	16128	96.60%
Male	14617	14180	97.01%	15309	14779	96.54%
Female	1363	1359	99.71%	1386	1349	97.33%



8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health & Safety Measures		On Skill upgradation		Total (D)	On Health & Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	21345	13219	61.93%	8678	40.66%	22218	5007	22.54%	10969	49.37%
Female	2105	1554	73.82%	759	36.06%	2157	375	17.39%	1542	71.49%
Total	23450	14773	63.00%	9437	40.24%	24375	5382	22.08%	12511	51.33%
Workers										
Male	14617	9541	65.27%	8138	55.67%	15309	3466	22.64%	3165	20.67%
Female	1363	1034	75.86%	701	51.43%	1386	301	21.72%	558	40.26%
Total	15980	10575	66.18%	8839	55.31%	16695	3767	22.56%	3723	22.30%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees (Officers)						
Male	6920	5656	81.73%	6861	5490	80.02
Female	767	617	80.44%	760	614	80.79
Total	7687	6273	81.61%	7621	6104	80.09
Workers						
Male	14617	Not Applicable		15309	Not Applicable	
Female	1363	Not Applicable		1386	Not Applicable	
Total	15980			16695		

Notes:

- The Total Number indicated in column (A) of part-I above (i.e. Employees) refers to PARs (including Probationary, Annual & Split Reports) raised during the Year. With regard to Probationary period, 2 PARs, viz. I & II Probationary PAR are raised in respect of Officers who are on Probation.
- The Company's Policy provides for conduct of Performance Review Board for moderation of Annual PARs. The numbers indicated in column (B) refers to the total number of Annual PARs raised and the Numbers indicated in the Percentage column reflects the percentage against the total number of PARs (i.e. Annual, Probationary & Split PARs together) raised.
- Training needs captured in the PARs in respect of Grade-VII & above Officers are forwarded to HMA by Corporate Office. Similarly, the training needs indicated in the PARs of Grade-VI & below Officers are forwarded by the respective Divisions / Offices to HMA, for designing suitable Training courses.

10. Health and safety management system:

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

Yes. All Divisions of the Company have obtained the ISO 45001:2018 Certification



b. What are the process used to identify Work-related Hazards & Assess Risks on a routine and non-routine basis by the Company?

Hazard identification is an ongoing & proactive approach. The following process are used to identify the Hazards / Risks on routine and non-routine basis:

- (i) HIRA - Hazard Identification and Risk Assessment;
- (ii) Internal & External Audits;
- (iii) Safety Committee Meetings & Shop Floor Level Meetings;
- (iv) AIR - Aspect and Impact Register;
- (v) Check List;
- (vi) Safety Inspections / Observations;
- (vii) Walk through Survey;
- (viii) Work Permit Systems.

c. Whether Company have process for Workers to report the work related Hazards & to remove themselves from such risks? (Yes / No)

Yes. Incident / Accident Report Format including near miss situation is available.

d. Do the Employees / Workers of the Company have access to Non-occupational medical & healthcare services? (Yes / No)

Yes.

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

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.51	0.67
	Workmen	0.56	0.78
Total Recordable work-related Injuries	Employees	18	31
	Workmen	17	17
No. of Fatalities	Employees	0	0
	Workmen	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	1
	Workmen	1	1

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

The following measures are taken by the entity to ensure safe & healthy workplace:

- (a) Health & Safety Risk Assessment and Control by the following hierarchy:
 - (i) Elimination;
 - (ii) Substitution;
 - (iii) Engineering Controls;
 - (iv) Signage / Warnings and/or Administrative Controls;
 - (v) Personal Protective Equipment.



- (b) Periodical Medical Check-up;
- (c) Training & Awareness on Health & Safety;
- (d) Safe Work Permit System for all High Risk Jobs;
- (e) Compliance to all applicable Safety Statues, Ex. Lifting Machines, Pressure Vessels, Electrical Safety, Fire Safety, etc.
- (f) Internal / External Audits;
- (g) Safety Inspections.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	3	Nil	-	Nil	Nil	-
Health & Safety	2	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of your Plants / Offices that were assessed (by Entity or Statutory Authorities or Third Parties)
Health and safety practices	100%
Working Conditions	

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.

- (i) Periodical Safety Awareness by Safety, Security & Fire Department;
- (ii) EHS Tips on Safety & Health sent through daily Mail alert;
- (iii) Mock Drills and Demo are being organized from time to time;
- (iv) Awareness is given on wearing Personal Protective Equipment's (PPEs);
- (v) Organized Safety & Health Training Programmes to create awareness;
- (vi) Work instructions and Safe Work Practices were made and readily available in the intranet for reference;
- (vii) Power Presses is fitted with two handed control and photo electric guard to prevent recurrence;
- (viii) HSD & ATF Storage facility established. Monitoring and measurement in process;
- (ix) Various Machine Guards are provisioned to all the rotating components of the Machines to eliminate the risk while at work;
- (x) Safety Barricades for Electrical panel;
- (xi) Emergency Doors are replaced with Doors opening outwardly as per the standards;
- (xii) Ambient Air & Ambient Noise Quality Monitoring Test, Work Zone Air & Work Zone Noise Monitoring Test through External Agency



Leadership Indicators.

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

(A) Employees (Y/N) – Yes.

(B) Workers (Y/N) – Yes.

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

The Bills of the value chain partners are cleared after ensuring remittance of applicable statutory dues to the concerned authorities by verifying deposit / remittance Challans submitted along with the Bills.

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

	Total No. of affected Employees / Workers		No. of Employees / Workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	1	Nil	1	Nil
Workmen	1	Nil	1	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

5. Details on assessment of value chain partners:

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

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

Not Applicable

PRINCIPLE 4:

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company has robust system for identification of key stakeholders. Stakeholder engagement at HAL is an ongoing process wherein the Company interacts with its stakeholders at different levels to understand and address their expectations and collaborates with them for creating shared value. The Company has built a constructive relationship with all its stakeholders based on mutual trust, transparency, ethics and accountability. Continuous two-way dialogue process with stakeholders along with their feedbacks on various issues concerning the company's operations has enabled us to establish sustainable relationships with the stakeholders. Apart from Customers, Suppliers, Employees, Shareholders, Government, Regulatory &



Statutory Bodies, Auditors, Bankers, Collaborators and JV Partners, all community members within 50 Kms radius from the location of the plant / Divisions of the Company are considered as key stakeholder of the Company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Letters, Meeting	Monthly, Quarterly, Half Yearly	Sorting out Technical & Logistic Issues
Shareholders	No	Website, Email, Letters, Meetings, Newspaper Publications, Annual Reports	As and when required	Shareholders meeting and Resolution of grievance
Employees	No	E-Newsletter	Monthly, Weekly, Occasionally and Fortnightly	Information on Company activity
Vendors / Suppliers	No	Website, Email HAL e-Portal	Against specific Tender Monthly, Quarterly Yearly Against specific Tender	Tender are hosted in Website. Summary report of Order Placed Nomination Procurement Procurement Plan for the interest of MSE vendors Open Tender available for Participating.
Industry bodies, Regulators	No	Email, Letters, Meeting	As and when required	Ensure 100% compliance to all local laws
Governments; NGOs; local communities; media, industry analysts, society at large	No	As needed: Governance RFIs/RFPs; presentations; project meetings; reviews; due diligence; calls and meetings; conferences and seminars; surveys; press releases; press conferences; media interviews and quotes; sponsored events, Analyst Meet	Monthly, Quarterly, Half Yearly	<ul style="list-style-type: none"> Communicate HAL performance and strategy; Share and contribute to insight into public and business concerns; Discuss HAL response to responsible business issues.

Leadership indicators

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

ESG priorities in the Company are driven from the uppermost level i.e., the Board of Directors. Board provides the strategic oversight and monitors the ESG progress. The Board of Directors has delegated the process of undertaking consultations with stakeholders to the management. The outcomes from such consultations are shared with the Board.

- During the year, HAL has initiated a comprehensive materiality assessment and stakeholder engagement exercise to identify environmental, social and governance (ESG) topics of significance to its business.



- As a part of this exercise, HAL along with an external agency, with requisite experience, engaged with the key internal and external stakeholders to understand their concerns and incorporate their views into materiality assessment, for prioritizing ESG topics.
- Insights gathered through stakeholder engagement were analyzed to develop the materiality matrix and arrive at the final list of ESG focus areas. Result of this assessment was presented to the Management and the Board. The outcome is being considered for defining ESG targets and initiatives of the company.

2. Provide details of instances of engagement with, and actions are taken to, address the concerns of vulnerable/marginalised stakeholder groups.

- Skill training and vocational education related CSR activities have been undertaken by different divisions of HAL. Some of the programs are:
 - Specialized Technical topics benefitting thousands of unemployed youth were conducted in Chitradurga
 - Adoption of 3 Govt. ITIs in Karnataka in the backward areas.
 - Apprenticeship Program for students belonging to Below Poverty Line (BPL) families of Karnataka State.
 - Facilities Management Division (FMD) through the Entrepreneurship Development Institute of India supported the skilling of 1000 beneficiaries, mostly women, from the rural areas around Bangalore in various trades such as fashion technology, food processing, sericulture, jute bag manufacturing etc.
 - The Korwa Division has provided Vocational Skill training to approx. 150 youths belonging to socially & economically weaker section, from villages in Amethi District, Uttar Pradesh.
- Hyderabad, Nasik, Korwa and Lucknow divisions have undertaken programs to promote education and fund necessary infrastructure such as computers for different vulnerable groups in the region.
- Rural development projects are being undertaken by HAL divisions across India and are contributing to Rural Infrastructure, Sanitation, Healthcare & Hygiene.
- MSMEs have been given priority in project tendering with women-owned and SC/ST owned MSMEs being given an earmarked proportion for procurement.

PRINCIPLE 5:

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Employee (Officers + Workmen)						
Permanent	23450	753	3.07%	24375	305	1.20%
Other than permanent	1007			1037		
Total Employees	24457	753	3.07%	25412	305	1.20%



Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Workers (Workmen)						
Permanent	15980	360	2.12%	16695	241	1.36%
Other than permanent	927			934		
Total Workers	16907	360	2.12%	17629	241	1.36%

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

Category	FY 2022-23					FY 2021-22				
	Total No. (A)	Equal Minimum Wage		More than Minimum Wage		Total No. (D)	Equal Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	23450	-	-	23450	100%	24375	-	-	24375	100%
Male	21345	-	-	21345	100%	22218	-	-	22218	100%
Female	2105	-	-	2105	100%	2157	-	-	2157	100%
Other than Permanent	1007	-	-	1007	100%	1037	-	-	1037	100%
Male	955	-	-	955	100%	990	-	-	990	100%
Female	52	-	-	52	100%	47	-	-	47	100%
Workers										
Permanent	15980	-	-	15980	100%	16695	-	-	16695	100%
Male	14617	-	-	14617	100%	15309	-	-	15309	100%
Female	1363	-	-	1363	100%	1386	-	-	1386	100%
Other than Permanent	927	-	-	927	100%	934	-	-	934	100%
Male	888	-	-	888	100%	900	-	-	900	100%
Female	39	-	-	39	100%	34	-	-	34	100%

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (In ₹)	Number	Median remuneration / salary / wages of respective category (In ₹)
(a) Board of Directors (BoD)				
Functional Directors	3	48,28,996	0	0
Govt. Nominee Director	1	-	1	-
Independent Director	1	-	1	-
(b) Key Managerial Personnel	4	33,18,744	0	-
(c) Employees other than BoD and KMP	22,296	16,23,901	2,157	15,46,912
(d) Workers	15,505	12,76,280	1,402	11,42,341



Note:

- a. Board of Directors and KMPs as on 31.03.2023 has been considered. Median salary arrived based on Salary & perquisite as per Section 17(1) & 17(2) of the Income Tax Act, 1961 for the year 2022-23.
- b. Key Managerial Personnel includes 3 Functional Directors and Company Secretary.
- c. Remuneration details of Board of Directors and KMPs are as covered under Corporate Governance Report, which is part of the Annual Report 2022-23.
- d. Government Nominee Director does not receive any remuneration from the Company.
- e. Independent Director receives the sitting fees for attending the meeting of Board and its committees.

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)

HR heads of the Company and the respective Directors of HAL are responsible.

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

Company has a robust grievance redressal system. Contracts with value chain partners which involve deployment of labour include specific conditions towards health & safety, working hours and remuneration. Company complies with applicable labour Laws and a monthly compliance report is submitted by Heads of Divisions.

For contractual employees, the Engineer-in-Charge / Officer-in-Charge / Dept. concerned handling the Contracts in the Divisions / Offices looks after issues related to remuneration, health & safety within the premises and working hours.

Further, Internal Complaints Committee under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is constituted in the Divisions / Offices of HAL to deal with Complaints related to Sexual Harassment and conduct enquiries on such issues.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	-	1	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

It is ensured that no work related adverse consequences are meted out to the Complainant by placing the Complainant & Respondent in different work places, in case both were in the same work place. Moreover, the Complainant is encouraged to report any such incidences to the higher authorities for appropriate action.

8. Do human rights requirements form part of your business agreements and contracts?

Yes



9. Assessments for the year:

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

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

Not Applicable

PRINCIPLE 6:

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	776,464 GJ	805,630 GJ
Total fuel consumption (B)	445,078 GJ	492,514 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1,221,542 GJ	1,298,144 GJ
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	46.34 GJ/INR Cr	53.29 GJ/INR Cr.

Note: a) 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

b) The energy from fuels has been derived based on conversion factors in Table 1.2 of 2006 IPCC Guidelines for National Green House Gas Inventories.

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

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	37,341	900,832
(ii) Groundwater	1,816,716	2,111,806
(iii) Third party water	10,798,881	8,536,352
(iv) Seawater / desalinated water	0	0
(v) Others	854	400



Parameter	FY 2022-23	FY 2021-22
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12,653,792	11,549,390
Total volume of water consumption (in kilolitres)	12,653,792	11,549,390
Water intensity per rupee of turnover (Water consumed / turnover)	480.00 KL/INR Cr.	474.08 KL/INR Cr

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

2) Data includes consumption of HAL Township

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

HAL has made investments in an effluent treatment plant with Zero Liquid discharge (ZLD) system.

STPs and ETPs have been installed at all our production locations for treating waste water/effluent. The treated water is used for gardening and other non-potable uses.

HAL disposes used oil, e-waste and Hazardous waste such as ETP Sludge, Paint Sludge, Waste water soluble coolant, Used Grease, Oil soaked cotton waste through KSPCB authorized agencies.

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

Parameter	Please specify unit	FY2022-23	FY 2021-22
NOx	Metric Tonnes	52.85	33.71
SOx	Metric Tonnes	21.52	11.76
Particulate matter (PM)	Metric Tonnes	99.33	104.27
Others – (CO, Acid mist, alkali mist)	Metric Tonnes	13.22	26.96

Note: a) 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

b) The figures indicated are based on annual average emission concentrations.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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	46,496	46,838
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	90,615	105,578
Total Scope 1 and Scope 2 emissions per rupee of turnover		5.20 Tons/INR Cr	6.25 Tons/INR Cr

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

- b) The Scope 1 emissions from fuel use have been derived based on conversion factors in Table 2.3 of 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
- c) The Scope 2 emissions from electricity use have been derived based on conversion factor published by Central Electricity Authority Document Version 17 & 18.
- d) FY 2021-22 values for Scope 1 emissions and Total Scope 1 and Scope 2 emissions per rupee of turnover for FY 2021-22 have been updated as the emissions from fugitive sources due to leakage of refrigerant and gas used in equipment's like Air conditioning, fire extinguishers etc. have been added to these parameters.
- e) FY 2022-23 values, the sources of scope 1 emissions includes emissions from fuel consumed in processes, emissions from fuel consumed in vehicles and fugitive emissions



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

HAL has made investments towards installation of energy efficient Temperature & Humidity Chamber and Thermal Shock Chamber with improved GHG (Green House Gas) value, Sand Washing Facility to reclaim sand from burnt sand, Effluent Treatment plant with Zero Liquid Discharge (ZLD) System, Fume Extractors, chillers / Air Conditioners, and LED lights.

The company has initiated a project for evaluation of 10% blended bio-jet-fuel on Do-228 aircraft in September 2019. A ground and flight test with 10% blended fuel will be carried out by ASTE Bangalore and is planned in May 2023.

The company also uses renewable energy for captive consumption at production sites. Details of the renewable energy are:

- Rooftop solar: HAL has installed a total of 7.57 MW capacity Rooftop based Solar Energy Systems, till date.
- Ground mounted solar: HAL has installed a total of 26.50 MW capacity Solar power plants, till date.
- Wind Energy: HAL has installed 14.7 MW capacity wind power plants in Karnataka.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	48.19	77.41
E-waste (B)	30.57	22.67
Bio-medical waste (C)	23.75	32.94
Construction and demolition waste (D)	2,664.29	2,621.15
Battery waste (E)	21.99	26.96
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
(i) ETP/Paint/Magnesium sludge	41.25	41.95
(ii) Used Oil/Coolant oil (KL)	192.33	513.24
(iii) Waste residue containing oil	6.16	6.38
(iv) Spent hardening salt/grease/chemicals	3.86	4.95
(v) Others	192.26	49.33
Sub-total(G)	435.86	617.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
(i) Metal Scrap	344.68	451.40
(ii) Non-Metal Scrap	180.00	50.10
(iii) Mixed waste	1583.00	741.00
(iv) Others (Cu.m)	234.00	
Sub-total (H)	2341.68	1242.50
Total (A+B + C + D + E + F + G+ H)	5566.33	4640.63



For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
	FY 2022-23	FY 2021-22
Category of waste (Plastic waste)		
(i) Recycled	11.44	-
(ii) Re-used	0.1	-
(iii) Other recovery operations	0	-
Total	11.54	-
Category of waste (E-waste)		
(i) Recycled	0.149	-
(ii) Re-used	0	-
(iii) Other recovery operations	0	-
Total	0.149	-
Category of waste (Bio-medical waste)		
(i) Recycled	7.27	-
(ii) Re-used	0	-
(iii) Other recovery operations	0	-
Total	7.27	-
Category of waste (Construction and demolition waste)		
(i) Recycled	0	0
(ii) Re-used	175	100
(iii) Other recovery operations	22	0
Total	197	100
Category of waste (Battery waste)		
(i) Recycled	0	-
(ii) Re-used	0	-
(iii) Other recovery operations	2.83	-
Total	2.83	-
Category of waste (Used/Coolant Oil)		
(i) Recycled (KL)	16	-
(ii) Re-used	0	-
(iii) Other recovery operations	6	-
Total (KL)	22	-
Category of waste (Other Hazardous waste)		
(i) Recycled	48	-
(ii) Re-used	0	-
(iii) Other recovery operations	0	-
Total	48	-
Category of waste (Other Non-Hazardous waste)		
(i) Recycled	184.32	130.32
(ii) Re-used	607.00	0
(iii) Other recovery operations	0	0
Total	791.32	130.32

For each category of waste generated, total waste disposed by nature of disposal method (in Metric tonnes)		
	FY 2022-23	FY 2021-22
Category of waste (Plastic waste)		
(i) Incineration	0	0
(ii) Landfilling	20.63	0
(iii) Other disposal operations	16.02	80.10
Total	36.65	80.10
Category of waste (E-waste)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	23.75	10.46
Total	23.75	10.46
Category of waste (Bio-medical waste)		
(i) Incineration	0.13	0.34
(ii) Landfilling	3.56	0
(iii) Other disposal operations	0	32.60
Total	3.69	32.94
Category of waste (Construction and demolition waste)		
(i) Incineration	0	0
(ii) Landfilling	2,267.29	801.15
(iii) Other disposal operations	200.00	320.00
Total	2,467.29	1121.15
Category of waste (Battery waste)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	13.86	23.56
Total	13.86	23.56
Category of waste (Used/Coolant Oil)		
(i) Incineration (KL)	29.80	-
(ii) Landfilling	0	-
(iii) Other disposal operations	405.53	-
Total (KL)	435.33	-
Category of waste (Other hazardous waste)		
(i) Incineration	115.15	53.59
(ii) Landfilling	34.24	20.61
(iii) Other disposal operations	81.84	439.29
Total	231.23	513.49
Category of waste (Other Non-hazardous waste)		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	1316.35	20358.38
Total	1316.35	20358.38
Category of waste (Other Non-hazardous waste)		
(i) Incineration	0	-
(ii) Landfilling	0	-
(iii) Other disposal operations (cu.m)	234	-
Total (cu.m)	234	-

Note: 1) 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

2) Disposal quantities are more as certain quantity was generated in previous financial year and disposed in current financial year.



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

The Company has adopted a strong waste management system to meet the compliance with respect to local regulations. The well-established system is supporting our operations to properly segregate the waste at source & adopt the 3R concept to reduce, reuse & recycle. The waste generated within our premises is recycled through authorized recyclers and on-site composting machines (in facilities and residential establishments) and remaining waste is disposed through State Pollution Control Board approved landfill/incineration facilities.

HAL is governed by various Acts and Rules like the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, Solid Waste Management Rules, 2016, Air Prevention and Control of Pollution Act (1981), Environment (Protection) Act, 1986, Water Act 1974 (Prevention and Control of Pollution), etc.

All the Divisions are ISO 14001 certified and comply with the rules prescribed by respective State Pollution Control Boards. All emissions and waste generation is monitored as prescribed by the Pollution Control Boards.

Municipal Solid Waste (MSW) generated from Townships and Factories is segregated at source in Townships and Factories (Wet, Dry, Garden, Sanitary and Rejects). Through the process of Vermi-Composting, the Bio-degradable waste comprising of domestic waste and horticulture waste is being converted to manure. For better utilization of biodegradable waste generated from HAL Estates, the Company has installed Solid Waste Management Units like Organic Waste Converters and Bio Gas Plants at select places. At Bangalore, 1.5 Tons per day capacity bio-gas plants are installed.

The Divisions which use and generate hazardous effluents such as chrome, acid/alkali, cyanide etc. have independent Effluent Treatment Plants (ETPs) for treatment.

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

Sl. 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.
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Nil

HAL does not have any operations/ offices in/ around ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Not Applicable



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

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

Sl. 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
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Not Applicable

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	317,006 GJ	324,514 GJ
Total fuel consumption (B)	Nil	64 GJ
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	317,006 GJ	324,578 GJ
From non-renewable sources		
Total electricity consumption (D)	459,458 GJ	481,116 GJ
Total fuel consumption (E)	445,078 GJ	492,450 GJ
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	904,536 GJ	973,566 GJ

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

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 taken Corporate Membership with four (4) Nos. of trade and industry chambers / associations:

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

Sl. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	The Associated Chambers of Commerce & Industry of India (ASSOCHAM India)	National
3	Confederation of Indian Industry (CII)	National
4	Engineering Export Promotion Council India (EETPC)	National



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

Name of authority	Brief of the case	Corrective action taken
NIL		

PRINCIPLE 8:

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in Public Domain (Yes/ No)	Relevant Web link
NIL					

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

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

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

Complaints can be received through Public Grievance Portal (www.pgportal.gov.in). In addition, the company regularly engages with the local community through events and programs. Dedicated teams within the company are regularly in touch with representatives from the communities and address their feedback and grievances in a timely manner.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	44%	43.96%
Sourced directly from within the district and neighbouring districts	N.A	N.A

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 your entity in designated aspirational districts as identified by government bodies:

Sl. No.	State	Aspirational District	Amount spent (₹ in lakh)
1	Odisha	Koraput	1202.07
2	Telangana	Asifabad (*)	48.22

Note: (*) Asifabad District is not a designated Aspirational District assigned to HAL. The Activities undertaken during FY 2022-23 at Asifabad District under CSR are one-off in nature.

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

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

Social Category (SC/ST) and Companies owned by Women.

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

% Procurement Social Category (SC/ST) Entrepreneurs: For year 22-23: 0.50%, Year 21-22: 0.48%

% Procurement from Women Entrepreneurs : For year 22-23: 4.46% Year 21-22: 3.54%

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

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

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

Name of authority	Brief of the Case	Corrective action taken
		Nil

6. Details of beneficiaries of CSR Projects:

The beneficiaries of CSR Projects for which the Impact Assessment was carried out during FY 2022-23;

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Construction of Under Ground Drainage System / Facility in Niphad and Dindori Taluka, Nasik. & Construction of Toilet in ZP School, Niphad, Nasik	1,00,000 to 1,50,000 villagers and Approx. 212 students every year	Approx. 41% Approx. 32%
2.	Construction of Sewage Treatment Plant at Odha, Eklahare Taluka, Nasik.	12697	Approx. 39.32%
3.	Construction of Skill Development Centre cum multipurpose hall in Dhule District	150000 to 170000	Approx. 29.53%
4.	Construction of Skill Development Centre cum multipurpose hall in Nashik District	50000 to 55000	Approx. 49.02%



Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
5.	Construction projects at Nasik, viz; <ul style="list-style-type: none"> • Construction of Bituminous Road over Gangapur Canal Road, Ojhar; • Construction of Road from Marimata Gate Junction to Gangapur Canal, Ojhar; • Construction of Road Prabhu Dham Mandir, Ojhar to HALCON; • Construction of Bridge across canal Dixi Road; Bridge across canal Dixi Road; • Development of Crematorium; • Installation of High Mast Light; • Construction of Foundation/Erection of Aircraft, horticulture & Electrical Works, Vilholi Naka, Nasik 	881697 to 900000	Approx. 28.74%
6.	Laying of Bituminous Roads / Resurfacing of Road from service road, Nasik	65200 to 67350	Approx. 28.74%
7.	Installation of LED Street Light / Solar Street Light, Nasik	75600 to 76250	Approx. 33.27%
8.	Engagement of Apprentices over and above the statutory limit of 2.5% - ITI, Nasik, Maharashtra	2800	Approx. 20.00%
9.	Procurement of CT Scanner for Bowring and Lady Curzon Medical College and Research Institute, Bangalore.	8000	Approx. 25.00 %
10.	Imparting Education to poor children in and around Sunabeda, Koraput in HAL run Education Institution.	1200	Approx. 65.00 %
11.	Infrastructure Development at SAI-HAL Sports Centre: <ul style="list-style-type: none"> - Provision of Synthetic Foot Ball Court with Sub-Base, at HAL Koraput, Odisha. 	38	Approx. 95.00 %
12.	Construction of Approach Road with Drain & Culvert in Chakroli- Rajpalama, Kakigaon Village & Orphanage.	6000	Approx. 65.00 %
13.	Additional Class Room in 12 different Schools at Koraput District, Odisha.	1500	Approx. 65.00 %
14.	Wholesome Development of Villages nearby to HAL TAD Kanpur, Construction of Road.	5350	Approx. 45.20 %

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.

HAL has a well-established structure, including periodic meetings with separate departments handling sectoral customer inputs and responding to them.



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	The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Hence Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications. Once the products are sold they would not come back to the company. Hence not applicable.

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	171#	Nil	-	142#	Nil	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other						

The issues have been deliberated in structured meeting with Customers and have been attended

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

	Number	Reason for recall
Voluntary Recalls	NIL	NA
Forced Recalls	NIL	NA

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

Yes, Cyber Security Policy is hosted at https://hal-india.co.in/Common/Uploads/DMS/Cyber_Security_Policy.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.

The company did not receive any significant complaint in the last financial year that may require any corrective action.

Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
Information on products and services are available at HAL website www.hal-india.co.in
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications by Indian Armed Forces. HAL provides training and all the necessary documents pertaining to all products of the Company to Customers.



3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
The main products of the company are Aircraft, Helicopters, Engines and other accessories for use in strategic/national security applications by Indian Armed Forces. HAL is committed to provide support to Indian Armed Forces till our product is in 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 a whole? (Yes/No)
Not applicable
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact : NIL
 - b. Percentage of data breaches involving personally identifiable information of customers: NA

