



Nirlon Limited

CIN: L17120MH1958PLC011045

Pahadi Village, off the Western Express Highway, Goregaon (East), Mumbai 400 063.

Tele: +91 (022) 4028 1919 / 2685 2257 / 58 / 59, Fax: +91 (022) 4028 1940

E-mail id : info@nirlonltd.com, Website: www.nirlonltd.com

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August 21, 2023

**The Secretary,
BSE Limited,
P.J. Towers,
Dalal Street,
Mumbai- 400 001.**

Security Code: 500307

Dear Sir,

Sub: 1st Business Responsibility and Sustainability Report (**BRSR**) of the Company for the F.Y. 2022-23

Ref: SEBI LODR, 2015

We are sending the 1st BRSR to the Member of the Company through 64th Annual Report of the Company for the F.Y. 2022-23.

The BRSR is available on the website of the Company at

https://www.nirlonltd.com/pdf/20222023/brsr_2022_23.pdf

The filing is done under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

We are filing the BRSR in XBRL mode also.

This is for your information and records. Kindly acknowledge receipt of the letter.

Thanking you,

Yours faithfully,

For Nirlon Limited

Jasmin K. Bhavsar

Company Secretary, V. P. (Legal) & Compliance Officer

FCS 4178

Encl: a.a



Annexure 8 to the Directors' Report
BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT F.Y. 2022-23

SECTION A: GENERAL DISCLOSURES

| I | Details of the listed entity | |
|----------|---|---|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L17120MH1958PLC011045 |
| 2. | Name of the Listed Entity | Nirlon Limited |
| 3. | Year of incorporation | 12-03-1958 |
| 4. | Registered office address | Pahadi Village, off the Western Express Highway, Goregaon (East), Mumbai 400063. |
| 5. | Corporate address | Pahadi Village, off the Western Express Highway, Goregaon (East), Mumbai 400063. |
| 6. | E-mail | Info@nirlonltd.com |
| 7. | Telephone | +91 (022) 4028 1919 / 2685 2257/ 58/ 59 |
| 8. | Website | www.nirlonltd.com |
| 9. | Financial year for which reporting is being done | April 1, 2022 to March 31, 2023 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE Limited |
| 11. | Paid-up Capital | Rs. 90,11,80,400.00 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Name: Jasmin K. Bhavsar Contact : 9820291310 E-mail ID : jasminbhavsar@nirlonltd.com |
| 13. | Reporting boundary - Are the disclosures under this Report made on a standalone basis (i.e. only for the entity) , or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | Standalone basis |

II. Products/services**14** Details of business activities (accounting for 90% of the turnover)

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

| Sr. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|----------------|--|--|------------------------------------|
| 1 | Development and Management of the Industrial Park/ Information Technology (IT) Parkw | Development and Management of Industrial Park/Information Technology (IT) Park i.e. Nirlon Knowledge Park (NKP) , Goregaon (East), Mumbai 400 063. | 98.97% |

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

| Sr. No. | Product/Service | NIC Code | % of total Turnover contributed |
|----------------|------------------------|-----------------|--|
| 1 | As per the NIC code | 42901 | 98.97% |



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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 | 0 | 2 | 2 |
| International | 0 | 0 | 0 |

17 Markets served by the entity

| a. | Number of locations | |
|----|----------------------------------|--------|
| | Locations | Number |
| | National (No. of States) | 1 |
| | International (No. of Countries) | 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

The Company's Nirlon Knowledge Park consists primarily of customers who are licensees in the business of providing IT/ITes, Banking and Financial Services as per the Maharashtra Government's IT/ITes Policy.

IV. Employees

18 a. Details as at the end of Financial Year

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|------------------|-------------------------------|-----------|----------|----------------|----------|--------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1 | Permanent (D) | 2 | 2 | 100.00% | 0 | 0.00% |
| 2 | Other than permanent (E) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3 | Total employees(D + E) | 2 | 2 | 100.00% | 0 | 0.00% |
| WORKERS | | | | | | |
| 4 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5 | Other than permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6 | Total workers (F + G) | 0 | 0 | 0.00% | 0 | 0.00% |

b. Differently abled Employees and workers:

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|----------|--------------|----------|--------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1 | Permanent (D) | 0 | 0 | 0.00% | 0 | 0.00% |
| 2 | Other than Permanent (E) | 0 | 0 | 0.00% | 0 | 0.00% |
| 3 | Total differently abled employees (D + E) | 0 | 0 | 0.00% | 0 | 0.00% |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4 | Permanent (F) | 0 | 0 | 0.00% | 0 | 0.00% |
| 5 | Other than Permanent (G) | 0 | 0 | 0.00% | 0 | 0.00% |
| 6 | Total differently abled workers (F + G) | 0 | 0 | 0.00% | 0 | 0.00% |



19 Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 1 | 16.67% |
| Key Management Personnel | 2 | 0 | 0.00% |

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

| | Turnover rate in current F.Y. (2022-23) | | | | Turnover rate in previous F.Y. (2021-22) | | | | Turnover rate in the year prior to the previous F.Y. (2020-21) | | | |
|---------------------|---|--------|--------|-------|--|--------|-------|-------|--|--------|-------|-------|
| | Male | Female | Other | Total | Male | Female | Other | Total | Male | Female | Other | Total |
| Permanent Employees | 33.33% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Permanent Workers | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

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

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

| Sr. 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 | Reco Berry Pvt. Ltd. | Holding Company | 63.92% | 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.) | 572,64,79,819.00 |
| | (iii) Net worth (in Rs.) | 401,79,95,468.00 |

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/NA) (If Yes, then provide web-link for grievance redress policy) | F.Y. (2022-23) | | | P.Y. (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 https://www.nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf | 0 | 0 | NA | 0 | 0 | NA |
| Investors (other than shareholders) | Yes https://www.nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf | 0 | 0 | NA | 0 | 0 | NA |
| Shareholders | Yes The shareholders register their complaints through SEBI portal i.e. https://scores.gov.in/scores/complaintRegister.html Or The Company has designated an e-mail address: share@nirlonltd.com for registering complaints by its shareholders | 25 | 0 | NA | 37 | 0 | NA |
| Employees and workers | Yes https://www.nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf | 0 | 0 | NA | 0 | 0 | NA |
| Customers | Yes https://www.nirlonltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf | 0 | 0 | NA | 0 | 0 | NA |
| Value Chain Partners | NA | NA | NA | NA | NA | NA | NA |



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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

| 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 | Environmental Gold and Platinum Leeds Certified Sustainable Green Buildings, with a target to achieve Leeds Certification for Net Zero Water and TRUE Silver/Gold Certification for Waste in F.Y. 23-24. | Opportunity | The development of a Gold/Platinum Certified Sustainable Green Buildings, targeting Net Zero Water and TRUE Silver/Gold Certification for Waste in F.Y. 23-24, has been, and continues to be a significant opportunity for the Company towards reducing its carbon footprint as a matter of responsible environmental business conduct. | NA | Positive Implication The financial impact of this opportunity is higher capital costs initially at the project development stage, but improved marketability of the development post completion with a larger profile of potential clients who are also committed to the same goal of environmentally responsible business practices |
| 2 | Social CSR initiatives targeted toward the local community: the Company is committed to supporting local CSR initiatives in the areas of healthcare, education, the environment and for improving the quality of life for disadvantaged sections of society. | Opportunity | The Company's focus on improving social infrastructure, the environment and disadvantaged sections of society is an opportunity to help/support the local community in its neighborhood in a direct, meaningful and expeditious manner. | NA | Positive Implication Financial implications are the cost of these CSR initiatives which are approx. 2% of the Company's average profits for the last 3 years as required to be calculated under the Act. |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines for Responsible Business Conduct (**NGRBC**) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

| | |
|-----------|--|
| P1 | Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable |
| P2 | Businesses should provide goods and services in a manner that is sustainable and safe |
| P3 | Businesses should respect and promote the well-being of all employees, including those in their value chains |
| P4 | Businesses should respect the interests of and be responsive towards all its stakeholders |
| P5 | Businesses should respect and promote human rights |
| P6 | Businesses should respect, protect and make efforts to restore the environment |
| P7 | Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |
| P8 | Businesses should promote inclusive growth and equitable development |
| P9 | Businesses should engage with and provide value to their consumers in a responsible manner |



| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|--|--|--|----|--|----|----|--|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | No | No | No | No | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | NA | NA | NA | NA | Yes |
| c. Web Link of the Policies, if available | https://www.nirionltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf | https://www.nirionltd.com/pdf/risk_mgmt_policy_mar_16.pdf | https://www.nirionltd.com/pdf/whistle_blower_policy_feb_21_v3.pdf | https://www.nirionltd.com/pdf/dividend%20distribution%20policy_jun_2020.pdf | NA | NA | NA | NA | https://www.nirionltd.com/pdf/risk_mgmt_policy_mar_16.pdf |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | NA | NA | NA | NA | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| 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. | NA | 1. LEEDS Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) 2. WELL Building Standards (WELL) – Health and Safety Certification | 1. LEEDS Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) 2. WELL Building Standards (WELL) – Health and Safety Certification | 1. LEEDS Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) 2. WELL Building Standards (WELL) – Health and Safety Certification | NA | 1. LEEDS Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) 2. WELL Building Standards (WELL) – Health and Safety Certification | NA | NA | 1. LEEDS Certification - U.S. Green Building Council (USGBC) and Green Building Council of India (GBCI) 2. WELL Building Standards (WELL) – Health and Safety Certification |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | NA | NA | NA | NA | NA | To obtain in F.Y. 2023- 24: i. A LEED Net Zero Water Certification; ii. A TRUE Waste Silver/Gold Certification. | NA | NA | NA |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are Not met. | NA | NA | NA | NA | NA | NA | NA | NA | NA |



| | |
|--|---|
| Governance, leadership and oversight | |
| <p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i> <i>The Company engaged in the development and management of an Industrial Park / IT Park that provides office premises on a lease and license basis. The ESG areas of focus are as described below :</i></p> <p style="text-align: center;">Environment - Key focus areas :</p> <p>Energy Efficiency: To continue to implement and improve energy-efficient technologies and practices within the park, such as LED lighting, smart energy management systems etc., and to increase renewable energy sourcing and use.</p> <ul style="list-style-type: none"> • Waste Management: To continue to implement and improve waste management systems, including widening the scope and quantity of recycling and responsible disposal of electronic and other waste etc. • Water Conservation: to continue to Implement and improve water-saving measures, such as the use of STP for the maximum amount of water consumed in the Campus, rainwater harvesting, water-efficient fixtures, and landscape irrigation systems etc. • Identify areas for reduction of the Company's Carbon Footprint. <p>Targets: To obtain in F.Y. 2023-24:</p> <ul style="list-style-type: none"> • A LEED Net Zero Water Certification; • A TRUE Waste Silver/Gold Certification. <p style="text-align: center;">Social - Key focus areas:</p> <ul style="list-style-type: none"> • To Identify CSR initiatives targeted toward the local community • To supporting local CSR initiatives in the areas of healthcare, education, the environment and improving the quality of life for disadvantaged sections of society. <p>Targets:</p> <ul style="list-style-type: none"> • To implement the areas of focus in a transparent, direct, meaningful and expeditious manner. • To annually allocate at least 2% of the Company's average profits for the last 3 years towards CSR objectives <p style="text-align: center;">Governance - Key focus areas:</p> <ul style="list-style-type: none"> • Ethical Business Practices: Adhere to high ethical standards in all business operations, promoting transparency, integrity, and responsible decision-making. • Compliance and Risk Management: Ensure compliance with applicable laws and regulations, manage risks effectively, and implement robust governance frameworks. • Board Diversity: Strive for diversity within the board of directors, including gender, age, and expertise, to bring diverse perspectives and improve decision-making. • Data Privacy and Security: Implement strong data privacy measures to protect the personal and sensitive information of employees, tenants, and clients. <p>Targets: To successfully consistently implement and improve the above listed key focus areas.</p> | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Rahul V. Sagar Executive Director & C.E.O. |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). | Yes |
| If yes, provide details. | The Risk Management Committee (RMC) of the Board of Directors is responsible for monitoring ESG related issues. |



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 | | | | | | | | |
|--|---|------------------------|------------------------|------------------------|----|----|----|----|------------------------|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board | NA | NA | NA | NA | Committee of the Board |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any Non-compliances | Committee of the Board | Committee of the Board | Committee of the Board | Committee of the Board | NA | NA | NA | NA | Committee of the Board |
| Frequency (Annually / Half yearly /Quarterly/ Any other-please specify) | | | | | | | | | |
| Performance against above policies and follow up action | Annually | Annually | Annually | Annually | NA | NA | NA | NA | Annually |
| Compliance with statutory requirements of relevance to the principles and rectification of any Non- compliances | Annually | Annually | Annually | Annually | NA | NA | NA | NA | Annually |

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|--|--|--|--|--|--|--|--|
| 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. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. | Yes, The processes and compliances may be subject to scrutiny by Internal Auditors and regulatory bodies, as applicable. Policies are periodically evaluated and updated by various department heads, business heads, and approved by the Management or Board, in accordance with best practices and risk management principles. |



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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | No | No | No | No | No | No | No | No | 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) | No | No | No | No | No | No | No | No | No |
| The entity does not have the financial or/human and technical resources available | No | No | No | No | No | No | No | No | No |
| It is planned to be done in the next financial year (Yes/No) | No | No | No | No | No | No | No | No | No |
| Any other reason (please specify) | NA | NA | NA | NA | NA | NA | NA | NA | NA |

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, 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 | 6 | Throughout the Financial Year, the Company organized multiple meetings with its Directors and Key Management Personnel (KMPs) to discuss and provide updates on the overall performance of the organization. These presentations encompassed various aspects of the business, such as a review of the macroeconomic and market conditions, evaluation of financial performance, outlook on earnings, examination of the Company's strategy and business model, assessment of operational activities, overview of service and product offerings, as well as the allocation and utilization of Corporate Social Responsibility (CSR) funds. These meetings served as a platform to delve into the intricacies of the Company's performance and explore opportunities for improvement and growth. | 100% |
| Key Managerial Personnel | 6 | Throughout the Financial Year, the Company organized multiple meetings with its Directors and Key Management Personnel (KMPs) to discuss and provide updates on the overall performance of the organization. These presentations encompassed various aspects of the business, such as a review of the macroeconomic and market conditions, evaluation of financial performance, outlook on earnings, examination of the Company's strategy and business model, assessment of operational activities, overview of service and product offerings, as well as the allocation and utilization of Corporate Social Responsibility (CSR) funds. These meetings served as a platform to delve into the intricacies of the Company's performance and explore opportunities for improvement and growth. | 100% |



| | | | |
|-----------------------------------|---|----|-------|
| Employees other than BoD and KMPs | 0 | NA | 0.00% |
| Workers | 0 | NA | 0.00% |

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 Rs.) | Brief of the Case | Has an appeal been Preferred? (Yes/No) |
| Penalty/ Fine | NA | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |
| Non-Monetary | | | | | |
| Imprisonment | NA | | | | |
| Punishment | | | | | |

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

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

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, it forms part of the Company's Code of Conduct. The link of the same is as follows:

https://www.nirlonltd.com/pdf/ccbe_Nov_18_v1.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:

| | F.Y. 2022-23 (Current F.Y.) | F.Y. 2021-22 (Previous F.Y.) |
|-----------|--------------------------------|---------------------------------|
| Directors | 0 | 0 |
| KMPs | 0 | 0 |
| Employees | 0 | 0 |
| Workers | 0 | 0 |

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

| | F.Y. (2022-23) | | PY (2021-22) | |
|--|----------------|---------|--------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | NA |



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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.
NA

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 |
|---|--|--|
| 0 | NA | 0.00% |

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)
If yes, provide details of the same.

Yes, https://www.nirlonltd.com/pdf/ccbe_Nov_18_v1.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.

| | Current Financial Year F.Y. 22-23 | Previous Financial Year F.Y. 21-22 | Details of improvements in environmental and social impacts |
|-------|-----------------------------------|------------------------------------|---|
| R&D | 0.00% | 0.00% | The Company is engaged in the business of providing Office premises on a leave and license basis. It has no R & d activities. Hence Not applicable. |
| Capex | 0.00% | 0.00% | The Company is engaged in the business of providing Office premises on a leave and license basis. It has no R & d activities. Hence Not applicable. |

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

Yes

- b) If yes, what percentages of inputs were sourced sustainably?

65.00%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
- Plastics (including packaging): Recycling of dry waste includes paper, plastic, cardboard, wood etc. disposed through an authorized vendor*
 - E-waste: E Waste, & hazardous waste is disposed off as per the MPCB guidelines*
 - Hazardous waste: E Waste, & hazardous waste is disposed off as per the MPCB guidelines*
 - Other waste: On site state of the art STP Plants to ensure maximum recycling/reuse of waste water • On site organic waste converters to sustainably process all organic waste generated in the Campus.*

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?

No

| NIC Code | Name of Product /Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|--------------------------|---------------------------------|--|---|--|
| | | | | | |

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of Product / Service | Description of the risk / concern | Action Taken |
|--|--|---|
| Licensing of Office Premises to various companies whose business activities are relating to IT/ITes, Banking and Finance | E-Waste, Used Oil, Batteries, Waste water etc. due to office operations. | Waste/waste water generated as per the risks listed in the previous column due to office occupation is disposed as per MPCB guidelines. |

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

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|----------------|
| | F.Y. (2022-23) | P.Y. (2021-22) |
| NA | 0.00% | 0.00% |

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:

| | F.Y. 2022-23 (Current F.Y.) | | | F.Y. 2021-22 (Previous F.Y.) | | |
|---|-----------------------------|----------|-----------------|------------------------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | 0.00 | 267.22 | 0.00 | 0.00 | 105.79 | 0.00 |
| E-waste | 0.00 | 0.64 | 0.00 | 0.00 | 0.80 | 0.00 |
| Hazardous waste | 0.00 | 0.53 | 0.00 | 0.00 | 2.66 | 0.00 |
| Other waste | | | | | | |
| Wet waste like food waste, horticultural waste etc. considered which is fully converted to Manure | 279.18 | 0.00 | 0.00 | 118.85 | 0.00 | 0.00 |
| Plastics (including packaging) | 0.00 | 267.22 | 0.00 | 0.00 | 105.78 | 0.00 |
| E-waste | 0.00 | 0.64 | 0.00 | 0.00 | 0.80 | 0.00 |
| Hazardous waste | 0.00 | 0.53 | 0.00 | 0.00 | 2.66 | 0.00 |



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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 |
|---------------------------|---|
| NA | |

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 | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| Male | 2 | 1 | 50.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Other | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Total | 2 | 1 | 50.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Other | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |

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

NA

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|---------------------|--------------|
| | Total(A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent workers | | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Other | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Other than permanent workers | | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Other | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |



2. Details of retirement benefits, for Current F.Y. and Previous F.Y.

| Benefits | F.Y. 2022-23 Current Financial Year | | | F.Y. 2021-22 Previous Financial Year | | |
|----------|--|--|--|--|--|--|
| | 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 | 100.00% | 0.00% | Yes | 100.00% | 0.00% | Yes |
| Gratuity | 100.00% | 0.00% | Yes | 100.00% | 0.00% | Yes |
| ESI | 0.00% | 0.00% | NA | 0.00% | 0.00% | NA |

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.

No. The Company does not maintain an independent policy specifically focused on equal opportunity. However, its Code of Conduct encompasses Fair Employment Practices and firmly prohibits all forms of discrimination or harassment. The Code of Conduct is available on the website and its link is: https://www.nirlonltd.com/pdf/ccbe_Nov_18_v1.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 | 0.00 | 0.00 | 0.00 | 0.00 |
| Female | 0.00 | 0.00 | 0.00 | 0.00 |
| Total | 0.00 | 0.00 | 0.00 | 0.00 |

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

| | Yes/No | (If Yes, then give details of the mechanism in brief) |
|--------------------------------|--------|--|
| Permanent Workers | No | NA |
| Other than Permanent Workers | No | NA |
| Permanent Employees | Yes | The Company has a vigil mechanism system called the Whistle Blower Policy to deal with instances of fraud and mis-management. It is intended to ensure that the Directors and Employees or any other person report their genuine concerns. |
| Other than Permanent Employees | No | NA |



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

| Category | F.Y. (2022-23) | | | P.Y. (2021-22) | | |
|---------------------------|---|---|-----------|--|---|-----------|
| | 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 | 2 | 0 | 0.00% | 3 | 0 | 0.00% |
| Male | 2 | 0 | 0.00% | 3 | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total Permanent Workers | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Male | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0 | 0.00% |

8. Details of training given to employees and workers:

| Category | F.Y. 2022-23 Current Financial Year | | | | | F.Y. 2021-22 Previous Financial Year | | | | |
|------------------|--|-------------------------------|----------------|----------------------|----------------|---|-------------------------------|----------------|----------------------|----------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 2 | 2 | 100.00% | 2 | 100.00% | 3 | 3 | 100.00% | 3 | 100.00% |
| Female | 0 | 0 | 0.00% | 0 | NA | 0 | 0 | 0.00% | 0 | 0.00% |
| Total | 2 | 2 | 100.00% | 2 | 100.00% | 3 | 3 | 100.00% | 3 | 100.00% |
| Workers | | | | | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |

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

| Category | F.Y. 2022-23 Current Financial Year | | | F.Y. 2021-22 Previous Financial Year | | |
|------------------|--|----------|----------------|---|----------|----------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 2 | 2 | 100.00% | 3 | 3 | 100.00% |
| Female | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total | 0 | 2 | 100.00% | 3 | 3 | 100.00% |
| Workers | | | | | | |
| Male | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Female | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total | 0 | 0 | 0.00% | 0 | 0 | 0.00% |

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. The Company has taken proactive measures to ensure the well-being and security of its employees by implementing a range of safety protocols, including the installation of emergency exits, fire alarms, fire extinguishers, and smoke detectors. These measures are integral components of the Company's occupational health and safety management system.



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

The Company in question, being service-based, does not involve any work-related hazards. It takes diligent measures to ensure the safety and well-being of all its employees.

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

No. The Company does not have any workers

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

Yes

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

| Safety Incident/Number | Category | F.Y. 2022-23 Current F.Y. | F.Y. 2021-22 Previous F.Y. |
|---|-----------|------------------------------|-------------------------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Total Recordable work related injuries | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

- *Measures include regular inspections and maintenance of fire extinguishers, fire alarms, sprinkler and other systems related to fire prevention, detection and suppression throughout the premises.*
- *The Company conducts regular safety inspections of the premises to identify and correct any potential hazards.*
- *The Company has an established and detailed SOP's in the event of a fire, natural disaster, or other emergency.*

Overall, these measures contribute to creating a secure environment, minimizing the risk of incidents and ensuring the well-being of everyone within the workplace.

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

| | F.Y. 2022-23 (Current Financial Year) | | | F.Y. 2021-22 (Previous Financial Year) | | |
|--------------------|--|---------------------------------------|---------|---|---------------------------------------|---------|
| | 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 | 0 | NA | NA | 0 | NA | NA |
| Health & Safety | 0 | NA | NA | 0 | NA | 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 | 0.00% |
| Working Conditions | 0.00% |



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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.

NA

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 – Yes

(B) Workers – No

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

The Company ensures that statutory dues as applicable to the transactions within the remit of the Company are deducted and deposited in accordance with extant regulations.

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 are 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 | |
|-----------|--|---------------------------------|---|---------------------------------|
| | F.Y. 2022-23 (Current F.Y.) | F.Y. 2021-22 (Previous F.Y.) | F.Y. 2022-23 (Current F.Y.) | F.Y. 2021-22 (Previous F.Y.) |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

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

Yes

5. Details on assessment of value chain partners:

NA

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

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

No corrective action plan has been necessitated on the above-mentioned parameters

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 evaluates the impact of its business activities on stakeholders and proactively takes steps to regularly engage with them, understand their concerns, and meet their expectations. It has adopted a strategic approach to identify key stakeholders and determine the relevant information they require through appropriate communication channels. Through various channels, the Company enables stakeholders to connect, share feedback, and report any grievances they may have.



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 | Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---------------------------|--|---|--|--|
| Employees | No | Direct & other communication mechanisms | Regularly | Addressing Employees' Benefits/compensations, their professional expectations, career growth, professional development and continuing education and re-skilling training etc. |
| Investors/ Shareholders | No | Investors'/Analyst calls / conferences, personal meetings, E-mails, SMS, newspaper advertisements, Notice board, the Company website, Annual General Meetings, intimation to stock exchange, annual/ quarterly financials | Frequently and on a need basis | To understand Investors'/ Shareholders' objectives and expectations in relation to the Company's business and to transparently and regularly communicate information in this regard. Key topics are the Company's financial performance, future plans , market outlook, ESG performance etc. |
| Government and regulators | No | The Company website, Email, concalls, video-conference, personal meetings | As prescribed and need based | Reporting requirements, Statutory compliances etc. Approval/ permissions as required for the Company's Business, support from authorities. |
| Lender | No | E-mails, telephones , conference calls, personal meetings etc. | As prescribed and as when required | Statutory, as per the Loan documents and as per Business requirements |
| Communities | Yes | CSR organizations | Regularly | CSR Activities |
| Customers/ Consumers | No | Business interaction, through conference calls, personal meetings, e-mails, client satisfaction surveys etc. | Regularly | To understand customer requirements, satisfaction and Feedback and to keep them informed about the Company's future plans, planned improvements etc. |

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.

The Company believes that maintaining consistent and proactive interaction with its stakeholders allows effective communication of its strategies and performance. By continuously engaging with them it ensures that their expectations are aligned, which ultimately helps serve them better. The Board stays comprehensively informed about relevant developments, and Directors are encouraged to provide feedback on such matters.

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. The Company's Board is currently engaged in collaborative efforts with Management and stakeholders to identify significant factors related to environmental, social, and governance (ESG) matters.



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

The Company has recognized disadvantaged, vulnerable, and marginalized stakeholders within its community, and actively focuses on such groups in Corporate Social Responsibility (CSR) projects. The Company has provided assistance to various community healthcare, education, and environmental sustainability initiatives benefiting individuals from vulnerable and marginalized communities.

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 | F.Y. 2022-23 Current Financial Year | | | F.Y. 2021-21 Previous Financial Year | | |
|------------------------|--|--|---------|---|--|---------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Other than permanent | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total Employees | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Workers | | | | | | |
| Permanent | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Other than permanent | 0 | 0 | 0.00% | 0 | 0 | 0.00% |
| Total Workers | 0 | 0 | 0.00% | 0 | 0 | 0.00% |

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

| Category | F.Y. (2022-23) | | | | | P.Y. (2021-22) | | | | |
|---------------------------------|----------------|--------------------------|----------|---------------------------|----------|----------------|--------------------------|----------|---------------------------|----------|
| | 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 | | | | | | | | | | |
| Permanent | 0 | 0 | % (C /A) | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Male | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Other than Permanent | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Male | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Workers | | | | | | | | | | |
| Permanent | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Male | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Other than Permanent | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Male | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |
| Female | 0 | 0 | 0 | 0 | 0.00% | 0 | 0 | 0.00% | 0 | 0.00% |



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

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/salary/wages of respective category | Number | Median remuneration/salary/wages of respective category |
| Board of Directors (BoD) | 5 | 17,00,000 | 1 | 17,00,000 |
| Key Managerial Personnel | 3 | 1,32,77,515 | 0 | 0 |
| Employees other than BoD and KMP | 0 | 0 | 0 | 0 |
| Workers | 0 | 0 | 0 | 0 |

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)**

No

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

The POSH Committee and Whistle Blower Policy are available in this regard.

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

| | F.Y. 2022-23 Current Financial Year | | | F.Y. 2021-22 Previous Financial Year | | |
|--------------------------------------|--|---------------------------------------|---------|---|---------------------------------------|---------|
| | 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 | 0 | 0 | NA | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/ Involuntary Labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other human rights related issues | 0 | 0 | NA | 0 | 0 | NA |

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

The Company has implemented a policy for the Prevention of Sexual Harassment (POSH) to ensure that individuals who experience discrimination or harassment are protected. The Company actively promotes ethical conduct and transparency as core principles in its operations. The Company also has a Whistle Blower Policy.

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

(Yes/No)

No. The Company has not entered into any agreement or Contract where human rights are affected.

9. Assessments for the year:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|---|
| Sexual Harassment | 0.00% |
| Discrimination at workplace | 0.00% |
| Child Labour | 0.00% |
| Forced Labour/Involuntary Labour | 0.00% |
| Wages | 0.00% |
| Others – please specify | 0.00% |



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

NA

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.
NA
2. Details of the scope and coverage of any Human rights due-diligence conducted.
NA
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
Yes. The Company's infrastructure is designed to be accessible to people with disabilities, and it is constantly working to improve its infrastructure to remove any barriers to accessibility.
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 | 0.00% |
| Discrimination at workplace | 0.00% |
| Child Labour | 0.00% |
| Forced Labour/Involuntary Labour | 0.00% |
| Wages | 0.00% |
| Others – please specify | 0.00% |

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

NA

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

Essential indicators

1. Details of total energy consumption and energy intensity , in the following format:

| Parameter | F.Y. 2022-23 (Current Financial Year) | F.Y. 2021-22 (Previous Financial Year) |
|--|--|---|
| Total electricity consumption (A) | 36457429.00 kWh | 26455055.00 kWh |
| Total fuel consumption (B) | 25176.00 kWh | 11193.00 kWh |
| Energy consumption through other sources (C) | 2110184.00 kWh | 1222151.00 kWh |
| Total energy consumption (A+B+C) | 38592789.00 kWh | 27688399.00 kWh |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 0.01 | 0.01 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | 0.00 | 0.00 |

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. 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 | F.Y. (2022-23) | P.Y. (2021-22) |
|---|-----------------|-----------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water (BMC Source) | 0.00 | 0.00 |
| (ii) Groundwater | 39449.00 | 22905.00 |
| (iii) Third party water | 0.00 | 0.00 |
| (iv) Seawater / desalinated water | 0.00 | 0.00 |
| (v) Others | 0.00 | 0.00 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 39449.00 | 22905.00 |
| Total volume of water consumption (in kilolitres) | 39449.00 | 22905.00 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.69 | 0.60 |
| Water intensity (optional) – the relevant metric may be selected by the entity | 0.00 | 0.00 |

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.

Yes. The Company has engaged Environmental Design Solutions (EDS) for guidance and to achieve Net Zero Water Certificate

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

Yes. The Company has a net zero sewage discharge policy. The entire waste water generated through washrooms & pantries is treated in sewage treatment plants (STP's). The treated water is reused in flushing & chiller cooling towers.

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

| Parameter | Please specify unit | F.Y. 2022-23 (Current Financial Year) | F.Y. 2021-22 (Previous Financial Year) |
|-------------------------------------|-------------------------|--|---|
| NOx | µg/M ³ | 38.6 | 26.1 |
| SOx | µg/M ³ | 30.5 | 14.5 |
| Particulate matter | µg/M ³ PM 10 | 60.2 | 31.2 |
| Persistent organic pollutants (POP) | 0 | 0 | 0 |
| Volatile organic compounds (VOC) | 0 | 0 | 0 |
| Hazardous air pollutants (HAP) | 0 | 0 | 0 |
| Others – please specify | 0 | 0 | 0 |

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.

Yes. Expert Polycon Services Environment Consultants carried out Ambient Air Quality Assessment as per MPCB norms

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

| Parameter | Unit | F.Y. (2022-23) | P.Y. (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 | 1085.12 | 868.12 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, FCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 31646.09 | 22704.49 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent | 0.57 | 0.61 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | NA | 0 | 0 |

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.

Yes. The Company is guided by M/s Environmental Design Solutions (EDS)



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

Yes. Whereas there is no specific project for reducing the greenhouse gases, the Company is actively pursuing measures to reduce its carbon foot print including the reduction of Greenhouse gas emissions and support an environmentally-friendly ecosystem. Measures include utilizing renewable energy sources and implementing energy-efficient equipment and processes. Numerous initiatives have been implemented in this regard. NKP's Design Philosophy and Master Plan have incorporated sustainability and a 'Green' ethos since inception. The design incorporates extensive green recreational spaces with water bodies, and approx. 1000 trees, many of which are old growth.

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

| Parameter | F.Y. 2022-23 | F.Y. 2021-22 |
|--|---------------|---------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 267.22 | 105.78 |
| E-waste (B) | 0.64 | 0.8 |
| Bio-medical waste (C) | 0 | 0 |
| Construction and demolition waste (D) | 0 | 0 |
| Battery waste (E) | 64.00 | 0.06 |
| Radioactive waste (F) | 0 | 0 |
| Other Hazardous waste. Please specify, if any. (G) (Waste Oil) | 0.53 | 2.66 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 279.18 | 118.85 |
| Total (A+B + C + D + E + F + G + H) | 611.57 | 228.15 |
| 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 | 267.22 | 105.78 |
| (ii) Re-used | 279.18 | 118.86 |
| (iii) Other recovery operations | 0 | 0 |
| Total | 546.4 | 224.64 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 0 | 0 |
| (ii) Landfilling | 0 | 0 |
| (iii) Other disposal operations | 546.4 | 224.63 |
| Total | 546.4 | 224.63 |

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.

Yes. Environmental Design Solutions is guiding the Company to assess and achieve TRUE Gold/Silver Certificate for Waste.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by the 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 elaborate waste management process to handle various kinds of waste generated from the office complex. The Company follows a process of Re-Use, Reduce and Re-Cycle to cut down on waste production. Wet waste is converted into manure and used in gardens maintained at the office complex.

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:

NA

| 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. |
|--------|---------------------------------|--------------------|--|
| NA | | | |



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

NA

| 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 |
|-----------------------------------|----------------------|------|---|--|-------------------|
| NA | | | | | |

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

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 | F.Y. 2022-23 | F.Y. 2021-22 |
|---|-----------------|-----------------|
| From renewable sources | | |
| Total electricity consumption (A) | 2110184 | 1222151 |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 2110184 | 1222151 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 36457429 | 26455055 |
| Total fuel consumption (E) | 25176 | 11193 |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | 36482605 | 26466248 |

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. Provide the following details related to water discharged:

| Parameter | F.Y. 2022-23 | F.Y. 2021-22 |
|--|------------------|------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water (BMC Source) | 0 | 0 |
| – No treatment | 0 | 0 |
| – With treatment – please specify level of treatment | 0 | 0 |
| (ii) To Groundwater | 103694.45 | 103694.45 |
| – No treatment | 0 | 0 |
| – With treatment – please specify level of treatment (Potential through rain water harvesting pits) | 103694.45 | 103694.45 |
| (iii) To Seawater | 0 | 0 |
| – No treatment | 0 | 0 |
| 1. With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | 0 | 0 |
| – No treatment | 0 | 0 |
| – With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | 0 | 0 |
| – No treatment | 0 | 0 |
| 2. With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 103694.45 | 103694.45 |



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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.

Yes. *The Company has engaged Environmental Design Solutions for guidance and to achieve a Net Zero Water Certificate*

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

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

(i) Name of the area

(ii) Nature of operations

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

| Parameter | F.Y. 2022-23 | F.Y. 2021-22 |
|---|--------------|--------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 0 | 0 |
| (iii) Third party water | 0 | 0 |
| (ii) To Groundwater | 0 | 0 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 0 | 0 |
| (iii) To Seawater | 0 | 0 |
| Total volume of water withdrawal (in kilolitres) | 0 | 0 |
| Total volume of water consumption (in kilolitres) | 0 | 0 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0 | 0 |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| – No treatment | 0 | 0 |
| – With treatment – please specify level of treatment. | 0 | 0 |
| (ii) Into Groundwater | | |
| – No treatment | 0 | 0 |
| – With treatment – please specify level of treatment. (Potential through rain water harvesting pits) | 0 | 0 |
| (iii) Into Seawater | | |
| –No treatment | 0 | 0 |
| –With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | | |
| – No treatment | 0 | 0 |
| – With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | | |
| – No treatment | 0 | 0 |
| – With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 0 | 0 |

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



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

| Parameter | Unit | F.Y. 2022-23 | F.Y. 2021-22 |
|--|------|--------------|--------------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | 0.00 | 0.00 | 0.00 |
| Total Scope 3 emissions per rupee of turnover | 0.00 | 0.00 | 0.00 |
| Total Scope 3 emission intensity (<i>optional</i>) – the relevant metric may be selected by the entity | 0.00 | 0.00 | 0.00 |

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

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.

NA

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. | Rain Water harvesting | The Company has invested in elaborate rain water harvesting system to charge the ground water. Rain water is channelized into rain water harvesting pits and only the overflow from the recharging pits is designed to overflow into the storm water drains. | Resulted in effective water conservation and sustainable management practices, contributing to environmental stewardship and reducing reliance on external water sources. |
| 2. | Organic Waste Management Converter | Wet waste generated due to office operations is segregated. This wet waste is converted into manure by using organic waste convertor machines. Manure produced is used in the green areas maintained by the Company | Reducing Landfill of waste, Organic waste is converted in to the form of green manure. |
| 3. | Sewage Treatment Plant | The Company has installed Sewage Treatment Plants so that all waste water generated in the office premises is treated. This treated water is used for the flushing & gardening needs and in the cooling towers for the office operations. | Reduces the discharge of sewage into the municipal sewers and reuses the treated water thus reducing the water demand |
| 4. | Power from renewable sources | The Company has ties with renewable power generators to provide green power to the Company through Power Purchase Agreements. This helps to reduce the usage of conventional power provided by utility companies. | Reduce the demand from the conventional sources thus reduces the carbon foot print of the Company |

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

Yes. The Company has developed emergency preparedness plans to address emergency situations like Fire, Flood, Earth Quake etc. These plans cover communication mechanism during the emergency. These plans also include procedures for preventing and mitigating hazards, risks, and environmental impacts that may arise from emergency situations, as well as first aid provisions. If an emergency does occur, it will be investigated and appropriate preventive measures will be taken to avoid future occurrences.



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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?

NA

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

NA

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

Essential Indicators

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

4 (Four)

- 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.

| Sr. No. | Name of the Trade & Industry Chambers/ Association | Reach of Trade & Industry Chamber/ Association (State /National) |
|---------|---|---|
| 1 | Maharashtra Chamber of Housing Industry (MCHI) | State |
| 2 | RICS India Pvt.Ltd membership | National |
| 3 | Federation of Indian Chamber of Commerce and Industry | National |
| 4 | Mumbai Cricket Association | State |

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.

NA

Leadership Indicators

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

None

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 |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| NA | | | | | |

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

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the F.Y. (In Rs.) |
|--------|--|-------|----------|---|--------------------------|---|
| NA | | | | | | |

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

The Company ensures it is responsive to the grievances of the Community, and appoints a designated representative/s to offer feedback and ensure effective implementation, of remedial measures if necessary.



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

| | F.Y. (2022-23) | P.Y. (2021-22) |
|---|----------------|----------------|
| Directly sourced from MSMEs/ small producers | 0.00% | 0.00% |
| Sourced directly from within the district and neighboring districts | 0.00% | 0.00% |

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):

NA

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

The Company has not undertaken any CSR projects in the designated aspirational districts in the current financial year.

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

No

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

NA

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

NA

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

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

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. NA

| Name of Authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| NA | | |

6. Details of beneficiaries of CSR Projects:

| Sr. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|---------|----------------------------|---|--|
| 1 | Health Care | 947 | 100.00% |
| 2 | Education | 666 | 100.00% |
| 3 | Social Inclusion | 1633 | 100.00% |
| 4 | Environment Sustainability | 59399 | 60.00% |
| 5 | Welfare of Animals | 833 | 100.00% |
| 6 | Pandemic relief | 300 | 100.00% |



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

Essential Indicators

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

The Company periodically carries out surveys with its Licensees to understand their level of satisfaction with the overall occupant/customer experience in NKP. Licensee feedback is taken seriously, and the Company engages with Licensees post such surveys to follow through on the feedback provided.

- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:
As a percentage to total turnover : NIL

- Number of consumer complaints in respect of the following:

| | F.Y. 2022-23 | | Remarks | F.Y. 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 | 0 | 0 | NA | 0 | 0 | NA |
| Advertising | 0 | 0 | NA | 0 | 0 | NA |
| Cyber-security | 0 | 0 | NA | 0 | 0 | NA |
| Delivery of essential services | 0 | 0 | NA | 0 | 0 | NA |
| Restrictive Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Unfair Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Other | 0 | 0 | NA | 0 | 0 | NA |

- Details of instances of product recalls on account of safety issues: *NA*

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0 | 0 |
| Forced recalls | 0 | 0 |

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

Yes, The Company has implemented appropriate and effective IT controls to mitigate cyber security malpractice.

- 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.

None



Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

<https://www.nirionltd.com/location.html>

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

NA

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

The Company has various SOP's for business continuity & crisis management in an event of natural disaster or infrastructure risks. These SOP's cover communication mechanisms during the crisis/disruption.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable(NA)) 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)

No

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact : 0

- b. Percentage of data breaches involving personally identifiable information of customers : 0.00%