

एनएमडीसी



एन एम डी सी लिमिटेड
NMDC Limited

(भारत सरकार का उद्यम) (A GOVT. OF INDIA ENTERPRISE)
पंजीकृत कार्यालय : 'खनिज भवन', 10-3-311/ए, कैसल हिल्स, मासाब टैंक, हैदराबाद - 500 028.
Regd. Office : 'Khanij Bhavan' 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028.
नैगम पहचान संख्या / Corporate Identity Number : L13100TG1958 GOI 001674



No.18(5)/2023-Sectt.

10.08.2023

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400001	National Stock Exchange of India Limited Exchange Plaza, C- 1,Block G, Bandra-Kurla Complex, Bandra (East), Mumbai – 400051
Calcutta Stock Exchange Limited 7, Lyons Range, Murgighata, Dalhousie, Kolkata, West Bengal 700001	

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report of the Company for the year 2022-23.

Ref: Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015; BSE Equity Scrip ID: 526371, NSE Security ID: NMDC.

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the year 2022-23. The said Report is also uploaded on the website of the company as part of the Annual Report at the link: <https://www.nmdc.co.in/investors/financial-details/annual-reports>.

This is for your information and records please.

Thanking you,

Yours faithfully,
for NMDC Limited

A.S. Pardha Saradhi
Executive Director &
Company Secretary

Annexure – IV

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Section A: General disclosures

I.Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L13100TG1958G0I001674
2	Name of the Listed Entity	NMDC Limited (NMDC)
3	Year of incorporation	1958
4	Registered office address	Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad – 500 028
5	Corporate address	Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad – 500 028
6	E-mail	ims@nmdc.co.in
7	Telephone	040-2353 8757
8	Website	www.nmdc.co.in
9	Financial year for which reporting is being done	April 1, 2022 – March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE) Calcutta Stock Exchange Ltd.
11	Paid-up Capital	Rs.293.06 crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri A.S. Pardha Saradhi Executive Director & Company Secretary Tel: 040-23538757 Email ID: cs_pardha@nmdc.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	Extraction of Iron Ore. NMDC is producing about over 40 MTPA of iron ore from its major iron producing units i.e. from Bailadila Sector in Chhattisgarh and Donimalai in Bellary-Hospet region in Karnataka	98%

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	Iron ore	071	98%
2	Diamond	089	
3	Pellets	241	2%
4	Sponge iron	241	
5	Wind power	351	

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	4*	1	5
International	0	0	0

*The Iron ore Mines (Kirandul, Bacheli and Donimalai) One Diamond Mine (Panna)

17. Markets served by the entity:

S.No.	Locations	Number
A	National	11
	International	0
B	What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
C	A brief on types of customers	NMDC serves B2G, B2B and B2C customers meeting their resource requirements across the value chain. Majority of our customers are steel manufacturers.

IV. Employees

18. Details as at the end of Financial Year (FY2022-23)

a. Employees (executives) and workers (non-executives) (including differently abled)

S. No.	Particulars	Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)	Other No. (C)	Percentage % (C / A)
EMPLOYEES (executives)								
1	Permanent	1696	1608	94.81%	88	5.19%	0	0
2	Other than Permanent (Contractual / Third Party / Temporary / Intern / Project consultants working on site)	0	0		0		0	0
3	Total employees (1+2)	1696	1608	94.81%	88	5.19%	0	0
WORKERS (non-executives)								
4	Permanent	4017	3741	93.13%	276	6.87%	0	0

S. No.	Particulars	Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)	Other No. (C)	Percentage % (C / A)
5	Other than Permanent (Contractual / Third Party / Temporary / Intern / Project consultants working on site)	7733	7308	94.50%	425	5.50%		
6	Total workers (4 + 5)	11750	11049	94.03%	701	5.97%	0	0

b. Differently abled Employees (executives) and workers (non-executives)

S. No.	Particulars	FY 2022-23						
		Total (A)	Male No. (B)	Percentage % (B / A)	Female No. (C)	Percentage % (C / A)	Other No. (C)	Percentage % (C / A)
DIFFERENTLY ABLED EMPLOYEES (executives)								
1	Permanent	20	19	95%	1	5%	0	0
2	Other than Permanent (Contractual / Third Party / Temporary / Intern)	0	0	0	0	0	0	0
3	Total differently abled employees (1 + 2)	20	19	95%	1	5%	0	0
DIFFERENTLY ABLED WORKERS (non-executives)								
4	Permanent	85	79	92.94%	6	7.06%	0	0
5	Other than Permanent (Contractual / Third Party / Temporary/Intern)	5	3	60%	2	40%	0	0
6	Total differently abled workers (4 + 5)	90	82	91.11%	8	8.89%	0	0

19. Participation/Inclusion/Representation of women

Representative Stakeholder	Total (A)	No. and percentage of Females (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	1	0	0%

20. Turnover rate for permanent employees (executives) and workers (non-executives)

	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	5.6	1.13	5.36	4.12	5	4.17	3.47	6.17	3.61
Permanent Workers	4.27	2.17	4.13	3.53	2.14	3.43	3.25	1.81	3.15

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

21. 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	Legacy Iron Ore Ltd.	Subsidiary	90.02%	No
2	J&K Mineral Development Corporation Ltd.	Subsidiary	95.86%	No
3	Karnataka Vijaynagar Steel Ltd.	Subsidiary	100%	No
4	NMDC-SARL, Madagascar	Subsidiary	100%	No
5	NMDC CSR Foundation	Subsidiary	100%	No
6	Kopano-NMDC Minerals (Pty.) Ltd. SOUTH AFRICA	Joint Venture	50%	No
7	Jharkhand National Mineral Development Corporation Ltd.	Joint Venture	60%	No
8	NMDC-CMDC Ltd.	Joint Venture	51%	No
9	Bastar Railway Pvt. Ltd.	Joint Venture	52%	No
10	Romelt-SAIL (India) Ltd.	Associate	25%	No
11	International Coal Ventures Pvt. Ltd.	Associate	25.94%	No
12	Krishnapatnam Railway Company Ltd.	Associate	6.40%	No

VI. CSR details

- 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
- (ii) Turnover (in Rs.) 17,667 Crores
- (iii) Net worth (in Rs.) 22,332.31 Crores

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

Stake holder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide the documented management approved SOP for grievance mechanism and the web-link for grievance redressal policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks (e.g., categorization of nces if available)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Here is the weblink for NMDC's whistle blower policy	0	0	NA	0	0	NA
Investors (other than share holders)	https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/405f4d8884cb49bdbf42fc548d4edda2_20210920061059002.pdf	0	0	NA	20	0	NA
Share holders		21	0	NA	25	1	NA
Employees and workers		1	1	NA	1	1	Complaint was suitably resolved in a timely manner
Customers		42	0	NA	33	0	NA
Value Chain Partners (upstream & downstream)		0	0	NA	0	0	NA
Other (please specify, if any / Add additional rows with description in addition to the as required)		80	12	NA	57	80	The number of complaints categorized under this category include diverse set of complaints collated by vigilance department.

NA: Not Applicable

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy	Risk / Opportunity	<p>Risk Our operations are dependent on fossil fuels for running of our equipment and other operations. Our profitability is dependent on continuous availability of fuels at constant price. Any fuel price fluctuation results into an impact on our profitability.</p> <p>Opportunity Energy transition provides an opportunity for NMDC to transition to green and renewable energy and contribute to India's NDCs</p>	We constantly monitor our fuel consumption and have introduced several retrofits/ initiatives to optimize the fuel consumption.	Negative/Positive
2	Climate Change Vulnerability	Risk	Climate Change poses risks to mining operations. Events like heavy rainfall may result in slow-down in mining activities and improving our revenues.	NMDC is in the process of conducting robust climate risk assessments to determine transition and physical risks and will subsequently develop a climate change mitigation and adaptation strategy	Negative
3	Biodiversity	Risk / Opportunity	<p>Risk NMDC operates in areas of dense biodiversity. The mining operations and resultant waste may pose threats to biodiversity. Any negative impact on biodiversity also poses a risk of community agitation, and legal and regulatory sanctions on our expansion plans.</p> <p>Opportunity We rigorously contribute to biodiversity enhancement in all o project sites and the nearby areas. Our Afforestation activities presents an opportunity of creating carbon sink to offsetting our emissions.</p>	NMDC seeks periodic renewal of Environmental Clearances. NMDC has also developed project specific biodiversity management plans.	Negative/Positive
4	Water	Risk	Water usage in operation for ore-washing and runoff water forms tailings which poses a risk of nearby land contamination. This may result into community agitations and regulatory interventions resulting into reputational risk.	NMDC has also stopped wet washing of ores at most of the mines except Bachel, hence reducing the risk. NMDC is aiming to use 100% recycled water for dust sprinkling in mine sites by 2025.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Human Resource Management and Human Capital Development	Opportunity	NMDC's employees and workers present and opportunity to further NMDC's commitments to sustainability. We have integrated ERP to monitor our human resource department, leveraging technology to connect our employees and workers across projects. NMDC is conducting regular trainings and have introduced regular ESG training in the annual module for the senior management as well. Our skill development initiatives are also helping our employees integrate digital skills into their day-to-day work. Trainings also help us prevent health and safety related incidents at mine sites.		Positive
6	Community Relations	Opportunity	NMDC acknowledges social development as its utmost priority. Undertaking CSR activities that addresses the needs of the communities help NMDC build deeper, more transparent relationship with the community members.		Positive
7	Occupational Health and Safety	Risk	Mining activities may pose occupational health and safety risks to our employees and workers owing to the nature of operations.	NMDC conducts periodic training/sensitization sessions for its employees and workers. NMDC monitors its accident statistics through its trained safety professionals deployed on-site. NMDC apprises the Senior management including the Board of Directors on the safety related incidents and corresponding preventive actions on a periodic basis.	Negative
8	Right to Indigenous People	Risk	Our project sites at Kirandul and Bachelu are located near to the indigenous people's inhabitant area. This exposes us to the reputational risk of impacting indigenous population, their culture and belief.	NMDC interacts with Indigenous peoples on a regular basis. We have positively impacted the lives of many, in the surrounding areas in terms of better connectivity, improved access to medical facilities, markets for local produce and many more opportunities for Socio-economic development.	Negative
9	Economic Performance	Opportunity	NMDC has remained the largest Iron-ore producer in the country. Their processes are deeply linked with innovation and technology, keeping them ahead of the curve at all times.		Positive

Section B: Management and process disclosures

Description		This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.								
Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.nmdc.co.in/investors/policies-and-documents Some of the policies of the NMDC are accessible only to employees and other internal stakeholders through intranet.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	Vigilance Department in NMDC is ISO 9001-2015 compliant and accredited with certification. Also, NMDC’s Whistle Blower Policy confirms the requirements as stipulated by the Companies Act, 2013 and the rules thereunder and of the applicable securities laws and regulations. NMDC follows GRI standards for measuring and reporting its sustainability performance (Refer: Sustainability Report FY 2019-22) from https://www.nmdc.co.in/cms-admin/Upload/Environment_Sustenbility_Documents/be3367683a1435e88f8e019f191d1de_20230214111643646.pdf								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Technology and innovation are at the core of NMDC’s eco-friendly mining process. These innovations and technology integrations are now playing a significant role in our aim towards achieving our ESG goals and targets as follows: <ul style="list-style-type: none"> •Increase renewable energy share to 25% •Zero Harm to life •Perform human rights audits at project sites Assign roles and responsibilities for ESG management through the organisation structure.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Sl. No.	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)	NMDC is committed to environmental stewardship and sustainability. The company invests in innovative technologies and R&D to reduce its environmental footprint and increase resource eco-efficiency. In FY 2022-23, NMDC focused on reducing GHG and fugitive emissions, wastewater recycling, solid waste management, and biodiversity conservation. In the financial year 2022-23, NMDC conducted a climate risk assessment and is working on developing mitigation and adaptation strategies for its mines. The company complied with all environmental regulations and laws and went above and beyond to ensure environmental sustainability. Natural resource depletion, occupational health & safety, climate change, and biodiversity loss stand out as key impacts of our business on the environment and society at large. These challenges are often influenced by global trends and evolving								

Sl. No.	Governance, leadership, and oversight																		
	<p>stakeholder expectations regarding the sustainability of our planet. As a public-sector enterprise, we are committed to bolstering India's efforts of transforming into an economically advanced and sustainable nation.</p> <p>In the year 2022-23 we have adopted ESG targets specifically pertaining to energy, water, climate change, biodiversity, waste management, health & safety and human rights.</p> <p>The company engages in transparent and meaningful dialogue with local communities and collaborates with them through CSR programs to ensure sustainable development and maintain its social license to operate. NMDC focuses on education and skill development, access to healthcare, clean drinking water and sanitation, and community infrastructure development. The company ensures compliance with human rights and applicable rules and regulations to foster synergistic relationships with local communities. NMDC values its employees and provides a safe and healthy working environment by imparting training, conducting health check-ups, providing PPEs, and ensuring access to grievance redressal mechanisms. The company also conducts regular training and upskilling programs for its employees.</p> <p>Governance is a key driver of sustainability, and NMDC maintains the highest ethical standards as laid out in the law and the constitution of India. The company conducts risk assessments, vigilance awareness sessions, and promotes ethical business conduct amongst all employees and senior management. In FY 2022-23, NMDC established an internal governance structure for ESG practices and developed an ESG communication strategy for reliable, timely, and consistent communication.</p> <p>From our ongoing initiatives, it can be concluded that we are well ahead of the curve with respect to upholding Business responsibility towards the environment and society.</p>																		
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy / (ies).			Shri A.S. Pardha Saradhi, Executive Director & Company Secretary Email id - cs_pardha@nmdc.co.in															
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.			<p>Yes. The following Committees of the Board with their specific terms of reference are in place to ensure decision making/oversight on sustainability-related issues –</p> <ul style="list-style-type: none"> ▪ Sustainability and CSR Committee ▪ Stakeholders Relationship Committee ▪ Risk Management Committee 															
Details of Review of NGRBCs by the Company:																			
10	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually									

Sl. No.	Governance, leadership, and oversight									
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		N	N	N	N	N	N	N	Y*	N

* Impact assessment has been done by NIRD (National Institute of Rural Development) for the CSR Policy.

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

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
		P1	P2	P3	P4	P5	P6	P7	P8	P9	
Board of Directors	During the year, the Board engaged in various updates pertaining to ethics, business, regulatory, safety, Sustainability reporting, ESG impacts, etc. These topics provided insights on the above-mentioned Principles.									100%	
Key Managerial Personnel	517	<ul style="list-style-type: none"> • Health & Safety • Skill Development • Knowledge upgradation and others 									100%
Employees other than BoD and KMPs											
Workers	144										

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):

There were no cases of fines, penalties, punishment, awards compounding fees or settlements by the entity or by its directors for the FY 2022-23.

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.

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 principles of anti-corruption and anti-bribery form a part of the various policies and procedures adopted by NMDC. The company has entered into an MoU with transparency International India for implementation of Integrity Pact Programme with the view to improve transparency in procurement. During the FY 22-23, 183 tenders valuing Rs. 1568.79 Cr. were covered under this category. Further, the

company has policies in place at HO and Projects with clear demarcation of delegation of powers and requirement of e-procurement and reverse e-auctions for contracts above specified threshold limits with a view to enhance transparency and increase competitiveness.

Further, in line with the company's act and LODR regulations, the company has a Whistleblower Policy in place which aims to safeguard the employees from reprisals or victimization for whistle blowing in good faith in case they observe any unethical and improper practices, procedures or wrongful conduct.

The weblink for the Whistle-blower policy has been given below:

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/405f4d8884cb49bdbf42fc548d4edda2_20210920061059002.pdf

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

Particulars	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees (executives)	0	0
Workers (non-executives)	0	0

6. Details of complaints regarding conflict of interest:

No complaints were received regarding conflict of interest.

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 no complaints regarding conflicts of interest were received.

Leadership indicators

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

There was no awareness programme conducted for value chain partners during the financial year.

2. Does the of the Board? (Yes/No) If Yes, provide details of the same.

Yes, there is a Vigilance department that plays an advisory role and after investigation or study of any matter or any system/process of the organization, suggests for system improvements. In case, during investigation any deviation or misconduct with malicious intention is found on the part of any employee, vigilance may bring it to the notice of the Disciplinary Authority, in a confidential manner, with recommendation for necessary disciplinary action as deemed fit. However, whether recommendations from vigilance warrants for disciplinary action /imposition of penalty or not is to be decided by such authority only.

Further, the code of conduct for Board of Directors and Senior Management of NMDC provides necessary guidelines to avoid conflict of interest. This specifies that the director(s) shall not involve in a situation in which he/she may have a direct or indirect interest that conflicts, or possibly may conflict, with the interest of the company.

Weblinks are provided herein:

https://www.nmdc.co.in/cms-admin/Upload/Policies-Documents/94da6cf9fb9046c389b078e3b02c62a6_20210920060935419.pdf

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.

Name of Element	FY2022-23	FY2021-22	Details of improvements in environmental and social impacts
R&D	2.5%	6.2%	Various research projects at R&D Centre are under progress on dry beneficiation technologies to reduce water uses in beneficiation process.
Capex	16.0%*	15.3%	<p>NMDC is always proactive in investing in technology to improve environmental and social impact of its products and processes. The details of one such interventions have been explained below:</p> <p>NMDC is operating iron ore mines in Bailadila sector. The products, i.e., iron ore lumps and fines are transported through K- K Railway line from Bailadila to Vizag.</p> <p>To create additional evacuation facilities, NMDC has taken up slurry pipeline transport as an alternate mode of transport for transportation of iron ore fines subsequent to conversion of iron ore fines to iron ore concentrate slurry form.</p> <p>At the terminal stations, the slurry is filtered producing filter cake (pellet feed concentrate) which is converted into pellets used in iron and steel making. NMDC's Project assume significance as it synchronizes with the changing scenario in iron and steel making, in the way to use the iron ore fines in the form of pellets due to the inherent advantages (physical and metallurgical) that helps in increasing the productivity of steel plants.</p> <p>In this mode of pipeline transport, the pipeline is laid below ground. Therefore, after completion of laying of pipeline, the existing activity like agricultural activities can be resumed. Only permanent structures cannot be constructed on the pipeline corridor. In case of transport by rail mode, due to laying of railway tracks, land usage gets completely converted.</p> <p>During the process of preparation of iron ore concentrate low grade slimes which are lying as waste are also beneficiated and converted into iron ore concentrate thereby reducing the wastage of ore.</p> <p>The rail transport is subject to good weather, whereas pipeline transport is not dependent on weather conditions. Iron ore mines are located in remote areas. It is not possible to lay railway lines at all places. In such situations, slurry pipeline transport is a viable solution.</p> <p>In the first phase, NMDC has taken up laying 135 km from Bailadila to Nagarnar which will be further extended by laying additional 300 km slurry pipeline system.</p>

*Target – Target of INR 600 Cr. has been taken for FY 22-23 as a part of Capex Investments.

The above data represent total R&D and Capital expenditure. However, R&D and Capex expenditure pertaining to investments in specific technologies to improve the environmental and social impacts of products & process has not been segregated.

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

No

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

Not Available

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.

Not Applicable as NMDC's main product, i.e. iron ore, is not reclaimed for recycling.

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.

EPR is not applicable to iron ore which is NMDC's major product.

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?

LCA was not conducted in FY 2022-23.

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.

Not applicable as LCA was not conducted in FY 2022-23.

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).

This is not applicable for iron ore as it is mined and processed.

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:

This is not applicable to NMDC's product i.e. iron ore.

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

This is not applicable to NMDC's product i.e. iron ore.

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 (executives):

Category	% of employees covered by										
	Total (A)	Health insurance		Accident		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 (executives)											
Male	1608	1608	100%	1608	100%	NA	NA	1608	100%	NA	NA
Female	88	88	100%	88	100%	88	100%	NA	NA	88	100%
Total	1696	1696	100%	1696	100%	88	5.19%	1608	94.81%	88	5.19%

b. Details of measures for the well-being of workers (non-executives):

Category	% of workers covered by										
	Total (A)	Health insurance		Accident		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 workers (executives)											
Male	3741	3741	100%	3741	100%	NA	NA	3741	100%	NA	NA
Female	276	276	100%	276	100%	276	100%	NA	NA	276	100%
Total	4017	4017	100%	4017	100%	276	6.87%	3741	93.13%	276	6.87%
Other than Permanent workers (non-executives)											
Male	7308	7308	100%	7308	100%	NA	NA	7308	100%	NA	NA
Female	425	425	100%	425	100%	425	100%	NA	NA	425	100%
Total	7733	7733	100%	7733	100%	425	5.5%	7308	94.5%	425	5.5%

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

Benefits	FY2022-23			FY2021-22		
	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%	Yes	100%	100%	Yes
Gratuity ESI	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA

*- executives

3. 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, all our office premises are accessible to the differently abled employees. NMDC is continuously working towards improving accessibility of Infrastructure to the differently abled persons.

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.

NMDC is a SA 8000 company and a Government of India's Public Sector Enterprise which is governed by the DPE Guidelines, the policies of the Govt. of India and the Act of the Parliament, the company follows equal opportunity in the letter and spirit.

In addition to this, NMDC has specified non-discrimination in all matters – recruitment, employment opportunity, promotion, etc. in the United Nations Global Compact (UNGC). The weblink for the same has been given below.

https://www.nmdc.co.in/cms-admin/Upload/Global_Compact_Documents/c016c9fe3dfa40c2a32f1fb9b03ec174_20211109142622460.pdf

5. Return to work and Retention rates of permanent employees (executives) and workers (non-executive) that took parental leave.

Sl.No.	Particulars	Permanent Employees (executives)			Permanent Workers (non-executives)		
		Male	Female	Total	Male	Female	Total
1	Returned to work rate	100%	100%	100%	100%	100%	100%
2	Retention rate	100%	100%	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)	Details of mechanism
Permanent Workers (non-executives)	Yes	Paired with awareness creation, we have a robust grievance redressal mechanism supported by a whistle blower policy. When, in case, we receive complaints, it is ensured that they are addressed via the due procedure and closed as soon as possible. In this manner, we support NMDC in governing its operations and business conduct, facilitating just value creation.
Other than Permanent Workers (non-executives)	Yes	
Permanent Employees (executives)	Yes	
Other than Permanent Employees (executives)	Yes	

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

Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees (executives)	1692	1692	100%	1602	1602	100%
Male	1604	1604	100%	1522	1522	100%
Female	88	88	100%	80	80	100%
Total Permanent Workers (non-executives)	4017	4017	100%	3933	3933	100%
Male	3741	3741	100%	3653	3653	100%
Female	276	276	100%	280	280	100%

8. Details of training given to employees (executives) and workers (non-executives)

Category	FY2022-23					FY2021-22				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (A)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees (executives)										
Male	3994	1814	45.41	2276	56.98	3813	590	15.47%	938	24.60%
Female	151	88	58.27	55	36.42	152	29	19.07%	8	5.26%
Total	4145	1902	45.88	2331	56.23	3965	619	15.61%	946	23.85%
Workers (non-executives)										
Male	3034	1319	43.47	54	1.77	2988	1351	45.21%	36	1.20%
Female	389	41	10.53	0	0.00	382	64	16.75%	0	0.00%
Total	3423	1360	39.73	54	1.57	3370	1415	41.98%	36	10.68%

9. Details of performance and career development reviews of employees (executives) and workers (non-executives)

	FY2022-23			FY2021-22		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees (executives)						
Male	3847	278	7.22%	3662	204	5.57%
Female	145	6	4.13%	146	3	2.05%
Total	3992	284	7.1100	3808	207	5.43
Workers (non-executives)						
Male	2969	150	5.05%	2923	104	3.55%
Female	389	0	0.00%	382	0	0.00%
Total	3358	150	4.4600	3305	104	3.14

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, we have implemented ISO 45001:2018 Occupational Health and Safety Management System as part of our Integrated Management System. This is supported by our OHS policy, governed by the Mine Act, of 1952 the Metalliferous Mines Regulation, of 1961 and Mines Rules, of 1955 the Explosive Act, of 1883 the Explosive Rules, of 2019 and the Occupational Safety, Health and working conditions code 2020.

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

For all of NMDC's mines, risk assessment-based Safety Management Plans have been created, implemented, and recommended controls Based on the local characteristics present there, multi-dimensional teams from each mine build these plans. For a variety of mining and related operations, Standard Operating Procedures are developed and put into place based on risk assessments Project audit teams conduct internal safety audits twice a year, and they follow up on their findings to ensure a safe working environment. Continuous inspection /monitoring of equipment's are carried out at all

projects on a quarterly basis to ensure stability of equipment. A separate team has been given the responsibility to monitor the same.

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

Yes. We have a well-established health and safety governance structure guided by the CMD and the DGMs. They in turn receive inputs from workers’ unions and associations regarding workers’ and employees’ health safety requirements. 100 of our workers and employees are covered by our safety management system. The workers report the identified hazards in the workplace to the shift in charge. All such reported hazards are recorded and maintained at the site and are also discussed during the monthly safety meetings.

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

Yes. All new hires undergo an initial medical examination, and all departmental and contractor personnel have periodic medical examinations on a regular basis in accordance with regulatory timelines Under the supervision of a trained medical officer, the Occupational Health Centre offers services like audiometry, X rays, and eye testing. The records are kept digitally.

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

Safety incident / numbers	Categories	FY2022-23	FY2021-22
Injury Frequency Rate (IFR)*	Employees (executives)	Nil	Nil
	Workers (non-executives)	0.23	4.57
Total recordable work-related injuries	Employees (executives)	Nil	Nil
	Workers (non-executives)	8	9
No. of fatalities	Employees (executives)	Nil	Nil
	Workers (non-executives)	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees (executives)	Nil	Nil
	Workers (non-executives)	3	3

*Injury Frequency Rate = ((50*Fatal) +Serious) *100000/Total Manshifts Worked

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

NMDC has established and implemented the hazard identification and risk assessment process which is essential for preventing incidents, injuries, and occupational disease. HIRA registers are being maintained at the site and reviewed on a periodic basis to identify and mitigate the risks. The HIRA process also considers roles and responsibilities, monitoring of control measures, and awareness of individuals associated with such activities. Formal training on risk assessment has been provided as appropriate to all the employees on a periodic basis.

For all activities including routine or non-routine hazards are identified through Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis. Identified hazards and associated risks are addressed through operational control measures using the hierarchy of control approach. Dust suppression through water sprinkling, providing masks, and other safety measures are used to control dust-related hazards in the mines.

Adequate medical facilities have been established at the sites as required under statutory provisions like Occupational health centers, qualified medical doctors, etc. All new hires undergo an initial medical examination. Periodic health checkups are also being conducted for all departmental and contractor personnel.

NMDC has established Occupational Health Centre to provide quality healthcare services to employees. Occupational Health Centre offers services of audiometry, X-rays, and eye testing. All the records are maintained digitally.

13. Number of Complaints on the following made by employees (executives) and workers (non-executives)

	FY2022-23			FY2021-22		
	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	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year:

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

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

Engineering Staff College of India (ESCI) has conducted the risk assessment. No significant risks/concerns were reported after the study. Hence, NMDC does not foresee any new significant safety-related risks in its working conditions. NMDC has already taken all necessary actions to ensure a safer workplace.

Leadership indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
 - Employees - Yes
 - Workers - Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The company has a robust mechanism for the deduction of various statutory dues such as TDS, GST and other levies as per applicable laws and the company is in total compliance of the same.
- Provide the number of employees / workers having suffered high consequence workrelated injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Total no. of affected employees/ workers		
	FY2022-23	FY2021-22
Employees (executives)	Nil	Nil
Workers (non-executives)	Nil	Nil
No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
	FY2022-23	FY2021-22
Employees (executives)	Nil	Nil
Workers (non-executives)	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)

Yes

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	Nil
Working Conditions	Nil

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

We have adopted a synergistic approach towards stakeholder engagement. Our stakeholder engagement process is guided by the NMDC Citizen’s Charter The charter lays out the mechanism through which we reach out and engage with our stakeholders and manage their feedback Our decisions regarding production, management and general business functioning take place after thorough stakeholder consultation We also ensure that we regularly meet legal, statutory and regulatory requirements.

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 (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Government and other regulators	No	<ul style="list-style-type: none"> Meeting with Centre and State Government, Ministry of steel, Ministry of mines, DPE, Ministry of Environment, forests and climate change, Ministry of Corporate Affairs, Indian Bureau of Mines, Director General Mine Safety Periodic communication and submission of various compliance reports to statutory authorities Performance Report (Quarterly & Annually) Inspections 	Annually	<ul style="list-style-type: none"> Infrastructure development Community development Forest and environment compliance Other applicable acts like mines and mineral conservation act

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees	No	<ul style="list-style-type: none"> • Industrial Relations • meetings with Union leaders, Bipartite and tripartite meetings, • Collective bargaining interactions with officer associations, • Official communications, • Internal magazines and e-newsletters, employee • Satisfaction surveys, • Grievance redressal forums • Employee training and seminars. • Organizational celebrations, • Monthly Co-ordination meetings 	Quarterly	<ul style="list-style-type: none"> • Job Satisfaction, • Collective bargaining agreements • Promotion & career growth • Employee benefits and remunerations • Performance management and recognition • Health and safety measures at the operating sites.
Suppliers	No	<ul style="list-style-type: none"> • Interactive meeting and sessions during tenders • Vendors meet , periodic vendor and supplier meets • Regional, International trade fairs • Supplier relationship management 	Half-yearly	<ul style="list-style-type: none"> • Onboarding local suppliers • Transparency & anti-corruption practices • Timely payment • Adoption of integrity pact programme, • Quality of items of supply
Customers	No	<ul style="list-style-type: none"> • Meeting with Industry representatives and Ministries. • Meetings with Customers. • Customers visit projects and manage interactions. • Customer feedback and grievance redressal forums 	Quarterly	<ul style="list-style-type: none"> • Quantity and quality of products • Customer grievance and resolution mechanisms
Industry associations & professionals	No	<ul style="list-style-type: none"> • Membership with industry associations. • Regular meetings with consultants and professionals. • Meetings & seminars 	Annually	<ul style="list-style-type: none"> • Business alignment with occurring changes in the market.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others)- Please specify	Purpose and scope of engagement including key topics and concerns raised during such engagements
Local communities	No	<ul style="list-style-type: none"> • Sustainable Development initiatives and CSR activities (ongoing) • Gram Sabha and Public Hearing / Consultation (For New & Expansion projects) as and when required. • Regular meetings in the project, cultural, religious and social functions with community members and representatives • Need assessment interactions for CSR projects Local community events 	Annually	<ul style="list-style-type: none"> • Livelihood opportunities • Basic amenities • Rehabilitation and Resettlement • Compensation, • Financial, the social and environmental impact of the operation on the community.
NGOs / Civil society organizations	No	<ul style="list-style-type: none"> • Partnerships with national and international NGOs. • Open channels of communication to address grievances. 	Need-based	<ul style="list-style-type: none"> • Alignment with the global goals. • Commitments towards ESG goals like carbon neutrality and human rights assessments
Media	No	<ul style="list-style-type: none"> • Interviews • Press coverage of operations. 	Need-based	<ul style="list-style-type: none"> • Impact on the community • Transparency regarding disclosure requirements.
Investors	No	<ul style="list-style-type: none"> • Annual General Meeting • Periodic financial reports to shareholders and investors • Interactions with financial institutions and shareholders. 	Annually	<ul style="list-style-type: none"> • Company's performance • Sustainable growth and returns • Risk management • grievance resolution and other 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.
 - a) Stakeholder Identification: We have identified 9 key stakeholder groups that impact our business and are in-turn impacted by our business.
 - b) Stakeholder engagement: We developed survey questionnaires for employees and workers to seek their inputs. We conducted FGDs with other stakeholder groups, including Senior Management and Board of Directors, and sought their inputs.
 - c) Issue Prioritization: Based on the response received from the stakeholder engagement, we identified key material topics for the company.
 - d) Issue Management: We sought inputs from the senior management and the Board of Directors on the management of key material topics across the value chain.
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.

Yes. Stakeholder consultation is used to support the identification and management of environmental, and social topics. From the stakeholder consultation in FY 2022-23, we received inputs regarding our ESG communication. To address that, we have developed an internal ESG communication strategy that is under review by the Board of Directors.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The concerns of the local communities identified as vulnerable/marginalized groups were as follows:

- Compensation
- Financial, the social and environmental impact of the operation on the community.
- Training/upskilling (animal husbandry, tailoring, etc.) to enable community members to be self employed
- Facilitate higher education Scholarships to enable more students to afford higher education, and transportation facilities to near by towns which has polytechnics
- Support in providing clean drinking water
- Job creation

We conduct need assessments and CSR impact assessments to assess the impact of our interventions and the needs of the communities.

Principle 5: Businesses should respect and promote human rights

Essential indicators

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

There were no trainings specific to human rights conducted at NMDC during the reporting period.
2. Details of minimum wages paid to employees (executives) and workers (non-executives), in the following format:

Category	FY2022-23					FY2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees (executives)										
Permanent										
Male	1608	Nil	NA	1608	100%	1526	Nil	NA	1526	100%
Female	88	Nil	NA	88	100%	80	Nil	NA	80	100%
Workers (non-executives)										
Permanent										
Male	3741	Nil	NA	3741	100%	3653	Nil	NA	3653	100%
Female	276	Nil	NA	276	100%	280	Nil	NA	280	100%
Other than Permanent										
Male	7308*	Nil	NA	7308*	100%	7308*	Nil	NA	7308*	100%
Female	425*	Nil	NA	425*	100%	425*	Nil	NA	425*	100%

*Minimum wages+Special Relief for NMDC Production Project (SRNPP)+ Food Coupons

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

-	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (INR Lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR Lakhs)
Board of Directors (BoD)	8	61.21*	1	0**
Key Managerial Personnel	1	50.53	0	

*We have considered three functional directors for the purpose of calculating median remuneration as of 31st March 2023. Further, there were four independent directors as on 31st March 2023 and they were paid only sitting fees for attending meetings of the Board and Board level committees. No sitting fees is payable to Government Nominee Directors.

** Being Government Nominee Director, no remuneration was payable.

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 Grievance committee shall oversee and address any issue arising from any human rights impact or issues caused or contributed to by the business.

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

The mechanism prescribed by the Government, namely the "Grievance Procedure" is in force for redressal of the grievances of the employees. There is a full-fledged Personnel Department at Corporate Level as well as at Project/Unit Level which are fully equipped to deal with grievances of employees. The SC /ST employees also approach the Liaison Officers for redressal of their grievances. The SC/ST welfare associations also take up the issues related to SC employees with the management for its redressal. Besides, as, and when CMD / Directors of the Company visit the Projects / Units, they invariably hold meetings with the Associations / Unions for redressal of their grievances, if any.

Besides the above, a link to the CPGRAMS is also provided in NMDC's website where a grievance can be lodged by an aggrieved employee. This portal is being monitored by the Head of Corporate

Personnel Department of the Company who is also the Grievance Redressal Officer of the Company. NMDC supports the Universal Declaration on Human Rights and the United Nations Global compact. It owes allegiance to the constitution of India, which resolves to secure to all its citizens justice, liberty, equality, and fraternity, also encompasses the fundamental human rights as envisioned in the Universal Declaration of Human rights. It stands committed to protecting human rights in its workplaces and of its subsidiaries. Also, a separate committee for redressal of grievances of women employees has been constituted.

During the FY 2022-23, there have been Nil cases of human right violation

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

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	1	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labor	Nil	Nil	NA	Nil	Nil	NA
Forced Labor/Involuntary Labor	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

NMDC has a Board of Directors’ approved Whistle Blower Policy in place. This mechanism provides adequate safeguards against victimization of Employees who complain about discrimination/harassment etc. The Guidelines of Department of Public Enterprise (DPE) provides that the role of the Audit Committee, as constituted by the Board of Directors, includes a review of the functioning of Whistle Blower Mechanism.

Complete Confidentiality of the Whistle Blower is being maintained. It is ensured that the Whistle Blower /Complainant is not subjected to victimization of any nature whatsoever. Genuine Whistle Blowers are accorded protection from any kind of harassment/unfair treatment/victimization. Any other Employee(s) assisting in the said investigation are also protected to the same extent as the Whistle Blower/Complainant.

In case of Employees filing a Vigilance Complaint with the Vigilance Department, the Identity of the Complainant is strictly kept confidential. In case, a complaint is received against any superior for any kind of harassment to the employee, the identity of the complainant is kept confidential, and if required, the superior/complainant may be transferred to other Units for safeguarding the Complainant.

NMDC has an Internal Complaints Committee (ICC) under POSH ACT,2013 at all Units/Projects to safeguard and protect the women Employees from any form of Sexual Harassment and Discrimination in the Workplace.

NMDC has a Grievance Redressal Mechanism headed by a Grievance Redressal Officer at all Units/Projects to address any Employee Grievance and any kind of Harassment and Discrimination at the Workplace

SC/ST Associations have been constituted by the NMDC Management at all Units/Projects for Welfare and to prevent any discrimination and harassment of SC/ST category Employees at the Workplace

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

Yes

9. Assessment for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	80%*
Forced/involuntary labor	80%*
Sexual harassment	80%*
Discrimination at workplace	80%*
Wages	80%*
Others – please specify	80%*

*Except the Head Office, assessment has covered all the Project sites including Donimalai, Kirandul, Bachel, Panna

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

Leadership indicators

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

As there was no Human Right issue during the assessment period, there was no requirement to modify the business process.

2. Details of the scope and coverage of any Human rights due diligence conducted. (Descriptive answer)
NMDC being a PSU is bound to comply with all the legal requirements of the Government. Therefore, there will be hardly any chances of violation of Human Right issues to occur.

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

Yes. NMDC has provisioned its premise/office entirely accessible to differently abled visitors. NMDC also has provision to use dedicated washroom, parking, and ramp for the differently abled. Also, an audible lift facility is in place at NMDC's office.

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	NA
Discrimination at workplace	
Child Labor	
Forced Labor/Involuntary Labor	
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

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

Essential indicators

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

Parameter in GJ	FY2022-23	FY2021-22
Total electricity consumption (1) (Grid)	274366.36	280124.85
Total fuel consumption (2)	842633.54	780146.91
Energy consumption through other sources (3) (Solar)	4153.72	4174.04
Total energy consumption (1+2+3)	1121153.62	106445.80
Energy intensity per crore rupee of turnover (Total energy consumption/turnover in crore rupees)	60.88	41.43
Energy intensity (optional) – the relevant metric may be selected by the entity		

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.

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme by the Government of India.

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

Parameter Water withdrawal by source (in kiloliters)	FY2022-23	FY2021-22
(i) Surface water	6982722.81	6108516.01
(ii) Groundwater	257537.5	250857.10
(iii) Third party water	636	540
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	7240896.31	6359913.11
Total volume of water consumption (in kiloliters)	7240896.31	6359913.11
Water intensity per crore rupee of turnover (KL/Crore rupee)	393206.4247	245727.2664
Water intensity (optional) – the relevant metric may be selected by the entity		

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

Presently, dry screening operations are being carried out at the iron ore mining complex of Donimalai and Kirandul and Deposit-10/11A of Bachel complex. Hence, there is no discharge from the screening plants. The wet screening operations are being carried out at the Screening Plant of Deposit-5, Bachel

complex during monsoons season for a period of 80 to 90 days. After beneficiation of ore, the tailings generated from thickener is discharged into Tailing dam-1 for settlement of tailings and clear water is discharged through decanting pipe. The Tailing dam was also constructed at Panna Diamond Mining Project for settlement of kimberlite tailings discharge at RPH (Re-circulation Pump House). Further, to control flow of suspended solids into natural stream from surface runoff from mining operations, etc during monsoon season, a number of check dams have been constructed at various nalla courses. The effluent treatment plants and Sewerage Treatment plants have also been constructed at all mining complexes.

It is essential to highlight that throughout the process, no water seepage has been observed within any part of the project area. This diligent approach of zero liquid discharge ensures the integrity of the environmental safeguards implemented in the mining operation.

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

At each of the locations, we have maintained our emissions under the permissible limits. Ambient Air Quality is monitored twice every month by a third-party. The AAQM (Ambient Air Quality Monitoring) is carried out as per the statutory requirements. The reports are periodically shared to the respective State Pollution Control Board.

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

Parameter	Unit	FY2022-23	FY2021-22
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	62562.14	57896.19
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	54111.14	55246.85
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total emission/ Rs Crore)		6.34	4.37
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

NMDC is the leading supporter of the Government of India's Green Energy Initiative. Under the initiative, we have set up Solar Power projects (Rooftop & Overland) at our office premises and at the Paloncha unit. This includes 30 kW rooftop solar power generation at the Head Office and 1 MW grid-connected, rooftop solar power generation at production units. A 425 kW Roof Top Solar Power Plant is under the construction at the Bachel complex. 180 kW rooftop solar power is installed at Donimalai Complex. These solar panels will be used to provide electricity to the administrative building, guest house, executive trainee hostel, cooperative society and hospital. The street light system on the main road connecting to the mines is powered by energy generated from these solar panels.

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

Parameter	FY2022-23	FY2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	2.26	2.71
Bio-medical waste (C)	11.812	13.882
Construction and demolition waste (D)	0	0
Battery waste (E)*	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (Used Oil) (G)	251	288.10
Other Non-hazardous waste generated (Overburden)(H).	15643817.26	15031022.87
Total (A+B+C+D+E+F+G+H)	15644082.93	15031327.56
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	NA**	NA**
(ii) Re-used	NA**	NA**
(iii) Other recovery operations	NA**	NA**
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4.917	NA**
(ii) Landfilling	NA**	NA**
Registered recycler	NA**	NA**
Bio-remediation & oil recovery	NA**	NA**
(iii) Other disposal operations	NA**	NA**
Total	4.917	-

*Only the quantity of batteries (Numbers) were available. As the weight could not be estimated, this was excluded for calculation of total waste.

**Not available

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.

We at NMDC are committed to reducing waste in our iron ore mining process. Our process generates waste in the form of low-grade iron ore which is stored in tailing dams. As part of our sustainability journey, we aim to implement the 3 R strategy in earnest. To do that, we are exploring technological solutions to increase the utilization of low-grade iron. We are undertaking measures to reduce the waste generated and reuse the by-products. Blending low grade ore is one of the waste reduction and resource conservation strategies. Blending low grade ore with less than 55 Fe has achieved a 16% success rate.

The hazardous waste generated at our projects includes waste oil, used lubricants, and grease-soaked cotton cloths used for cleaning HEMMs. As prescribed by the Govt. of India in the Hazardous Waste

(Management, Handling & Transboundary Movement) Rules, 2008, we dispose of hazardous waste through due auctions to authorized vendors. We have installed a 10KLD biomedical waste incinerator at our Bacheli complex.

Most of the waste generated during mining is in the form of solid rocks and minerals known as overburden. This waste is dumped in designated waste dumps at each site. These dumps also receive slime waste from slurry pipelines. This is a traditional form of waste disposal in the mining sector. However, it is our responsibility to ensure the safety of these tailing dams. The stability of the waste dumps can be affected due to their design, surface run-off, etc. Therefore, we have undertaken measures to strengthen the stability of the tailing dams. We have also established organic waste convertors at all our projects. The tailing dams are initially proposed to and approved by the Indian Bureau of Mines. These tailing dams are in areas without vegetation and a considerable distance from freshwater bodies.

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

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

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
Construction of Residential Towers at NMDC Township, Kirundul	EC23B038 CG171237	16.03.2023	Yes	Yes	https://www.nmdc.co.in/cms-admin/Upload/Environment_Clearances_Document/23ad7f7103704a45b5117a77843bcbafe_20230318120820730.pdf
Proposed Multi storied Residential Towers, shopping complex in survey no 72/1 and 75 in Donimalai Township of NMDC at Narasingapur village, Sandur Taluk, Ballari District, Karnataka.	EC22B038 KA142207	16.11.2022	Yes	Yes	nmdc.co.in/cms-admin/Upload/Environment_Clearances_Document/c9db9181dc8541b2b96c721dd20c3041_20221117173749401.pdf

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, NMDC 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, Environment protection act, etc.

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 (in GJ)	FY2022-23	FY2021-22
From renewable sources		
Total electricity consumption (a)	4153.72	4174.04
Total fuel consumption (b)	0	0
Energy consumption through other sources (c)	0	0
Total energy consumed from renewable sources (a+b+c)	4153.72	4174.04
From non-renewable sources		
Total electricity consumption (d)	274366.36	280124.85
Total fuel consumption (e)	842633.54	780146.91
Energy consumption through other sources (f)		
Total energy consumed from non-renewable sources (d+e+f)	1116999.90	1060271.76

2. Provide the following details related to water discharged:

Parameter	FY2022-23	FY2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties*	4218	4020
- No treatment	4218	4020
With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kiloliters)	4218	4020

*Discharge value is mentioned for Head Office

3. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters)

For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area (ii) Nature of operations (iii) Water withdrawal, consumption, and discharge in the following format:

Not Applicable as no plant is located in areas of water stress.

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

Not Applicable

5. With respect to the ecologically sensitive areas reported at 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.

Diamond Mining project, Panna is situated adjacent panna Tiger Reserve and falls in Gangau wildlife Sanctuary. The mining operations are limited to a single pit which is going vertically downwards and present working benches are at a depth of about 120 meters. Due to blasting being conducted at a depth of 120 meters and use of bottom initiation technique, the vibration and noise are under control. The report of the task force submits that the noise levels at the pit collar at the of blasting was about 62 db(A). The report also mentions that a few langoors sitting on the edge of the pit were unfazed by the blasting. All the environmental quality parameters like water, air, noise etc. are regularly measured in and around the mine and are found well in control. DMP, Panna has been operating since last 55 years much long before notification of Eco Sensitive zones. No incidence has occurred till date. The impact of DMP on PTR has been summarized by the having members from NTCA and PTR as well. The committee in their 10th meeting expressed satisfaction with the safeguard measures being taken by the DMP management their view is quoted below

The mining operation have not hindered the growth of tiger population in any way. The mining operation of NMDC is confined to the closed area of 275.96 ha of land which is a very meagre area. Members also discussed about the positive impact of the NMDC on the local community through CSR activities and employment generation, as the NMDC on supporting the livelihood of about 5000 people directly and indirectly. Further the NMDC is the only mechanized diamond mine in India and is a national asset.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Slurry pipeline project	NMDC is operating six iron ore deposits in the Bailadila Sector of Chhattisgarh. Thus, a 135 km long slurry pipeline has been constructed for iron ore evacuation with an estimated cost of 800 crores from Bailadila to Nagarnar. Presently, the major portion of the iron ore production from the Bailadila sector is evacuated through the KK Railway line. This limits iron ore production since more than 30 MPTA cannot be transported through railways. To reduce dependence on Railways, NMDC has taken up alternate mode of evacuation to transport iron ore fines in slurry form. The Slurry Pipeline Project taken up by NMDC also helps gainful utilisation of iron ore slimes after converting the same into iron ore concentrate (in slurry form) by beneficiation. In this mode of pipeline transport, the pipeline is laid below ground. Therefore, after completion of the laying of the pipeline, the existing activity, like agricultural activities, can be resumed. Only permanent structures cannot be constructed on the pipeline corridor. During the preparation of iron ore concentrate, low-grade slimes which are lying as waste are also beneficiated and converted into iron ore concentrate thereby reducing the wastage of ore. The project is downstream and will be economically beneficial and enhance the efficiency in producing iron ore. This project has also benefited the local population by creating employment opportunities. In the first phase, NMDC laid 135 km from Bailadila to Nagarnar, which will be further extended up to Vizag by laying an additional 300 km slurry pipeline system.	To reduce the dust and particulate emissions during the transportation stage of the value chain.
2.	Rooftop Solar PV cells	NMDC's projects as well as HO use rooftop solar PV cells as a part of their energy consumption	To reduce the overall scope 2 emissions.
3.	Green Belt Development	NMDC has been actively involved in developing green belt by planting trees in and around its operating area. This has been done by taking the consensus of the nearby community and with the guidance from respective DFOs.	To increase the overall green cover of the area.

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

Yes. NMDC develops project-wise disaster management plans which forms a part of the overall risk management plan for the projects. These plans are publicly available on NMDC's website. The Disaster Management Plan has been prepared in line with the provision of National Disaster Management Plan-2019 (NDMP-2019) by incorporating Hon'ble Prime Minister 10 points agenda on Disaster Risk Reduction with defined responsibilities of concerned officers.

The weblink is provided here in: <https://www.nmdc.co.in/contingency-management-plan>

8. 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.

Nil

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

Not Applicable

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.
13
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Federation of Indian Mineral Industries, New Delhi (FIMI)	National
2	Federation of Indian Chamber of Commerce and Industry, New Delhi	National
3	Skill Council for Mining Sector (SCMS)	National
4	Standing Conference of Public Enterprises, New Delhi	National
5	Mining Engineers Association of India (MEAI)	National
6	Confederation of Indian Industry (CII)	National
7	The Mining, Geological & Metallurgical Institute of India (MGMI)	National
8	Indian Iron and Steel Sector Skill Development Council	National
9	Indian Institute of Mineral Engineers (IIME)	National
10	Federation of Indian Export Organization, Chennai	National
11	All India Management Association, New Delhi	National
12	The Associated Chambers of Commerce Industry of India	National
13	UN Global Compact	International

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.

Not Applicable

Leadership indicators

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

Given NMDC’s expertise, the company proactively engages with various stakeholders including regulators, industry chambers and associations. NMDC has participated in one of the spectacular exhibitions hosted by the Department of Public Enterprises (DPE) to celebrate the ongoing Azadi Ka Amit Mahotsav (AKOM). This was a moment of pride for NMDC to be a part of such a mega show as NMDC is devoted to building a self-reliant and steel solid future for India.

NMDC also conducted a two-day conference in association with the Federation of Indian Chambers of Commerce & Industry (FICCI) on the Indian minerals and metals industry on the theme ‘Transition towards 2030 & Vision 2047’ NMDC also organized a Swachhata event to celebrate United India at Sanchi, Madhya Pradesh. This was a part of campaigning for the Government of India’s Swachh Bharat Mission.

NMDC took part in the celebration of the International Year of Millets at the Businesswomen expo 2023. NMDC distributed the super food and organized a trip for women employees to The Hidden Castle in Siddipet.

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.

NMDC have not conducted any Social Impact Assessments in the current financial year.

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

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community. (Descriptive answer)
 NMDC being a CPSE has its established grievance submission & redressal mechanism. A Complaint box has been provided at all Project locations where in stakeholders can drop in their grievances. In addition to the above, grievances /complaints can be submitted to the Head of the Projects/Head of the Departments.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY2022-23	FY2021-22
Directly sourced from MSMEs/ small producers	77.49%	44.67%
Sourced directly from within the district and neighboring districts	NA	NA

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):
 Not Applicable
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S.No.	State	Aspirational District	Amount spent (in INR Lakhs)
1	Chhattisgarh	Dantewada	3256.34
		Bastar	2235.91
		Bijapur	297.46
		Narayanpur	187.79
		Kondagaon	412.01
		Sukma	187.28
		Kanker	181.46
2	West Bengal	Murshidabad	83.32

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
 Yes
- (b) From which marginalized /vulnerable groups do you procure?
 SC/ST Category
- (c) What percentage of total procurement (by value) does it constitute?
 Total procurement made by value of Rs. 16.84 Crores. i.e., 5.25% during FY 2022-23. This has increased from procurement made by value of Rs. 13.57 Crores i.e., 4.9% during FY 2021-22.
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:
 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.
 Nil

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	Total no. of persons benefitted from CSR Projects	No. of persons belonging to vulnerable and marginalized groups who benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	NMDC Shiksha Sahayog Yojana	13741	All vulnerable	100%
2	NMDC Balika Shiksha Yojana	128	All vulnerable	100%
3	NMDC Polytechnic College, Dantewada	372	All vulnerable	100%
4	NMDC ITI, Dantewada	204	All vulnerable	100%
5	NMDC Residential School at Nagarnar	600	All vulnerable	100%
6	Mid-Day Meal Scheme	8000	All vulnerable	100%
7	Free Medical Treatment in Project Hospitals	100000 (Approx)	All vulnerable	100%
8	Hospital on Wheels	150000	All vulnerable	100%
9	Blindness Free Ballari	48843	All vulnerable	100%
10	Satya Sai Sanieevni Hospital	43	All vulnerable	100%
11	ABVKA Prashikshan Kendra	140	All vulnerable	100%

Besides the beneficiaries mentioned above, NMDC also contributes to infrastructure development through its CSR Programmes which not only has directly benefited residents of villages/communities, conservatively to about 1 lakh people living in the proximity of the development works and personnel engaged in the construction but also has indirectly impacted the lives of innumerable many, in the surrounding areas in terms of better connectivity, improved access to medical facilities, markets for local produce and many more opportunities for Socio-economic development.

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.

NMDC being a CPSE has its established grievance submission & redressal mechanism. A Complaint box has been provided at all Project locations where in stakeholders can drop in their grievances. In addition to the above, grievances /complaints can be submitted to the Chief Vigilance Officer (CVO)

Complaint can be lodged through:

- a) "Complaint Form" link available on vigilance tab of NMDC Website www.nmdc.co.in
- b) Addressing a letter directly to CVO on postal address below:

Chief Vigilance Officer NMDC Limited, Khanij Bhavan, 10-3-311/A, Castle Hills, Masab Tank, Hyderabad- 500028, INDIA.

After registration of the complaint and confirmation of the veracity of the complainant (if required), further correspondence in the matter regarding the outcome of the complaint will not be entertained. However, NMDC Vigilance will ensure that the complaint is examined/investigated, and action taken to its logical conclusion as per extant guidelines of CVC.

Further, the gist of allegations may be shared with the employee(s) whose name(s) appear(s) in the complaint or whose role emerge(s) during investigation of the complaint. As regard to complaint received against tenders which are under process, it is clarified that while NMDC Vigilance would get the matter investigated, however, it would not interfere in the tendering process as such. The intention is

not to stop the work in the organization. Complaint having administrative issues will be forwarded to respective designated authority as applicable, for necessary action.

Further, gist of allegations may be shared with the employee(s) whose name(s) appear(s) in the complaint. Complaint covered under Integrity Pact (IP) will be forwarded to Independent External Monitors (IEMs) for further necessary action. "Complaint under the Public Interest Disclosure" or "PIDPI" received from CVC is investigated /dealt as per the set procedure/instruction of CVC.

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	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

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

Nil

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

Nil

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.

No. NMDC is currently drafting a cyber security policy.

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 / service

Not Applicable.

Leadership indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available). NMDC serves B2G, B2B and B2C customers meeting their resource requirements across the value chain. All the information regarding the products could be accessed through the official website of NMDC Limited.

<https://www.nmdc.co.in/important-links/product-specifications>

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

Not Applicable

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

Not Applicable

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 regarding 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

- b. Percentage of data breaches involving personally identifiable information of customer

Not Applicable as NMDC does not host any customer's personal information or provide e-service.