



## KNR Constructions Limited.

Date: 04<sup>th</sup> September 2023

Ref: KNRCL/SD/2023/623&624

To, The Manager BSE Limited, P J Towers, Dalal Street, Fort, Mumbai - 400001 Scrip code: 532942	To, The Manager, National Stock Exchange of India Limited, Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai - 400051. Scrip Code: KNRCON
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Dear Sir/Madam,

**Sub: - Submission of Business Responsibility and Sustainability Report**  
**Ref: Reg. 34(2) (f) of SEBI (LODR) Regulations, 2015**

We refer to the above captioned subject , we herewith submit Business Responsibility and Sustainability Report for the year 2022-23.

This is for your information and records, please.

Thanking you,  
Yours truly  
For **KNR Constructions Limited**

**Haritha Varanasi**  
**Company Secretary**



## Annexure – VI

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity

L74210TG1995PLC130199

2. Name of the Listed Entity

KNR Constructions Limited

3. Year of incorporation

July 11, 1995

4. Registered office address

Plot No. 113 & 114, KNR House, 3rd and 4th Floor, Kavuri Hills, Phase I, Hyderabad, Telangana-500033

5. Corporate address

Plot No. 113 & 114, KNR House, 3rd and 4th Floor, Kavuri Hills, Phase I, Hyderabad, Telangana-500033

6. E-mail

investors@knrcl.com

7. Telephone

040-40268759

8. Website

www.knrcl.com

9. Financial year for which reporting is being done

2022-23

10. Name of the Stock Exchange(s) where shares are listed

BSE Limited and National Stock Exchange of India Limited

11. Paid-up Capital

56,24,69,200/-

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Haritha Varanasi  
Company Secretary,  
040-40268759, cs@knrcl.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

## II. PRODUCTS/SERVICES

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

#### Construction and Engineering

Description of Main Activity

#### Construction and Engineering

Description of Business Activity

### 100%

% of Turnover of the entity

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

#### Constructions

Product/Service

#### 45-Construction(45203)

NIC Code

### 100%

% of total Turnover contributed

## 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	25	25
International	0	0	0

### 17. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	6
International (No. of Countries)	0

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

0%

#### c. A brief on types of customers

Our clientele includes prestigious organisations such as the National Highways Authority of India, the Government of Telangana, the Irrigation Department, State Level Transport Corporations, the Ministry of Surface Transport, and the Greater Hyderabad Municipal Corporation.

#### IV. EMPLOYEES

##### 18. Details as at the end of Financial Year:

###### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2,294	2,284	99.56%	10	0.44%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>2,294</b>	<b>2,284</b>	<b>99.56%</b>	<b>10</b>	<b>0.44%</b>
<b>WORKERS</b>						
4.	Permanent (F)	3,418	3,418	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>3,418</b>	<b>3,418</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

###### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total differently abled employees</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	3	1	33.33%

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

	2022-23 (Turnover rate in current FY)			2021-22 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.74%	9.52%	2.78%	0.19%	8.70%	0.23%	0.68%	8.33%	0.73%
Permanent Workers	0.64%	0%	0.64%	0.00%	0%	0.00%	4.55%	0%	4.55%

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**
**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding /subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	KNR Agrotech and Beverages Private Limited	Wholly Owned subsidiary	100%	No
2	KNR Infrastructure Projects Private Limited	Wholly Owned subsidiary	100%	No
3	KNR Energy Limited	Wholly Owned subsidiary	100%	No
4	KNRC Holdings and Investments Private Limited	Wholly Owned subsidiary	100%	No
5	KNR Somwarpet Infraproject Private Limited	Wholly Owned subsidiary	100%	No
6	KNR Palani Infra Private Limited	Wholly Owned subsidiary	100%	No
7	KNR Ramanattukara Infra Private Limited	Wholly Owned subsidiary	100%	No
8	KNR Guruvayur Infra Private Limited	Wholly Owned subsidiary	100%	No
9	KNR Ramagiri Infra Private Limited	Wholly Owned subsidiary	100%	No

S. No.	Name of the holding /subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
10	KNR Kaveri Infra Private Limited	Wholly Owned subsidiary	100%	No
11	KNR Sriranganatha Infra Private Limited	Wholly Owned subsidiary	100%	No
12	KNR Ramatheertham Infra Private Limited	Wholly Owned subsidiary	100%	No
13	Patel KNR Infrastructures Limited	Associate Company	40%	No
14	Patel KNR Heavy Infrastructures Limited	Associate Company	40%	No

## VI. CSR DETAILS

22.

**Yes**



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

**37,43,79,62,347/-**

(ii) Turnover (in ₹)

**27,34,27,52,436/-**

(iii) Net worth (in ₹)



**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**
**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2022-23 Previous Financial Year			2021-22 Current Financial Year		
		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*	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes*	0	0	NA	0	0	NA
Shareholders	Yes*	0	0	NA	0	0	NA
Employees and workers	Yes*	0	0	NA	0	0	NA
Customers	Yes*	0	0	NA	0	0	NA
Value Chain Partners	Yes*	0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

\* <http://knrc.com/images/policies/Grievance-Redressal-Policy.pdf>

**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	Emissions & Effluents	Risk	Construction is an energy-intensive activity and generates significant direct and indirect greenhouse gas (GHG) emissions, including carbon dioxide and methane from fuel use. Uncontrolled pollutants and emissions during operation and associated activities impose legal and Environmental risks for the Company.	The Company has taken measures to mitigate environmental impacts. It has implemented effective exhaust systems for its machinery and vehicles, conducting regular assessments to ensure efficiency. Additionally, sprinkler systems have been introduced along conveyors that transport aggregates within the crushers, aimed at minimising the release of airborne emissions. The organisation also carries out consistent monitoring of emissions to enhance its emission management strategies.	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)
2	Energy Management	Opportunity	Developing and managing real estate requires a significant reliance on natural resources, including electricity. Managing the energy consumption becomes essential.		Positive
3	Sustainable construction and Procurement	Opportunity	Companies are evaluated according to the resource consumption and carbon intensity of their real estate assets, their potential vulnerability to environmental construction rules, and their efforts to enhance the environmental performance of their real estate assets.		Positive
4	Climate change	Risk	Climate change is impacting almost all geographies and industries. It can pose physical risks such as floods, wildfires and can impact the structural integrity of infrastructure. It can also pose transitional risks such as compulsory use of renewable energy, change in regulations, etc.	Typically, our operational planning takes into account potential disruptions caused by weather and climatic variations, ensuring minimal impact on our activities. Given the potential risks posed by climate change, including unexpected rainfall, floods, and temperature fluctuations, we have integrated protective drainage systems into our work sites to prevent flooding. Moreover, we select materials like resilient bitumen that can withstand the challenges presented by climate fluctuations, thereby ensuring the durability of our completed projects. Our approach involves the careful implementation of suitable mix designs, demonstrating a cautious approach to address these climatic uncertainties effectively.	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	Water and Wastewater Management	Risk	Water is a critical resource required during construction, operation and maintenance. Water use for various business activities impacts the quality and quantity of local water resources. Improper discharge of water can result in contamination of water bodies. This may lead to a negative impact on operating costs and may impose a legal risk to the Company.	Preserving water is crucial for future generations. Water is also necessary in construction and maintenance. We regularly test water bodies near construction zones to ensure quality and safety. Sprinkler systems are utilised to manage water efficiently, optimising its usage in activities like compacting soil and reducing dust in plants, notably crushers and access roads. Water recycling innovations have been explored for curing in casting yards. Similarly, repurposed wastewater contributes to landscaping, gardening, and median and ROW plantations. Our commitment to sustainable water management is evident through these initiatives.	Negative
6	Waste Management	Opportunity	The Circular Economy model of production and consumption promotes the reusing, refurbishing and recycling of existing materials and products. The transition to a circular economy will affect a change in building design and material usage. A shift in regulations and demand, combined with new technology, has the potential to reduce costs.		Positive
7	Biodiversity Protection & Conservation	Risk	Biodiversity protection and conservation includes monitoring the ecological impacts of our project areas before and after development to minimise negative impacts on the local ecosystem.	Before initiating any project development, the relevant Government Authority ensures proper forest and environmental clearances, preempting potential issues during project execution. We seek approvals for plant establishment and operation, diligently adhering to mitigation measures mandated by regulations.  Continuous monitoring of soil, water, and air parameters guides us in implementing necessary mitigation actions if thresholds get exceeded.	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)
				<p>Strategically positioned tall barricades and lush plantations are incorporated on plant premises to minimize pollution dissemination from plant operations.</p> <p>To counterbalance tree removal, we plant multiple times the number of trees cut within roadways and explore tree transplantation wherever feasible, showcasing our dedication to biodiversity protection and conservation.</p>	
8	Circular Economy	Opportunity	The Circular Economy model of production and consumption promotes the reusing, refurbishing and recycling of existing materials and products. The transition to a circular economy will affect a change in building design and material usage. A shift in regulations and demand, combined with new technology, has the potential to reduce costs.		Positive
9	Employee Well-Being and Development	Risk	A higher employee retention rate reflects good company policies and practices that lead to higher employee satisfaction. However, a high attrition rate indicates low employee satisfaction. High attrition also increases the cost of replacing and training the employees, increases the risk of business getting impacted in case of critical roles and may reflect negatively on investors.	The management possesses the ability to identify individuals in need and provide them with training in relevant fields for potential deployment in projects. Adequate pathways for advancement are offered, allowing employees to progress in their roles. The Company's employee-centric policies and supportive welfare initiatives ensure high retention rates. Effective mentoring across various levels significantly contributes to staff retention. The Company's consistent financial stability can be attributed to the valuable contribution of a well-maintained staff across all functions.	Negative
10	Diversity and Inclusion	Opportunity	A company's high diversity and inclusion rate reflects employees' sense of belonging and fairness within the Company.		Positive

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)
11	Customer Satisfaction	Opportunity	Customer satisfaction is a key indicator of success. It gauges how effectively businesses are delivering products and services that meet or exceed customers' expectations, providing insight into the overall performance of an organisation.		Positive
12	Product Quality	Risk	<p>Companies in the infrastructure industry have a vital responsibility to safeguard their projects through the provision of engineering, design, architectural and other services. Only by ensuring compliance with safety standards can they demonstrate professional excellence and guarantee top-tier results. Poor design and construction of buildings or infrastructure can have devastating consequences- from loss of life, to decreased property value, to economic insecurity. Taking the time for proper planning is essential in order to prevent these disasters from occurring.</p> <p>When it comes to structural integrity and safety, companies that don't do well can face high costs for redesigning or repair, as well as legal liabilities and damage to their reputation, which could harm their growth prospects.</p> <p>As a consequence of climate change, companies in the construction and infrastructure industry must now consider how changing weather patterns could damage their projects – potentially endangering public safety. Compliance with the minimum codes and standards may not be enough to retain reputational value.</p>	Over time, KNRCL has consistently employed comprehensive Quality Assurance (QA) and Quality Control (QC) protocols to ensure the durability and excellence of our executed projects, encompassing roads, structures, reservoir bunds, canal systems, and more. Our successful completion of Defect Liability Periods across all projects serves as evidence of our commitment to maintaining stringent quality standards during project execution. The monetisation of road assets executed under the Hybrid Annuity Model (HAM) further validates the assured quality embedded within our projects, offering a tangible assurance of the high standards we promise and deliver.	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)
13	Human Rights and Labour Management	Risk	Construction is labour-intensive and has been the focus of human rights organisations for their labour management practices. The complexity of their workforce (size, labour intensity, and operational locations), management-labour interactions, the effectiveness of worker rights and the effectiveness of engagement with their workers is crucial for the Company	<p>The Company adeptly manages its substantial workforce across diverse projects, strictly adhering to governmental regulations that ensure secure working environments, suitable residential provisions near sites, and equitable wages. Our commitment to labor management is underscored by deploying dedicated coordinators who address basic needs at all times.</p> <p>We prioritise human rights by promptly addressing deviations when observed to ensure the well-being and dignity of our workforce.</p>	Negative
14	Community Engagement	Risk	Construction activities contribute to social and economic development. However, they can also create a risk for local communities and the environment. Activities such as clearing, grading, and using hazardous chemicals can negatively impact the local community. In some situations, environmental concerns and resistance from the local community can lead to project delays and, in the worst-case scenario, project cancellations. This can have a negative impact on the Company's profitability and the opportunities it has for growth.	The Company strategically assigns a dedicated Manager to facilitate ongoing interaction with the local community, ensuring the smooth progression of projects. Recognising the significance of community engagement, the Company addresses grievances through Corporate Social Responsibility (CSR) endeavors, including initiatives such as constructing village roads, facilitating drinking water access, and supporting self-help groups. The effectiveness of these efforts is amplified when the community comprehends the positive impact and benefits derived from asset development, be it roads, irrigation facilities, or urban assets. Encouraging community ownership and fostering identification with the development yields noteworthy results.	Negative
15	Compliance and Business Ethics	Risk	The key area relevant to business ethics is the management of issues such as fraud, executive misconduct, corrupt practices, money laundering, or anti-trust violations. Ethics violations can lead to police investigations, hefty fines, settlement costs, and damage to reputation.	The Company meticulously adheres to the internal financial control guidelines endorsed by the Board. The Company places utmost importance on compliance with a range of pertinent regulations, prioritising financial reporting accuracy and safeguarding data privacy throughout its business operations.	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)
				<p>The Audit Committee oversees quarterly financial reporting authorised by the Board, disseminating crucial information to stakeholders, investors, and stock exchanges.</p> <p>Over the past 14 years, consistent dividends and a comprehensive risk mitigation policy underscore the Company's commitment to compliance and business ethics. The accolade of top credit ratings from CRISIL and ICRA serve as evidence of KNRCL's dedication to these principles.</p>	
16	Corporate Governance	Risk	Businesses are assessed based on their performance across all key governance issues, which include ownership & control, Board pay, accounting, business ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	The Board of Directors convenes regularly to oversee a spectrum of corporate governance matters encompassing accountability, transparency, ethical decision-making, and more. An internal audit is conducted, with the resulting report submitted to the Board for assessment and confirmation of these aspects. This practice is well-received by shareholders and investors, signifying a commendable level of corporate governance reasonableness within the Company.	Negative
17	Data Privacy and Security	Risk	Companies are assessed based on the amount of personal data they collect, their exposure to evolving or increasing privacy regulations, their vulnerability to potential data breaches, and their data protection systems.	<p>The Company has implemented a robust strategy to safeguard data through stringent access controls, ensuring that only relevant staff members, depending on their roles, are authorised to add or report data.</p> <p>This controlled approach limits access across various levels. Sharing data with third parties is strictly prohibited unless sanctioned by the designated officer, contingent upon demonstrated necessity. This framework guarantees data security and privacy, reinforcing the entity's commitment to protecting sensitive information.</p>	Negative



## Governance, leadership and oversight

	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>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)</b>	<p>Dear stakeholders,</p> <p>As the director responsible for the Business Responsibility Report, I am delighted to present an overview of our ESG endeavors to our valued shareholders. Our steadfast commitment to Environmental, Social, and Governance (ESG) principles stands as the bedrock of our business philosophy.</p> <p><b>Environment:</b></p> <p>We have adopted effective exhaust mechanisms for machinery and vehicles, subject to rigorous periodic checks to ensure optimal performance. We've introduced sprinklers on conveyors to reduce air emissions from aggregate crushers, complemented by regular emissions monitoring. Our electricity consumption is balanced through captive sources like generators, while innovative water recycling techniques are applied in casting yards. Recycled wastewater is utilised for landscaping and plantation activities. We optimise waste materials generated from structures and pavements, utilising them in diversion roads and construction layers. Our emphasis on waste reduction, recycling, and efficient water use reflects our commitment to environmental sustainability.</p> <p><b>Social:</b></p> <p>Our social commitments include identifying and training individuals for project deployment, fostering opportunities for career progression, and maintaining high employee retention levels through supportive policies and welfare activities. Our dedication to mentoring contributes to staff retention and our consistent performance.</p> <p><b>Governance:</b></p> <p>Governance remains a cornerstone of our operations. Frequent Board meetings diligently monitor accountability, transparency, ethical decision-making, and business ethics. Internal audits reinforce our commitment to sound governance practices, enhancing shareholder and investor confidence in our approach.</p> <p>In conclusion, our ESG initiatives encompass environmental sustainability, social empowerment, and robust governance practices. We are committed to addressing challenges, meeting targets, and fostering responsible growth, guided by our commitment to creating lasting value for all stakeholders.</p> <p>We deeply appreciate your ongoing support and confidence in our organisation. Through collaborative efforts, we are poised to forge a brighter and more sustainable future together.</p> <p>Sincerely, K Jalandhar Reddy (Executive Director)</p>								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Shri K Jalandhar Reddy								
<b>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.</b>	Shri K Jalandhar Reddy								



**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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	Director									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Annually								

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
No	No	No	No	No	No	No	No	No

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**
**01**  
**PRINCIPLE**

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	2	<ol style="list-style-type: none"> <li>1. Internal Financial Controls</li> <li>2. Regulatory Changes from time to time which are of relevance to the Company</li> </ol>	<b>100%</b>
Key Managerial Personnel	1	Regulatory Changes from time to time which are of relevance to the Company	<b>100%</b>
Employees other than BoD and KMPs	6	<ol style="list-style-type: none"> <li>1. Road safety</li> <li>2. Project cost control and budgeting</li> <li>3. Corporate Finance</li> <li>4. Commerical Arbitration</li> <li>5. HR Policies and code of conduct Time Management</li> <li>6. Regulatory Changes from time to time which are of relevance to the Company</li> </ol>	<b>39%</b>
Workers	6	<ol style="list-style-type: none"> <li>1. Health and safety</li> <li>2. Equipment operation</li> <li>3. Road safety</li> </ol>	<b>100%</b>

**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 entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In `)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding fee	NA	NA	0	NA	NA

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	Nil

**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 Anti-Bribery policy is laid out to prevent practices of bribery or corruption. Individuals working for all KNRCL and affiliates and subsidiaries are subject to the terms and scope of this policy.

[http://knrcl.com/images/policies/Anti\\_bribery\\_policy.pdf](http://knrcl.com/images/policies/Anti_bribery_policy.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:**

Case Details	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0

**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.**

Nil

**Leadership Indicators**

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)**

**If Yes, provide details of the same.**

Yes.

The Company's Code Of Conduct expects all its directors to avoid any activity that may conflict with the Company's best interests. Further, Directors must disclose to the Company that they abide by the Code of Conduct annually.

## 02 PRINCIPLE

### 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	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0%	0%	NA
Capex	0%	0%	NA

2.
  - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes
  - b. If yes, what percentage of inputs were sourced sustainably?  
37.42%
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.  
NA
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



**03**  
 PRINCIPLE

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)
<b>Permanent employees</b>											
Male	2,284	84	4%	1,348	59%	0	0%	2284	100%	0	0%
Female	10	10	100%	0	0%	10	100%	0	0%	0	0%
Total	2,294	94	4%	1,348	59%	10	0%	2284	100%	0	0%
<b>Other than Permanent employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	3,418	105	3%	2,023	59%	0	0%	3,418	100%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	3,418	105	3%	2,023	59%	0	0%	3418	100%	0	0%
<b>Other than Permanent workers</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Benefits	2022-23 Current Financial Year			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	24%	12%	Yes	22%	11%	Yes
Gratuity	100%	0%	Yes	100%	0%	Yes
ESI	61%	2%	Yes	59%	1%	Yes
Others – Please Specify	NA	NA	NA	NA	NA	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.

Yes

<http://knrcl.com/images/policies/Human-Rights-Policy.pdf>

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

### Gender

Male

Female

Total

### Permanent employees

#### Return to work rate

#### Retention rate

100%

0%

100%

0%

100%

0%

### Permanent workers

#### Return to work rate

#### Retention rate

100%

0%

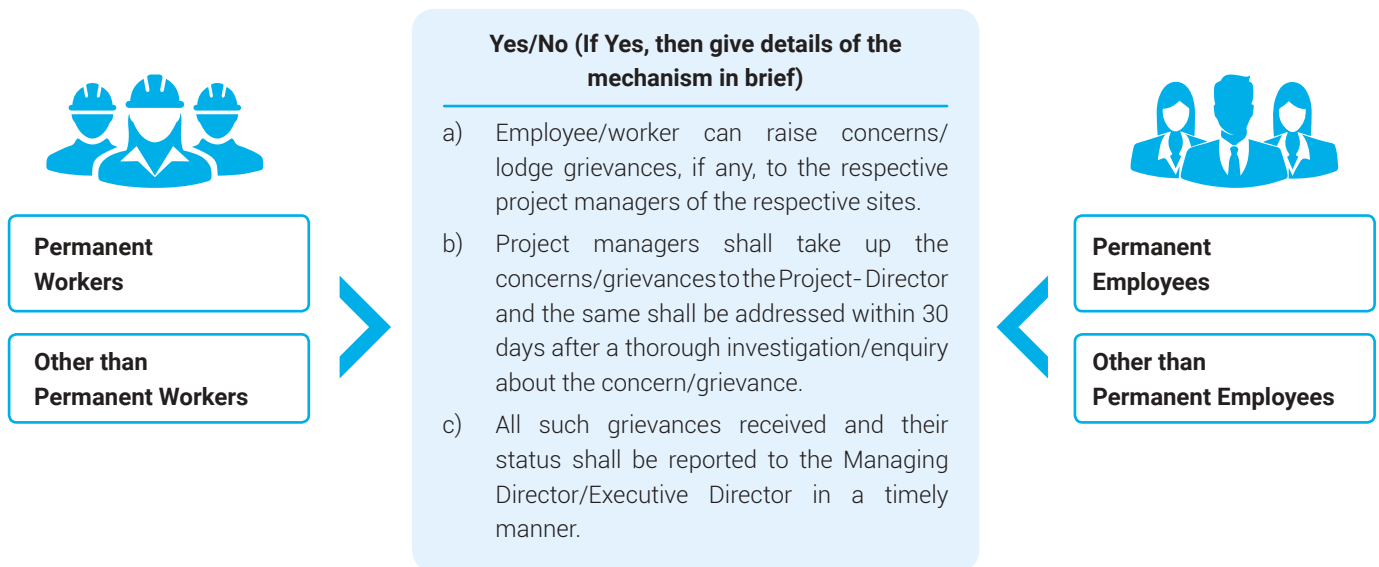
0%

0%

0%

0%

06. 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.



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

Category	2022-23 (Current Financial Year)			2021-22 (Previous Financial Year)		
	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	2,294	0	0%	2,173	0	0%
Male	2,284	0	0%	2,162	0	0%
Female	10	0	0%	11	0	0%
Total Permanent Workers	3,418	0	0%	3,440	0	0%
Male	3,418	0	0%	3,440	0	0%
Female	0	0	0%	0	0	0%



**8. Details of training given to employees and workers:**

Category	2022-23 Current Financial Year					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)
<b>Employees</b>										
Male	2,284	2,284	100%	1,200	52.54%	2,162	2,162	100%	980	45.33%
Female	10	10	100%	0	0.00%	11	11	100%	4	36.36%
Total	2,294	2,294	100%	1,200	52.31%	2,173	2,173	100%	984	45.28%
<b>Workers</b>										
Male	3,418	3,418	100%	2,200	64.37%	3,440	3,440	100%	1856	54%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Total	3,418	3,418	100%	2,200	64.37%	3,440	3,440	100%	1856	54%

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

2022-23 Current Financial Year			Category	2021-22 Current Financial Year		
Total (A)	No. (B)	% (B / A)		Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
2,284	827	36.21%	Male	2,162	949	43.89%
10	10	100%	Female	11	10	90.91%
2,294	837	36.49%	Total	2,173	959	44.13%
<b>Workers</b>						
3,418	1,964	57%	Male	3,440	2,159	63%
0	0	0%	Female	0	0	0%
3,418	1,964	57%	Total	3,440	2,159	63%

**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,

KNRCL recognises and accords highest priority to safety and well-being of its employees and other relevant interested parties. Our Health Safety Environment (HSE) Policy enunciates our philosophy and commitment towards the management of key HSE aspects. Our Health Safety Environment Management System is certified to ISO 45001:2018 standard.

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

We identify occupational health and safety risks proactively, for all existing / new / modified activities, processes, products or services, and regulatory changes including routine and non-routine activities. Risk assessment also includes quarterly evaluation of incidents that have occurred. Hazardous conditions present are identified and prioritised for elimination and control. Once the identified hierarchy of controls is implemented, the risk assessment is revisited to assess the residual risks.

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

Yes.

A process for incident management exists, including incident reporting, investigation, and implementation of appropriate corrective measures. All employees are expected to report incidents including near-miss, potential hazards, and accidents.

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

No

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

Safety Incident/Number	Category	2022-23 Current Financial Year	2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	24	25
Total recordable work-related injuries	Employees	0	0
	Workers	20	22
No. of fatalities	Employees	0	0
	Workers	3	4
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 workplace.**

We have always focused on building a culture of safety, emphasising individual responsibility. Our project site personnel are trained to identify, alleviate, and control risks specific to their operation. Inspections on health, safety and trainings on awareness are being carried out at regular intervals. Systems have been established, including work permits, training, LOTO (lockout / tagout), operational controls, monitoring, audits and assessments, and others. Gaps, learnings, deviations, and findings, if any, are identified, controls are implemented and tracked for effective closure. The Company has also taken WCA policy with respect to the workers working in project locations.

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

	2022-23 (Current Financial Year)			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	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

**14. Assessments for the year:**



**Health and safety practices**

**100%**

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)



**Working Conditions**

**100%**

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)



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.

No Major incident occurred during the reporting period.

### 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)

Yes

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0



## 04 PRINCIPLE

### 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.

Stakeholder identification is a cornerstone of our goal-attainment strategy. Our systematic approach entails a comprehensive analysis of our operations to precisely identify pivotal stakeholders, including investors, vendors, customers, employees, lenders, and the community. Additionally, we broaden our scope to evaluate how our initiatives resonate within the communities we interact with, recognising their integral contribution to our communication endeavors. By grasping our stakeholders' needs, we proactively anticipate demands, preempt potential risks, and cultivate enduring connections integral to our achievements. This proactive engagement enhances our strategic alignment and overall performance.

#### 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 & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Email, Newspaper, Website, Investor calls	Quarterly	Financial performance, operations of the Company
Vendors	No	Meetings	Vendors of capital equipment - on regular basis and vendors of material - as and when required	Capital equipment and material
Customer	No	Meetings	on regular basis	Projects related
Employees	No	Meetings	As and when required	HR related
Lenders	No	Meetings - physical and video conference	Quarterly	Concessionaire meetings for financial assistance
Community	No	physical meeting at project sites	As and when required	Community issues near by the project sites

**05**  
 PRINCIPLE

**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:

	2022-23 (Current Financial Year)			2021-22 (Previous Financial Year)		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2,294	952	41%	2,173	701	32%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	<b>2,294</b>	<b>952</b>	<b>41%</b>	<b>2,173</b>	<b>701</b>	<b>32%</b>
<b>Workers</b>						
Permanent	3418	1,267	37%	3,440	1,348	39%
Other than permanent	0	0	0%	0	0	0%
<b>Total Workers</b>	<b>3418</b>	<b>1,267</b>	<b>37%</b>	<b>3,440</b>	<b>1,348</b>	<b>39%</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	2,284	493	22%	1,791	78%	2,162	1,238	57%	924	43%
Female	10	10	100%	0	0%	11	2	18%	9	82%
<b>Other than permanent</b>										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	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)
<b>Workers</b>										
<b>Permanent</b>										
Male	3,418	701	21%	2,717	79%	3,440	886	26%	2,554	74%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than permanent</b>										
Male	0	0	0%	0	0%	0	0	0%	0	0%
<b>Female</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

### 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
4	6,07,65,000	<b>Board of Directors (BoD)</b>	2	8,70,000
2	14,52,45,000	<b>Key Managerial Personnel</b>	1	11,40,000
2,284	2,87,496	<b>Employees other than BoD and KMP</b>	10	2,77,872
3,418	1,08,000	<b>Workers</b>	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,

However, the Company has the highest priority for protecting human rights and the Board and Senior Management are fully responsible and committed to addressing human rights issues, if any. Any individual or their representatives, externally or internally, can reach out to the Company on these issues through proper channels.

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

The Policy and procedures employed and adopted for redressal of the employees' grievances shall be applicable and adopted with the highest degree of sensitivity, urgency and priority in handling and disposing of HR Grievances.

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

	2022-23 (Current Financial Year)			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 a mechanism to address complaints concerning discrimination and harassment. This ensures strict confidentiality of the investigation procedure and protection of the identity of the Complainant. Further, the Complainant is also protected against any retaliation.

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

Yes



**9. Assessments for the year:**

**%age of your plants and offices that were assessed  
(by entity or statutory authorities or third parties)**

Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

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

No major incident occurred during the reporting period.



**06**  
 PRINCIPLE

**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	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Total electricity consumption (A)	721.68 GJ	309.15 GJ
Total fuel consumption (B)	9,62,193.63 GJ	8,80,876.93 GJ
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>9,62,915.30 GJ</b>	<b>8,81,186.08 GJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	2.57 (GJ/ ₹ in Lakhs)	2.69 (GJ/ ₹ in Lakhs)
Energy intensity (optional) – the relevant metric may be selected by the entity		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

- 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	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	14,86,873	22,30,309
(ii) Groundwater	0	0
(iii) Third party water	1,006	600
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>14,87,879</b>	<b>22,30,909</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>14,87,879</b>	<b>22,30,909</b>
Water intensity per rupee of turnover (Water consumed / turnover)	3.97 (KL/ ₹ in Lakhs)	6.82 (KL/ ₹ in Lakhs)
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.

No

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

Parameter	Please specify unit	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Nox	Ug/m3	115.98	118.70
Sox	Ug/m3	78.71	96.20
Particulate matter (PM)	Ug/m3	876.40	837.93
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others – (Carbon Monoxide)	mg/3	8.70	6.45

**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 Shri Krishna Aqua Engineering Works

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

Parameter	Unit	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	60532.43	55416.73
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	104.06	69.56
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.16 (CO <sub>2</sub> / ₹ in Lakhs)	0.17 (CO <sub>2</sub> / ₹ in Lakhs)
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity			

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Yes,

The Company has one solar panel unit with a capacity of 50Kw per day, generating 72000 units per year.

All vehicles, equipment and machinery used for construction shall be regularly maintained to ensure that the pollution emissions levels are as per norms of State Pollution Control Board Tree Plantation scheme has also been implemented along the project highway.



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

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
Plastic waste (A)	12.00	18.00
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	7,66,806.32	11,11,869.17
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>7,66,818.32</b>	<b>11,11,887.16</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0	0
(ii) Re-used	4,60,083.79	6,67,121.50
(iii) Other recovery operations	0	0
<b>Total</b>	<b>4,60,083.79</b>	<b>6,67,121.50</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	12	18
(ii) Landfilling	3,06,722.53	4,44,747.66
(iii) Other disposal operations	4,60,083.79	6,67,121.50
<b>Total</b>	<b>7,66,818.32</b>	<b>11,11,887.16</b>

**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**

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

The Company has implemented waste management methods such as utilising landfills, outsourcing to third-party disposal services, and employing incineration techniques.

Being a Construction company, we are not producing any such kind of toxic chemicals.

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:

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.
No		

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
Not Applicable					

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

Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil			

**07**  
PRINCIPLE

**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.

1

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.

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
National Highway Builders Federation	National

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

Name of authority	Brief of the case	Corrective action taken
Nil		



**08**  
 PRINCIPLE

**Businesses Should Promote Inclusive Growth and Equitable Development**
**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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

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

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

- Stakeholders can raise concerns/lodge grievances, if any, to the respective project managers of the respective sites.
- Project managers shall take up the concerns/grievances to the Project Director and the same shall be addressed within 30 days after thorough investigation/enquiry about the concern/grievance.
- For all such grievances received, the status shall be reported to the Managing Director/Executive Director in a timely manner.



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

2022-23 Current Financial Year		2021-22 Previous Financial Year
1%	Directly sourced from MSMEs/ small producers	1%
75%	Sourced directly from within the district and neighbouring districts	75%

#### Leadership Indicators

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

No

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

NA

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

NA

#### 6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
Construction of CC road in Uppugal	4,200	100%*

\*Since the roads constructed are for public usage, the beneficiaries cannot be accurately calculated.

**09**  
**PRINCIPLE**
**Businesses Should Engage With and Provide Value To Their Consumers In A Responsible Manner**
**Essential Indicators**
**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company is in the business of construction and engineering, highways in particular. Hence, the Company doesn't have any consumer products.

Any concerns/complaints/grievances that arise are related to construction quality, timely completion of the project and its quality. Any concerns from the stakeholders are received by way of mails / letters and the same shall be escalated to the project heads for timely redressal. The customers can mail their concerns to [info@knrcl.com](mailto:info@knrcl.com)

**2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

	2022-23 (Current Financial Year)		Remarks	2021-22 (Previous Financial Year)		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

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

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

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

Yes

<http://knrcl.com/images/policies/Information-Security-Management-Policy.pdf>

#### 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable because no such incident occurred during the reporting period.

### Leadership Indicators

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

[http://knrcl.com/highway\\_projects.html](http://knrcl.com/highway_projects.html)

[http://knrcl.com/irregation\\_water\\_mgnt.html](http://knrcl.com/irregation_water_mgnt.html)

**Note :** Leadership indicators numbering has been followed as per the pre determined numbering sequence in the format prescribed for easy recognition.