



इरकॉन इंटरनेशनल लिमिटेड

(भारत सरकार का उपक्रम)

IRCON INTERNATIONAL LIMITED

(A Govt. of India Undertaking)

An integrated Engineering and Construction Company



IRCON/SECY/STEX/124

17th August, 2023

BSE Limited Listing Dept./ Dept. of Corporate Services Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001 बीएसई लिमिटेड लिस्टिंग विभाग/ कॉर्पोरेट सेवा विभाग पी. जे. टावर्स, दलाल स्ट्रीट, मुंबई – 400001 Scrip code / ID: 541956 / IRCON	National Stock Exchange of India Limited Listing Department Exchange Plaza, Plot no. C/I, G Block, Bandra –Kurla Complex, Bandra (East), Mumbai – 400051 नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड लिस्टिंग विभाग, एक्सचेंज प्लाजा, प्लॉट नं. सी/ आई.जी. ब्लॉक, बांद्रा-कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व), मुंबई-400051 Scrip Code: IRCON
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Sub: Business Responsibility & Sustainability Report for the FY 2022-23/ वित्त वर्ष 2022-23 के लिए बिज़नेस रेस्पॉसिबिलिटी एंड सस्टेनेबिलिटी रिपोर्ट

Dear Sir/ Madam, महोदय /महोदया,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23, which also forms part of the Annual Report for Financial Year 2022-23.

भारतीय प्रतिभूति और विनियम बोर्ड (सूचीबद्धता दायित्व और प्रकटीकरण आवश्यकताएँ) विनियम, 2015 के विनियम 34(2)(एफ) के अनुसार, वित्तीय वर्ष 2022-23 के लिए बिज़नेस रेस्पॉसिबिलिटी एंड सस्टेनेबिलिटी रिपोर्ट (बीआरएसआर), जो कि वित्तीय वर्ष 2022-23 की वार्षिक रिपोर्ट का भी हिस्सा है, संलग्न है।

कृपया उपरोक्त जानकारी को रिकॉर्ड पर लें।

धन्यवाद,
भवदीया,

(रितु अरोड़ा)/ (Ritu Arora)

कम्पनी सचिव एवं अनुपालन अधिकारी/ Company Secretary & Compliance Officer
सदस्यता क्र.: FCS 5270/ Membership No.: F5270



Business Responsibility and Sustainability Report

Section A

General Disclosure

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L45203DL1976GOI008171
2.	Name of the Listed Entity	Ircon International Limited
3.	Year of Incorporation	28.04.1976
4.	Registered Office Address	C-4, District Centre, Saket, New Delhi – 110017
5.	Corporate Address	C-4, District Centre, Saket, New Delhi – 110017
6.	E-mail	investors@ircon.org
7.	Telephone	011-26530266
8.	Website	www.ircon.org
9.	Financial year for which reporting is being done	2022-23
10.	Name of Stock Exchange(s) where shares are listed	1) National Stock Exchange of India Limited 2) BSE Limited
11.	Paid-up Capital	₹ 1,881,031,480
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr. Subhash Chand Executive Director (Electricals) 011-26530245 subhash.chand@ircon.org
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)	The disclosures made under this report are on a consolidated basis (including all subsidiaries). However, details of Board of Directors and KMPs wherever appearing in this report are on Standalone basis.

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1.	Construction	Roads, Railway and utility projects.	97%

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

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Construction & maintenance of Railways & Rail Bridges.	42102	91%
2.	Construction & maintenance of motorways, streets, roads, other vehicular & pedestrian ways, highways, bridges, tunnels and subways.	42101	6%

III. Operations

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

Sl. No.	Location	Number of Plants	Number of Office	Total
1.	National	NA	64	64
2.	International	NA	6	6

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	20 (1 UT)
International (No. of Countries)	5

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

4.01%

c. A brief on types of customers

Since its inception, IRCON has played an integral role in the creation of transformative infrastructure assets. IRCON has successfully executed numerous pioneering infrastructural projects, contributing to India's economic growth and enhancing its global standing. A majority of IRCON's projects are awarded by government authorities, including the Ministry of Railways, the National Highways Authority of India, the National High Speed Rail Corporation Limited, the Chennai Metro Rail Limited, the Dedicated Freight Corridor Corporation of India Limited, the Airports Authority of India, the Rail Land Development Authority, the National Capital Region Transport Corporation, and the Delhi Metro Rail Corporation, among others, for domestic projects. Similarly, international projects are awarded by foreign government authorities, such as the Bangladesh Railway, the Sri Lanka Railway, the Algerian Railway, the Ministry of Transport, Malaysia, and the Ministry of External Affairs. IRCON actively participates in competitive bidding processes initiated by these authorities to secure significant and high-value projects in both the domestic and international markets.

IRCON has successfully completed a total of over 400 domestic projects and 128 international projects for diverse clients, maintaining a steadfast commitment to client satisfaction and timely delivery of high-quality outcomes. This unwavering dedication to excellence has been a cornerstone of IRCON's operations.

IV. Employees

18. Details as at the end of Financial Year

a. Employees and workers (including differently-abled)

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	932	881	94.52%	51	5.47%
2.	Other than permanent (E)	412	398	96.60	14	3.39%
3.	Total Employees (D + E)	1344	1279	95.16%	65	4.83%
Workers						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total Workers (F + G)					

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b. Differently abled Employees and worker

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	6	6	100%	-	-
2.	Other than permanent (E)	0	0	-	-	-
3.	Total differently abled employee (D+E)	6	6	100%	-	-
Differently abled workers						
4.	Permanent (F)	Not Applicable				
5.	Other than permanent (G)					
6.	Total differently abled workers (F+G)					

19. Participation/Inclusion/Representation of women

Particulars*	Total (A)	No. & Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20%
Key Management Personnel	2	1	50%

*Company Secretary and Chief Financial Officer are covered under Key Management Personnel. Directors who are Key Management Personnel covered under Board of Directors.

20. Turnover rate for permanent employees and workers

Particulars	Turnover rate in 2022-23			Turnover rate in 2021-22			Turnover rate in 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.78%	13.79%	9.06%	7.43%	2.83%	6.84%	8.13%	3.24%	7.85%
Permanent Workers	Not Applicable								

V. Holdings, Subsidiaries and Associate Companies (including joint ventures)

21. Names of holding / subsidiary / associate companies / joint ventures

Sl. No	Name of the holding/subsidiary/associate/companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ircon Infrastructure & Services Limited	Subsidiary	100%	Yes
2	Ircon Shivpuri Guna Tollway Limited	Subsidiary	100%	Yes
3	Ircon PB Tollway Limited	Subsidiary	100%	Yes
4	Ircon Davanagere Haveri Highway Limited	Subsidiary	100%	Yes

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Sl. No	Name of the holding/subsidiary/associate/companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
5	Ircon Vadodara Kim Expressway Limited	Subsidiary	100%	Yes
6	Ircon Gurgaon Rewari Highway Limited	Subsidiary	100%	Yes
7	Ircon Haridwar Bypass Limited	Subsidiary	100%	Yes
8	Ircon Ludhiana Rupnagar Highway Limited	Subsidiary	100%	Yes
9	Ircon Bhoj Morbe Expressway Limited	Subsidiary	100%	Yes
10	Ircon Akloli-Shirsad Expressway Limited	Subsidiary	100%	Yes
11	Ircon Renewable Power Limited	Subsidiary	76%	Yes
12	Chhattisgarh East Railway Limited	Joint Venture	26%	NA
13	Chhattisgarh East-West Railway Limited	Joint Venture	26%	NA
14	Mahanadi Coal Railway Limited	Joint Venture	26%	NA
15	Jharkhand Central Railway Limited	Joint Venture	26%	NA
16	Bastar Railway Private Limited	Joint Venture	26%	NA
17	Indian Railway Stations Development Corporation Limited	Joint Venture	26%	NA
18	Ircon-Soma Tollway Private Limited	Joint Venture	50%	NA

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No) Yes, CSR is applicable to IRCON International Limited.

	FY 2022-23
(ii) Turnover (in ₹)	102,616,206,033
(iii) Net worth (in ₹)	51,784,784,486

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. https://pgportal.gov.in/cpgoffice/	32	4	Complaints pending at the close of the year have been resolved/ disposed of within the scheduled time	30	8	Complaints pending at the close of the year have been resolved/ disposed of within the scheduled time
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes. https://www.scores.gov.in/scores/Welcome.html	10	0	-	508	0	-
Employees & Workers	Yes. https://pgportal.gov.in/cpgoffice/	6	1	Complaints pending at the close of the year have been resolved/ disposed of within the scheduled time	3	3	Complaints pending at the close of the year have been resolved/ disposed of within the scheduled time
Customers	NA	NIL	NIL	-	NIL	NIL	-
Value Chain Partners	Yes. https://samadhaan.msme.gov.in/MyMsme/MSEFC/MSEFC_Welcome.aspx	2	2	Complaints pending at the close of the year have been resolved/ disposed of within the scheduled time	7	4	Complaints pending at the close of the year have been resolved/ disposed of within the scheduled time
Other (Please specify)	-	-	-	-	-	-	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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.	Climate Change and Action	Risk	Extreme weather events, sea-level rise, and changing regulations pose threats to railway infrastructure, leading to operational disruptions, financial losses, and reputational damage. Adapting infrastructure for resilience, meeting stricter environmental policies, and addressing supply chain disruptions become imperative considerations. Stakeholder pressure and long-term viability concerns also drive the need to acknowledge and manage climate-related risks effectively.	Incorporating energy audits and switch to energy efficient technology.	Negative Implication
2.	Water Management	Risk/ Opportunity	We recognize the challenges posed by water scarcity, climate change impacts, regulatory compliance, and environmental concerns. Emphasizing efficient water usage not only reduces costs but also demonstrates our commitment to environmental stewardship. Adhering to water-related regulations ensures smooth operations and avoids any potential penalties or project delays.	Ensuring compliance to statutory provisions and incorporating judicious use and re-use of water.	Positive/Negative Implication
3.	Waste Management	Risk/ Opportunity	We acknowledge the significance of addressing waste challenges, including proper disposal, recycling, and minimizing environmental impacts. Implementing effective waste management practices not only aligns with our commitment to sustainability but also contributes to a positive image within the communities we operate. Non-compliance with waste regulations can lead to disruptions and reputational risks, underscoring the need for adherence to waste management guidelines. Embracing waste management as an opportunity allows us to explore innovative solutions, reduce waste generation, and support our sustainable development goals.	Incorporating an efficient waste collection and disposal mechanism, with regular record keeping.	Positive/Negative Implication

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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)
4.	Environment Management & Compliance	Risk	We recognize the potential risks associated with non-compliance, including regulatory penalties, project delays, and reputational harm. By prioritizing environmental compliance, we demonstrate our commitment to responsible business practices and safeguarding the environment. Ensuring adherence to environmental regulations not only mitigates risks but also strengthens our relationships with stakeholders and communities. Proactive measures to meet compliance standards can lead to smoother project execution and operational continuity.	Ensure compliance to all statutes as an when required and keeping updated with respective changes made on the same	Negative Implication
5.	Sustainable Construction & Technological Innovation	Opportunity	Embracing eco-friendly practices enhances our reputation, attracts environmentally conscious clients, and reduces our environmental impact. Adopting innovative technologies improves efficiency, resource utilization, and competitiveness in the market.	Incorporating reduce, reuse and recycle strategies whenever applicable and switching to efficient technology to bridge gaps.	Positive Implication
6.	Sustainable Supply Chain	Opportunity/Risk	The sustainable supply chain represents both a risk and an opportunity for IRCON. Supply chain disruptions and non-compliant suppliers pose risks to our operations and reputation. However, embracing sustainable practices presents opportunities to enhance our environmental impact, attract like-minded clients and investors, foster innovation, and contribute to a more responsible industry.	Ensuring safe and quality procurement of goods.	Positive/Negative Implication
7.	Health & Safety	Opportunity/Risk	Health and safety represent both risks and opportunities for IRCON. Neglecting these aspects can lead to accidents, legal liabilities, delays, and reputational damage. However, prioritizing health and safety measures fosters a positive work environment, reduces accidents, attracts skilled workers,	Ensuring the smooth functioning of the Safety protocols and updating the ISO45001 as and when required.	Positive/Negative Implication

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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)
			and ensures compliance with regulations. Proactive investment in health and safety contributes to our organization's long-term success and sustainability.		
8.	Human Rights, Diversity & Inclusion	Risk	Human rights, diversity, and inclusion represent potential risks for IRCON if not properly addressed. Failure to uphold these principles could lead to reputational damage, legal disputes, decreased productivity, and strained relationships with stakeholders. Proactively promoting human rights, diversity, and inclusion fosters a positive work environment, attracts top talent, enhances innovation, and demonstrates our commitment to social responsibility. Integrating these considerations into our core values and operations contributes to a more resilient and sustainable organization, positively impacting our long-term success.	Incorporating human rights trainings and awareness programs into the system. Working on improving the assessments regarding human rights issues within the organization.	Negative Implication
9.	Employee Engagement & Wellbeing	Opportunity	Employee engagement and well-being offer valuable opportunities for IRCON. Prioritizing these aspects leads to a motivated and committed workforce, resulting in increased productivity, efficiency, and overall success. Supporting employee well-being creates a positive work environment, reduces turnover, and enhances physical and mental health, contributing to improved performance and safety.	-	Positive Implication
10.	Community Development	Opportunity	By engaging with and investing in local communities, we can build strong relationships, create positive impacts, and foster goodwill. Tailoring projects to address community needs and concerns strengthens IRCON's reputation as a responsible and community-minded organization. Community development initiatives also lead to socio-economic growth, smoother project execution, and increased support from local stakeholders.	-	Positive Implication

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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.	Data Privacy & Cybersecurity	Opportunity	Prioritizing the protection of sensitive data and implementing robust cybersecurity measures enhances our reputation as a trusted partner and builds confidence among clients and stakeholders. Complying with regulations reduces legal risks and improves operational efficiency. Embracing data privacy and cybersecurity as opportunities allows us to innovate, stay competitive, and gain a competitive edge. Investing in these areas demonstrates our commitment to security and reliability, contributing to our long-term success and sustainability in the industry.	-	Positive Implication
12.	Risk Management	Risk/ Opportunity	Risk management presents both risks and opportunities for IRCON. Inadequate practices can lead to project delays, cost overruns, and reputational damage. However, proactive and effective risk management can mitigate threats, capitalize on opportunities, improve decision-making, and foster a culture of innovation. Prioritizing risk management is crucial for ensuring our organization's long-term success and sustainability.	Ensuring the risk register is updated regularly.	Positive/Negative Implication
13.	Business Ethics, Accountability & Transparency	Opportunity	Embracing ethical practices enhances our reputation, builds trust with stakeholders, and attracts socially conscious clients and investors. Being accountable and transparent fosters a positive work environment, improves risk management, and complies with regulations. Stakeholders value organizations that prioritize these principles, leading to long-term relationships and potential business opportunities.	-	Positive Implication
14.	Disaster Management	Risk	Disaster management is a significant risk for IRCON due to the potential impact of natural disasters and unforeseen emergencies. Inadequate preparedness can lead to project delays, financial losses, and reputational damage. Addressing this risk involves investing in	Incorporating a disaster management strategy as apart of the organizational SOP.	Negative Implication

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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)
			resilience and contingency planning, reinforcing infrastructure, developing evacuation plans, and conducting regular drills. Proactive disaster management ensures safety, protects assets, and maintains operational continuity, demonstrating our commitment to safety and social responsibility, enhancing our reputation, and instilling stakeholder confidence in our organization.		
15	Corporate Governance	Opportunity	Corporate governance presents an opportunity for IRCON by enhancing efficiency, building trust with stakeholders, ensuring compliance, and promoting a culture of accountability and ethical behavior, contributing to long-term success and sustainability.	-	Positive Implication

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.

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://rb.gy/c552c								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	Yes	No
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	-	-	ISO:45001: Occupational Health and Safety Management Systems	-	-	ISO:14001 Environment Management Systems	-	-	-

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Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	IRCON will be setting various commitments, goals and targets pertaining to the NGRBC principles. The company has aligned efforts to various national targets / schemes in the areas of energy, community development and environment sustainability. We will be implementing various ISO standards in coming year to align ourselves as per NGRBC principle, this will assist us in commitment towards achieving goals set under Sustainable Development goals & NGRBC principles. ISOs to be implemented in following year:								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ol style="list-style-type: none"> ISO 26000 – Social Responsibility ISO 20400 – Sustainable Procurement ISO 37001 – Anti-bribery Management System 								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>IRCON as an organization believes in its firm adherence to long term development driven by sustainable development. Our principles reflect our dedication to upholding the highest standards of ethical business conduct and adopting best practices. Our approach to ESG, despite having sincere concerns entails a commitment to prioritize transparent governance systems, investing in employee well-being, deliverance of quality projects of high caliber and ensuring an environment of inclusivity and diversity in our workplaces.</p> <p>Looking ahead, we are optimistic about the future of our company. Our steadfast dedication to corporate governance and ESG principles provides a solid foundation for our continued growth, resilience, and reputation as a responsible and forward-thinking organization. By aligning our values with actions, we are confident that we will continue to achieve success, both in business and in our contributions to a sustainable and prosperous future for all stakeholders involved.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Director (Works) – Shri Parag Verma Nodal Officer – ED (Electrical) – Dr. Subhash Chand								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>Yes, IRCON incorporates its decision making on sustainability issues through the Corporate Social Responsibility & Sustainability Committee. The following are the members of the committee as on 31.03.2023:</p> <ol style="list-style-type: none"> Smt. Ranjana Upadhyay, Chairperson; Shri. Dhananjaya Singh, Member; Shri Parag Verma, Member 								

10. Details of Review of NGRBCs by the Company:

Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by the Committee/Board.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes

Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)

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Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As and when required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	As and when required								

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

If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, by Vision360 Management Consulting.									

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)	Not Applicable								
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

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, in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total no. of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	4	1. International Technical Seminar of IPWE 2. Orientation programs (2 training programs) 3. Master class on building better boards	60%
Key Management Personnel	6	1. Prevention of Sexual Harassment 2. Budget 3. Company Law including Standards	50%

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Segment	Total no. of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Employees other than BOD and KMPs	4	1. Gender equality and women empowerment 2. Training on prevention of sexual harassment 3. Training on ISO & SHE	4.61%
Workers	NA	NA	NA

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 Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

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

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

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, IRCON follows the Central Vigilance Manual, a comprehensive guide that provides principles, procedures, and best practices for combating corruption and bribery. It serves as a valuable resource for IRCON, outlining measures to prevent corruption, conduct investigations, and take disciplinary actions. The manual emphasizes transparency, integrity, and accountability, and provides guidance on implementing anti-corruption policies and internal control systems. It addresses corruption risks in various areas, such as procurement and financial management. By following the manual, IRCON aims to establish a strong anti-corruption framework, build public trust, and foster a culture of integrity within the organization.

Apart from this, the Company also has a Fraud Prevention and Detection Policy in place for any fraud or suspected fraud involving employees of IRCON as well as representatives of vendors, suppliers, contractors, consultants, service providers or any outside agency/agencies doing any type of business with IRCON and a Whistle-blower Policy meant for employees to raise any ethical issues within the organization.

Additionally, the Company has adopted a Code of Conduct for all the Board Members and Senior Management and Whole-time Directors.

IRCON, being a listed Public Sector Enterprise, conducts and governs itself with the Ethics, Transparency and Accountability policies mandated under SEBI Regulations, the Companies Act 2013, Department of Public

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Enterprises (DPE) Guidelines, and other policies of the Government of India as applicable from time to time. All these policies cover the Company and its employees and directly/indirectly extend to its subsidiary companies. The Joint Venture Companies have their own set of principles and procedures, broadly in line with the Government's policies.

Web-Link: CVM – http://cvc.nic.in/cvc_instruct.htm

Fraud Prevention and Detection Policy: <https://ircon.org/images/file/cosecy/FPDC%20Policy%20CMD.pdf>

Whistle Blower's Policy: <https://ircon.org/images/file/cosecy/Whistle-Blower-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.

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	NIL	NIL
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

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

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

Not Applicable

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	NA	NA	NA

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

No

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

NA

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3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

a) Plastic waste	NA
b) E- waste	NA
c) Hazardous Waste	NA
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.

Not Applicable.

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		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	881	NIL	NIL	NIL	NIL	NA	NA	881	100%	NIL	NIL
Female	51	NIL	NIL	NIL	NIL	51	100%	NA	NA	NIL	NIL
Total	932	NIL	NIL	NIL	NIL	51	5.47%	881	94.52%	NIL	NIL
Other than Permanent employees											
Male	398	398	100%	NIL	NIL	NA	NA	NIL	NIL	NA	NA
Female	14	14	100%	NIL	NIL	14	100%	NA	NA	NA	NA
Total	412	412	100%	NIL	NIL	14	3.39%	NIL	NIL	NA	NA

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		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										
Other than Permanent workers											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

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

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

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.

IRCON ensures compliance with the Rights of Persons with Disabilities Act, 2016 by designing its office premises in a manner that promotes accessibility and inclusivity for employees and workers with disabilities. The company has implemented various features to achieve this goal. The following are notable features:

- Sensor-equipped Automated Doors:** IRCON has installed automated doors with sensors, facilitating easy access for individuals with mobility challenges. These doors automatically open when triggered by the presence of a person, ensuring convenience and smooth entry.
- Lift Facilities:** To ensure vertical accessibility, IRCON has installed lifts that adhere to accessibility standards. These lifts enable employees and workers with mobility limitations to effortlessly access different floors of the office building, promoting ease of movement and convenience.
- Provision of Wheelchairs:** IRCON provides wheelchairs for employees and workers with mobility challenges. These wheelchairs are available within the office premises and can be used by individuals who require them to move around the workplace comfortably. This provision promotes inclusivity and ensures that employees with mobility limitations can navigate the office environment with ease. A provision for a liaison is made at the premises as per requirements of the employee.

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, IRCON has a specific Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016.

The policy ensures that all employees, regardless of their race, gender, age, disability, religion, or any other protected characteristic, have equal access to employment opportunities, benefits, and advancement. The policy prohibits any form of discrimination, harassment, or bias in all aspects of employment, including recruitment, hiring, training, promotions, compensation, and termination. The policy in line with the Rights of Persons with Disabilities Act, 2016 incorporates accommodations to employees with disabilities, ensuring they have equal access to job opportunities and the necessary support to perform their roles effectively.

Furthermore, the policy incorporates a robust grievance redressal mechanism to address any instances of discrimination faced by individuals with disabilities within the organization.

Web Link – https://ircon.org/index.php?option=com_content&view=article&id=212&Itemid=606&lang=en

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	0	0
Female	100%	100%	0	0
Total	100%	100%	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes, the organization utilizes CPGRAMS to receive and redress employee grievances. CPGRAMS, also known as the Centralized Public Grievance Redress and Monitoring System, represents a prominent initiative by the Indian central government aimed at enhancing governance through the effective resolution of public grievances. In this regard, our organization, IRCON, utilizes this online platform to promptly address employee grievances and efficiently track their status and progress. Each grievance is thoroughly reviewed by the respective department, and appropriate measures are taken to ensure timely redressal.
Other than Permanent Employees	Yes, the organization utilizes CPGRAMS to receive and redress employee grievances. CPGRAMS, also known as the Centralized Public Grievance Redress and Monitoring System, represents a prominent initiative by the Indian central government aimed at enhancing governance through the effective resolution of public grievances. In this regard, our organization, IRCON, utilizes this online platform to promptly address employee grievances and efficiently track their status and progress. Each grievance is thoroughly reviewed by the respective department, and appropriate measures are taken to ensure timely redressal.

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

Category	FY 2022-23			FY 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	Not Applicable					
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers

Category	FY 2022-23					FY 2021-22				
	Total (A)	On health & safety measures		On skill upgradation		Total (D)	On health & safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1279	18	1.40%	35	2.73%	1211	147	12.13%	-	-
Female	65	0	-	2	3.07%	67	37	55.22%	-	-
Total	1344	18	1.33%	37	2.75%	1278	184	14.39%	-	-
Workers										
Male	Not Applicable									
Female	Not Applicable									
Total	Not Applicable									

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1279	881	68.88%	1211	901	74.40%
Female	65	51	78.46%	67	53	79.10%
Total	1344	932	69.34%	1278	954	74.64%
Workers						
Male	Not Applicable					
Female	Not Applicable					
Total	Not Applicable					

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 of such system?

Yes, IRCON has established and implemented an Occupational Health and Safety (OH&S) Management System in accordance with ISO 45001-2018. The organization has determined the necessary processes and their application throughout the organization. This includes identifying the inputs and outputs of each process, as well as creating an Inter-relation Matrix to illustrate their relationships. The sequence and interaction of processes have been determined, and criteria and methods, including monitoring, measurements, and performance indicators, have been applied to ensure effective operation and control. Resources have been allocated and made available for the processes, and responsibilities and authorities have been assigned accordingly. Risks and opportunities have been addressed, and processes are regularly evaluated and improved to achieve their intended results. IRCON maintains documented information to support process operations and retains documentation to ensure adherence to planned processes.

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

IRCON through their Occupational Health and Safety Manual has established a process for identifying and assessing aspects/hazards, with an assessment mechanism based on their significance. During the initial stage of project execution, major hazards are identified, tabulated, and communicated to the construction team. A comprehensive inventory of all aspects and OH&S hazards are periodically reviewed & updated based on the initial review and group risk assessment. Several factors are addressed, including storage, handling, and disposal of construction & hazardous materials, plant & machinery activities, construction activities & related standard operating procedures, and infrastructure facilities. For OH&S risk assessment, aspects with significant impacts on employee health and safety, such as physical, chemical, and biological factors, are identified. Probability and severity factors are used to rate the assessment, with a scale ranging from "Always" to "Never" for probability and from "Permanent/partial disability with hospitalization or death" to "No harm" for severity. The risk rating is determined by multiplying the probability and severity factors together. If the risk rating is 3 or higher, it is considered intolerable, and control measures should be developed and implemented. The OH&S risk levels are defined as Extreme, High, Moderate, Low, and Trivial based on specific criteria.

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

Yes, following an incident or accident, the Person in Charge of Health and Safety (PH/SO) will initiate an investigation in collaboration with the Sub-contractor's safety officer and other site staff to determine the cause(s) of the incident/accident and suggest appropriate remedial actions. The incident/accident report form will be completed, and the PH/SO will identify the necessary steps to be taken. Furthermore, the Safety Officer will present the report to the Safety Committee and also share it during the Project Quality Council Meeting.

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

Yes, IRCON ensures that its employees have access to non-occupational medical and healthcare services. The company provides a range of benefits to both permanent and non-permanent employees, including outdoor and indoor treatment reimbursement, sanctions for medical advances, ambulance charges and other complete health checkup benefits. Apart from this IRCON has a medical trust set up that provides assistance to employees under different circumstances.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

11. Details of safety related incidents

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NA	NA
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NA	NA
No. of fatalities	Employees	NIL	NIL
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NA	NA

*IRCON does not have any workers on its pay-roll, we only have workers through contractors.

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

IRCON takes several measures to ensure a safe and healthy workplace. The company conduct regular hazard identification and risk assessments, including safety drills for various scenarios. Stringent safety measures are in place at project sites to prioritize the well-being of employees and workers. This includes the implementation of Safety Standard Operating Procedures (SOPs) and comprehensive training programs. Regular pre-medical checkups are conducted at scheduled intervals to monitor the health of personnel. Following the principles of the Industrial Safety hierarchy, the project emphasizes a systematic approach to risk mitigation. The hierarchy involves the steps of elimination, substitution, engineering control and administrative control. Hazards are first eliminated whenever possible, followed by substituting hazardous elements with safer alternatives. Engineering controls are implemented to design a safer work environment, while administrative controls establish procedures and guidelines to manage risks effectively. Finally, when necessary, appropriate PPE is provided to ensure worker safety. Through the consistent application of this safety hierarchy, the project endeavors to identify and address potential hazards, fostering a culture of safety and responsibility throughout the project site.

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

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

14. Assessment for the year

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	90%
Working Conditions	90%

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.

The following are the corrective actions taken to address safety related incidents:

- Adoption and implementation of staging surrounding every liner driving of pile at project site – Resulting of no cave-in of any workmen's during piling work.
- Pile load Test Using "Crown Anchor Reaction Method" that reduces the probability of near miss during execution of pile testing.
- Slope stabilization and protection make the execution area safer and more stable during movement of workmen's and machinery. This helps in reducing the chances of fatality and safe working manhours.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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 process of identifying key stakeholder groups for IRCON encompasses several steps. Initially, it involves clearly defining IRCON's purpose and role within the industry. Subsequently, both internal and external stakeholders are identified, taking into account their respective interests and concerns.

As a listed EPC contractor in the infrastructure sector, there are several key stakeholder groups that are considered, these include investors and shareholders, employees and workers, clients or employers, vendors, sub-contractors, consultants, the community, and the end users of the infrastructure. The selection of client/employers is typically based on the company's business interests. Vendors, sub-contractors, and consultants are identified and chosen according to project requirements and contract conditions. The responsibility for the end users of the infrastructure facility typically lies with the client/employer, unless the contract provisions allow for involvement by the EPC contractor. Investors, shareholders, employees, and workers are integral parts of the entity itself.

IRCON can successfully understand and engage with stakeholders, effectively addressing their needs and concerns, and cultivating positive relationships through the stakeholder engagement process. Such a strategic approach enables IRCON to optimize project execution, enhance client satisfaction, collaborate effectively with government agencies, and generate value for its shareholders and other stakeholders, thereby achieving improved overall outcomes.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	- Annual reports - Press releases & shareholder meetings - Investors' meet - Stock exchange intimations - Emails, SMS, newspapers, postal services and website.	Annual, Periodic, Quarterly	Focus is on creating shareholders wealth. Key topics: i) Financial Performance ii) Payment of Dividend iii) Business Performance iv) Corporate Governance
Employees	No	- Internal HR communications, web portals, circulars and office orders - Meetings, emails, calls, notice board - Training and appraisals - Cultural events	On a regular basis	Key topics: i) Information ii) Events, iii) Trainings, iv) Business activities
Vendors/ Contractors	No	- Meetings - Procurement portals - Emails	As and when required	-
Clients	No	- Meetings - Procurement portals - Emails	Need based	Business activities
Community	Yes	- Onsite community meetings - Local campaigns	Need based	Audits, Feedbacks

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	932	107	11.48%	954	-	-
Other than permanent	412	2	0.49%	324	-	-
Total Employees	1344	109	8.11%	1278	-	-
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers

Category	FY 2022-23					FY 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										
Male	881	-	-	881	100%	901	-	-	901	100%
Female	51	-	-	51	100%	53	-	-	53	100%
Other than permanent										
Male	412	-	-	412	100%	306	-	-	306	100%
Female	14	-	-	14	100%	12	-	-	12	100%
Workers										
Permanent										
Male	Not Applicable									
Female										
Other than permanent										
Male	Not Applicable									
Female										

3. Details of remuneration/salary/wages

(in ₹ Crore)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	2	54,23,954	1	39,86,563
Key Managerial Personnel*	1	38,14,925	1	31,80,154
Employees other than BoD and KMP	860	15,54,485	48	15,66,923
Workers	NA	NA	NA	NA

* For median calculation purpose, remuneration (i.e. Sitting Fees) of Independent Directors are excluded.

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Notes:

- KMP includes CS and CFO (ED/Finance).
- BOD includes CMD and Whole Time Director's only as on 31.03.2023.
- Definition of Median: In Mathematics, the median is defined as the middle value of a sorted list of numbers, hence employee's salary sorted in ascending order and median salary amount calculated.
- Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

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

IRCON utilizes CPGRAMS to receive and redress employee grievances related to human rights issues. CPGRAMS, also known as the Centralized Public Grievance Redress and Monitoring System, represents a prominent initiative by the Indian central government aimed at enhancing governance through the effective resolution of public grievances. In this regard, our organization, IRCON, utilizes this online platform to promptly address stakeholder grievances and efficiently track their status and progress. Each grievance is thoroughly reviewed by the respective department, and appropriate measures are taken to ensure timely redressal.
- Number of Complaints on the following made by employees and workers**

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

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

To prevent adverse consequences for complainants in discrimination and harassment cases, several mechanisms can be employed. These include ensuring strict confidentiality of complainants' identities and details, implementing robust non-retaliation policies to protect them from reprisals, establishing whistleblower protection measures for anonymous reporting, conducting independent and unbiased investigations, providing adequate remedies such as disciplinary actions and support for complainants, offering ongoing training and awareness programs, implementing external reporting mechanisms, and conducting regular reviews and evaluations. By implementing these mechanisms, IRCON creates a safe and supportive environment for individuals to report complaints, address issues effectively, and prevent adverse consequences for complainants in discrimination and harassment cases.

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

Yes

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

9. Assessments for the year	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others-please specify	-

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

None

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	122,325.84 GJ	108,981.29 GJ
Total fuel consumption (B)	463,566.00 GJ	364,454.55 GJ
Energy consumption through other sources (C)	6744.25 GJ	6,744.25 GJ
Total energy consumption (A+B+C)	592,636.09 GJ	480180.09 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00002	0.00003
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, the Company did not carry out independent assessment by an external agency

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

No, the Company does not have any site identified as DCs under PAT scheme.

3. Provide details of the following disclosures related to water

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	112886	112800
(ii) Groundwater	112887	112850
(iii) Third party water	16489	16450
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	242262	242100
Total volume of water consumption (in kilolitres)	181294	181188

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Parameter	FY 2022-23	FY 2021-22
Water intensity per rupee of turnover (Water consumed / turnover)	0.000002	0.000001
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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

No, the Company did not carry out independent assessment by an external agency

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	-	NA	NA
SOx	-	NA	NA
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others - please specify	-	-	-

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, the Company did not carry out independent assessment by an external agency

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	34,183.30	28,035.47
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	24,295.27	21,644.89
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.0000005	0.0000006
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, the Company did not carry out independent assessment by an external agency

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

No, IRCON does not have any project related to reducing Green House Gas emissions.

8. Provide details related to waste management by the entity

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tons)		
Plastic waste (A)*	-	-
E-waste (B)*	-	-
Bio-medical waste (C)	-	-

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Parameter	FY 2022-23	FY 2021-22
Construction and demolition waste (D)	0.811	0.854
Battery waste (E)	1.168	0.005
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Paper, Cardboard Waste	1.656	1.808
Ply Wood	0.671	0.503
Total (A+ B + C + D + E + F + G + H)	4.31	3.17

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)

Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		

For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)

Category of waste		
(i) Incineration	-	-
(ii) Landfilling	4.31	3.17
(iii) Other disposal operations	-	-
Total	4.31	3.17

*Plastic waste and E-waste are given to certified vendors; the record of the output is not available for the current and previous year. However, the records of the same will be maintained for the upcoming reporting periods.

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, the Company did not carry out independent assessment by an external agency

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.

IRCON strives to incorporate practices that ensure minimal environmental impact, optimal resource usage and recycling, wherever applicable. The waste management practices circle around waste segregation, recycling initiatives, proper handling and disposal of hazardous waste. We have a fully functional water treatment plant in the corporate office that ensures the water leaving the system is treated adequately. Continuous improvement and compliance with regulations are integral to the approach, reflecting the company's commitment to sustainability and safety.

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
		Not Applicable

Not Applicable

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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 Number	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

Not Applicable

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

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
Not Applicable			

Not Applicable

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations 7
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

S. No.	Name of the trade and industry chambers/ Associations	Reach of trade and industry chambers/ associations (State/national)
1	Confederation of Indian Industry (CII) Northern Region	National
2	National Real Estate Development Council (NAREDCO)	National
3	PHD Chamber of Commerce & Industry (PHDCCI)	National
4	Standing Conference of Public Enterprises (SCOPE)	National
5	Project Export Promotion Council of India (PEPC)	National
6	Construction Industry Development Council (CIDC)	National
7	Indian International Centre (IIC)	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		

NIL

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of social impact assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

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

Not Applicable

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2. Provide information on project(s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by your entity

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable					

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

CPGRAMS, also known as the Centralized Public Grievance Redress and Monitoring System, represents a prominent initiative by the Indian central government aimed at enhancing governance through the effective resolution of public grievances. In this regard, our organization, IRCON, utilizes this online platform to promptly address community grievances and efficiently track their status and progress. Each grievance is thoroughly reviewed by the respective department, and appropriate measures are taken to ensure timely redressal. We value the opportunity to engage with the public and remain committed to providing efficient and responsive services through the CPGRAMS portal.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	43.48%	66.92%
Sourced directly from within the district and neighboring district	NA	NA

*Sourcing data for IRCON International Limited only

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

Essential Indicators

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

Not Applicable

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	NIL
Safe and responsible usage	NIL
Recycling and/or safe disposal	NIL

3. Number of consumer complaints

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	-	NIL	NIL	-
Advertising	NIL	NIL	-	NIL	NIL	-
Cyber-security	NIL	NIL	-	NIL	NIL	-
Delivery of essential services	NIL	NIL	-	NIL	NIL	-

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	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other	NIL	NIL	-	NIL	NIL	-

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

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

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

Yes, IRCON has a comprehensive framework for managing cyber crisis. This plan delineates diverse categories of cyber incidents, along with associated policies, actions, and responsibilities. Its purpose is to effectively prepare for, identify, exchange information about, respond to, and remediate malicious cyber incidents that could potentially impact critical business functions and processes. The plan underscores the necessity of adopting a coordinated and thorough approach to address cyber security incidents and breaches.

This plan draws its foundation from the 'Cyber Crisis Management Plan for countering cyber-attacks and cyber terrorism' formulated by CERT-In, MeitY, Government of India. It acknowledges the dynamic nature of cyber security, wherein technological progress brings forth new vulnerabilities, necessitating periodic updates to response strategies. Ideally, these updates should occur on an annual basis. The section concerning the nature of cyber crisis and contingencies identifies distinct types of threats and crisis that may target specific objectives. Its objective is to assess the impact of these crisis on critical business functions and services within IRCON, ultimately determining suitable response and mitigation measures.

The plan encompasses various organizational units within IRCON, including the corporate office, regional offices, and project offices. Additionally, it encompasses key business functions such as finance and accounts, human resources management, business development, plant maintenance, contract management, and project management.

Web Link: https://ircon.org/index.php?option=com_content&view=article&id=212&Itemid=606&lang=en

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.

NIL

Best Regards,

Sd/-

(Brijesh Kumar Gupta)

Chairman & Managing Director (L/A) & CEO
(DIN:10092756)

Date: August 11, 2023

Place: New Delhi