

# मॉयल लिमिटेड

(भारत सरकार का उपक्रम)

मॉयल भवन, 1ए काटोल रोड, नागपुर - 440 013

☎ : 0712-2806100, 2806182 /216

ई मेल : [compliance@moil.nic.in](mailto:compliance@moil.nic.in)

वेबसाइट: [www.moil.nic.in](http://www.moil.nic.in) टेलीफेक्स: 0712-2591661

सी.आय.एन नं.: L99999MH1962GOI012398



# MOIL LIMITED

(A Government of India Enterprise)

MOIL Bhavan, 1A, Katol Road, Nagpur - 440 013

☎ : 0712-2806100, 2806182 /216

E-Mail : [compliance@moil.nic.in](mailto:compliance@moil.nic.in)

Website: [www.moil.nic.in](http://www.moil.nic.in) Telefax: 0712-2591661

CIN No: L99999MH1962GOI012398

CS/NSE-BSE/2023-24/

Date: 22.09.2023

To,  
The G.M. (Listing)  
National Stock Exchange of India Ltd.  
Exchange Plaza, Plot No.C-1, G Block,  
Bandra Kurla Complex, Bandra (East)  
Mumbai – 400053

To,  
Listing Department  
BSE Limited,  
Phiroze Jeejeebhoy Towers  
Dalal Street,  
Mumbai – 400001

**Sub: Submission of Business Responsibility and Sustainability Reporting (BRSR) for the Financial Year ended March 31, 2023.**

Dear Sir/Madam,

Please find attached herewith Business Responsibility and Sustainability Report in PDF form as per the regulation 34(2)(f) of SEBI (LODR) Regulations 2015.

Thanking you,

Yours faithfully/भवदीय

For MOIL Limited/ कृते मॉयल लिमिटेड

Neeraj Dutt Pandey/

(नीरज दत्त पाण्डेय)

(Company Secretary & Compliance Officer)/

(कम्पनी सचिव सह अनुपालन अधिकारी)

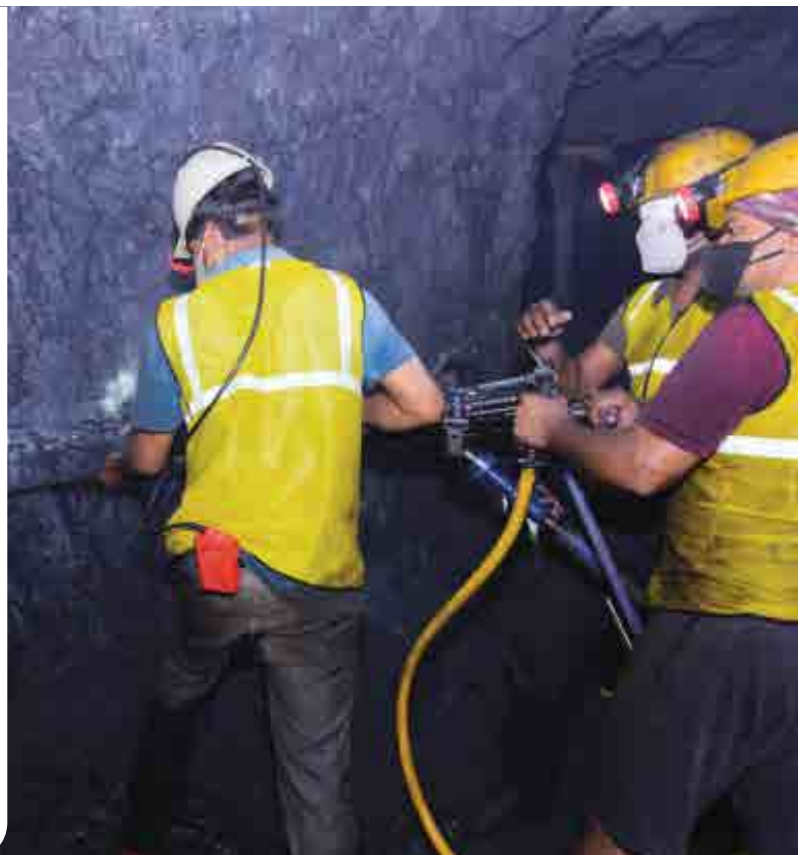
## ANNEXURE-V

# Business Responsibility and Sustainability Report 2022-23



### A step towards ESG Alignment

In recent years, there has been a significant shift in the business world towards embracing environmental, social, and governance (ESG) principles. ESG represents a framework that encourages companies to consider their impact on the environment, their relationships with stakeholders, and the overall governance and ethical practices within the organization. This growing awareness has prompted MOIL to take concrete steps towards implementing ESG strategies. We are now placing greater emphasis on sustainable practices, such as reducing carbon emissions, implementing renewable energy sources, and optimizing resource consumption. Additionally, we are increasingly focusing on fostering inclusive and diverse workplaces, ensuring fair labour practices, and promoting community engagement and improving governance structures, with transparent reporting and accountability mechanisms being put in place. These steps towards ESG reflect a broader recognition of the interconnectedness between business success and environmental and social well-being.



## AWARDS AND ACCOLADES

MOIL is one of the public sector enterprises in the country known for its continuous excellent performance. The Company has been getting national /regional recognition for its good work in various spheres of activities. The following are some of recognitions received by the company in 2022-23:

1. 5 Star Rating award to Gumgaon mine by Ministry of Mines under Sustainability Development Framework (SDF) for the year 2021-22.
2. During 32nd Mines Environment & Mineral Conservation (MEMC) week organized by Indian Bureau of Mines (IBM), nine mines of MOIL bagged awards in different categories viz., mineral conservation, systematic and scientific development, mineral beneficiation, sustainable development, publicity and propaganda, etc.
3. Skoch Award- Gold category for its Community Development Program project under CSR.
4. CSR commitment award to MOIL Ltd. by Governance Now in 9th PSU Award.
5. First prize named "Narakas prize" to MOIL Bharti magazine by Nagar Rajbhasha Karyanyayana Samiti, Nagpur.
6. Maharashtra Best Employer Brand Award by CHRO Asia
7. HR Leadership Award (Miniratna) to Smt. Usha Singh, Director (HR) by Governance Now in 9th PSU Award
8. Woman Icon of the year - Corporate award from IMS Ghaziabad & Top Rankers to Smt. Usha Singh, Director (HR)



## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999MH1962GOI012398							
2. Name of the Listed Entity	MOIL Limited							
3. Year of incorporation	1962							
4. Registered	1-A, Katol Road, Nagpur, Maharashtra, 440013, India							
5. Corporate address	1-A, Katol Road, Nagpur, Maharashtra, 440013, India							
6. E-mail	compliance@moil.nic.in							
7. Telephone	0712-2806182							
8. Website	www.moil.nic.in							
9. Financial year for which reporting is being done	2022-2023							
10. Name of the Stock Exchange(s) where shares are listed	<table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>Bombay Stock Exchange</td> <td>533286</td> </tr> <tr> <td>National Stock Exchange</td> <td>MOIL</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	Bombay Stock Exchange	533286	National Stock Exchange	MOIL	
Name of the Exchange	Stock Code							
Bombay Stock Exchange	533286							
National Stock Exchange	MOIL							
11. Paid-up Capital	₹ 203,48,52,110							
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	VR Parida, Jt.GM(Mines) Env. & Tech. vrparida@moil.nic.in							
13. Reporting boundary- Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are made on a standalone basis for MOIL.							

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Mining	Mining of Manganese Ore	91.51%
2.	Manufacturing	Manufacturing of Ferro Manganese, Electrolytic Manganese Dioxide	7.97%
3.	Power Generation	Wind Power Turbine Generator	0.52%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manganese Ore	7293	91.51%
2.	Electrolytic Manganese Dioxide	24209	1.78%
3.	Ferro Manganese	24104	6.19%
4.	Electricity Units	35106	0.52%

### 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	12	1	13
International		NIL	

\*The company has total 10 mines and 2 Plants.

## 17. Markets served by the entity:

## a. Number of locations

Location	Number
National (No. of States)	2 (Maharashtra & Madhya Pradesh)
International (No. of Countries)	NA

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

NIL. The company does not have any exports.

## c. A brief on types of customers.

As a leading manganese ore mining company, MOIL plays a crucial role in supplying high-quality manganese ore, an essential component in the production of steel and ferroalloys. Customers of MOIL primarily consist of steel companies, processors and ferroalloy producers engaged in the business of ferroalloys production. MOIL is the only producer of Electrolytic Manganese Dioxide in India, meeting the demand of pharmaceuticals, batteries & chemical companies. Steel companies rely on MOIL's consistent and reliable supply of manganese ore to enhance the strength, durability, and corrosion resistance of their steel products. Ferroalloy producers benefit from MOIL's premium-grade manganese ore to manufacture ferroalloys, which are indispensable in improving the properties of steel. Additionally, processors involved in the business of value addition to MOIL's products as they cater to the increasing demand for specialized alloys in various industries, such as automotive, construction, and infrastructure.

## 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)	1480	1387	93.72	93	6.28
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total employees (D + E)</b>	<b>1480</b>	<b>1387</b>	<b>93.72</b>	<b>93</b>	<b>6.28</b>
<b>WORKERS</b>						
4.	Permanent (F)	4131	3415	82.67	716	17.33
5.	Other than Permanent (G)	4501	3877	86.13	624	13.87
6.	<b>Total workers (F + G)</b>	<b>8632</b>	<b>7292</b>	<b>84.48</b>	<b>1340</b>	<b>15.52</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)	16	12	75.00	4	25.00
2.	Other than Permanent (E)	8	1	12.50	7	87.50
3.	<b>Total differently abled employees (D + E)</b>	<b>24</b>	<b>13</b>	<b>54.17</b>	<b>11</b>	<b>45.83</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	4	3	75.00	1	25.00
5.	Other than Permanent (G)	5	5	100.00	0	0.00
6.	<b>Total differently abled workers (F + G)</b>	<b>9</b>	<b>8</b>	<b>88.89</b>	<b>1</b>	<b>11.11</b>

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20
Key Management Personnel	3*	0	0

\*2 out of 3 KMPs are part of Board of Directors.

## 20. Turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.06	7.41	5.73	2.91	2.41	2.66	5.53	1.61	3.57
Permanent Workers	2.97	0.14	1.56	0.77	0.72	0.76	0.17	2.35	1.26

## 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)
Nil. The company does not have any holding / subsidiary / associate companies / joint ventures.				

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in ₹) – 1341.64 Crore  
(iii) Net worth (in ₹) – 2244.31 Crore

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy*)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	12	0	No Remarks	9	0	No Remarks
Investors (other than shareholders)				NA			
Shareholders	Yes	6	0	No Remarks	11	0	No Remarks
Employees and workers	Yes				3	0	No Remarks
Customers	Yes	63	0	No Remarks	15	0	No Remarks
Value Chain Partners				0			
Other (please specify)				NA			

\*The grievances/feedbacks could be reported at <https://www.moil.nic.in/>

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

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.	Incident management	Risk	Failure to effectively manage and address incidents could result in severe consequences, such as legal and regulatory penalties, reputational damage, and financial losses.	MOIL has a robust incident management system that proactively identifies and mitigates risks, ensure the health and safety of its personnel, comply with industry regulations, and safeguard its overall operations and sustainability.	Negative
2.	Employee Health & Safety	Risk	Mining activities involve various hazards, including cave-ins, equipment accidents, exposure to harmful substances, and respiratory issues. Failure to prioritize and maintain a strong health and safety culture can lead to workplace accidents, injuries, and occupational health problems, resulting in increased absenteeism, reduced productivity, and potential legal liabilities.	The company invests in robust safety protocols, training, and preventive measures to protect its workforce, minimize risks, and ensure a safe working environment.	Negative
3.	Waste management	Opportunity	Disposal of waste in the prescribed manner and in accordance with the available statutes would highlight the company's commitment towards improving environment preservation.	-	Positive
4.	Water management	Opportunity	By implementing sustainable water management strategies, MOIL can optimize water usage, reduce consumption, and minimize its environmental footprint. This, in turn, can enhance the company's reputation as a responsible and environmentally conscious organization. Additionally, efficient water management can lead to cost savings, as it lowers water-related expenses and improves operational efficiency.	-	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)
5.	Human rights and community relations	Opportunity	Demonstrating a commitment to human rights and community welfare can enhance the company's reputation and attract socially responsible investors and partners. Additionally, by collaborating with communities on social development initiatives, education, and skill-building programs, MOIL can contribute to the sustainable growth and prosperity of the regions it operates in.	-	Positive
6.	Labor practices	Risk	Failure to adhere to fair and ethical labor practices can lead to employee dissatisfaction, labor unrest, strikes, and disruptions in operations. Violations of labor laws and regulations can result in legal liabilities, fines, and damage to the company's reputation.	MOIL prioritizes fair wages, safe working conditions, and employee rights to create a motivated and productive workforce and mitigate potential risks associated with labor-related issues.	Negative
7.	Safety hazards	Risk	Currently, 7 of 10 mines are underground, that constitutes 65% of the total production. MOIL is exploiting deeper penetration in existing mines to enhance its production and maintain the quality of ore as well sinking of new vertical shaft for entrance & capacity enhancement. This is likely to pose safety hazards for workers working in those mines.	MOIL ensures proper safety norms to avoid any kind of accident and carry out fire safety Audit of all mines and plants.	Negative



**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions		P1	P1	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	<p>All the SEBI mandated policies could be found at: <a href="https://www.moil.nic.in/content/148/Policies">https://www.moil.nic.in/content/148/Policies</a></p> <ol style="list-style-type: none"> <li>MOIL's Investor Grievance Redressal Policy- <a href="https://www.moil.nic.in/userfiles/MOIL's%20Investor%20Grievance%20Redressal%20Policy.pdf">https://www.moil.nic.in/userfiles/MOIL's%20Investor%20Grievance%20Redressal%20Policy.pdf</a>   P2, P3, P4, P5, P8</li> <li>Determination of Materiality of Events or Information and Disclosure thereof- <a href="https://www.moil.nic.in/userfiles/file/Determination%20of%20Materiality%20of%20Events%20or%20Information%20and%20Disclosure%20Thereof.pdf">https://www.moil.nic.in/userfiles/file/Determination%20of%20Materiality%20of%20Events%20or%20Information%20and%20Disclosure%20Thereof.pdf</a>   P1, P4</li> <li>MOIL code of fair disclosure and code of conduct for prevention of Insider Trading, 2015: <a href="https://www.moil.nic.in/userfiles/MCFDC2015.pdf">https://www.moil.nic.in/userfiles/MCFDC2015.pdf</a>   P1</li> <li>Investors Relation Policy- <a href="https://www.moil.nic.in/userfiles/Investor_Relation_Policy.pdf">https://www.moil.nic.in/userfiles/Investor_Relation_Policy.pdf</a>   P1, P4</li> <li>Dividend Policy- <a href="https://www.moil.nic.in/userfiles/Dividend_Policy_MOIL.pdf">https://www.moil.nic.in/userfiles/Dividend_Policy_MOIL.pdf</a>   P3, P4</li> <li>Policy on record retention and destruction- <a href="https://www.moil.nic.in/userfiles/Policy_on_Record_Retention_Destruction.pdf">https://www.moil.nic.in/userfiles/Policy_on_Record_Retention_Destruction.pdf</a>   P1</li> <li>Code of Business conduct and Ethics- <a href="https://www.moil.nic.in/userfiles/coc.pdf">https://www.moil.nic.in/userfiles/coc.pdf</a>   P1</li> <li>Related party transaction policy: <a href="https://www.moil.nic.in/userfiles/Related_Party_Transaction_Policy.pdf">https://www.moil.nic.in/userfiles/Related_Party_Transaction_Policy.pdf</a>   P1, P4, P7</li> <li>Whistle blower policy- <a href="https://www.moil.nic.in/userfiles/Whistle_Blower_Policy_of_MOIL.pdf">https://www.moil.nic.in/userfiles/Whistle_Blower_Policy_of_MOIL.pdf</a>   P1, P3</li> <li>CSR Policy- <a href="https://www.moil.nic.in/userfiles/CSR_and_Sustainability_Policy_of_MOIL.pdf">https://www.moil.nic.in/userfiles/CSR_and_Sustainability_Policy_of_MOIL.pdf</a>   P4, P8</li> <li>Risk management policy- <a href="https://www.moil.nic.in/userfiles/Risk%20Management%20Policy.pdf">https://www.moil.nic.in/userfiles/Risk%20Management%20Policy.pdf</a>   P1, P2</li> <li>Information Policy: <a href="https://www.moil.nic.in/userfiles/InformationTechnology_Policy-MOIL-FinalB.pdf">https://www.moil.nic.in/userfiles/InformationTechnology_Policy-MOIL-FinalB.pdf</a>   P9</li> <li>Fraud prevention policy- <a href="https://www.moil.nic.in/userfiles/fpp2017.pdf">https://www.moil.nic.in/userfiles/fpp2017.pdf</a>   P1</li> <li>Safety Policy- <a href="https://www.moil.nic.in/userfiles/safety_policy.pdf">https://www.moil.nic.in/userfiles/safety_policy.pdf</a>   P4, P5</li> <li>Environment Policy- <a href="https://www.moil.nic.in/userfiles/Environment_Policy.pdf">https://www.moil.nic.in/userfiles/Environment_Policy.pdf</a>   P2, P6</li> </ol>								
2.	Whether the entity has translated the policy into procedures.	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners?	N	N	N	N	N	N	N	N	N
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.	<ol style="list-style-type: none"> <li>ISO 45001:2018 for Occupational Health and Safety Management Systems (OHSAS)</li> <li>ISO 14001:2015 for Environmental Management System (EMS)</li> <li>ISO 9001:2015 for Quality Management System (QMS)</li> <li>SA 8000 for Social Accountability International Standard Certificate</li> <li>Certification in accordance with GRI Standards for Sustainability Report for the mines in Balaghat, Bhandara and Nagpur district</li> </ol>								

Disclosure Questions		P1	P1	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG Journey, MOIL looks forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

#### Governance, leadership and oversight

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements  In pursuit of our commitment to ESG principles, we acknowledge the dynamic and evolving landscape of sustainable business practices. Challenges such as climate change, resource scarcity, and socio-economic disparities demand proactive measures from us. Our targets encompass adopting renewable energy sources, fostering innovation to minimize environmental impact, and collaborating with stakeholders to promote sustainable practices throughout our value chain. We are dedicated to promoting transparency, accountability, and ethical conduct, ensuring that human rights are respected across our operations and supply chain.  As a responsible corporate entity, we recognize the importance of strong governance practices that promote integrity and fairness. We continue to enhance our governance structures, ensuring compliance with relevant laws and regulations while promoting a culture of diversity, inclusivity, and ethical behavior among our workforce.  Our achievements reflect the collective efforts of our teams, stakeholders, and partners who share our vision for a sustainable future. We have received recognition for our contributions to the community through various social initiatives, including healthcare programs, education support, and skill development training.  While we celebrate our accomplishments, we understand that our ESG journey is a continuous one. We remain committed to ongoing engagement with stakeholders, setting ambitious targets, and driving innovative solutions to address emerging challenges and capitalize on opportunities that align with our values and purpose. Together, we are striving to create a positive impact on the environment, society, and the long-term prosperity of our stakeholders, solidifying MOIL Limited's position as a responsible and sustainable organization.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Smt. Usha Singh, Director (Human Resource), DIN-08307456								
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.	The Company has a dedicated committee for CSR, Prevention of Sexual Harassment for Women at the Workplace and Risk management. For the other policies, the Company has adequate internal control on their review and implementation								

#### 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	P1	P3	P4	P5	P6	P7	P8	P9	P1	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable. The periodicity of these reviews happens whenever an update is required due to change in applicable laws.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	No major non-compliance. Operational issues are being addressed on an 'ongoing basis' as and when identified. The Company monitors and completes the compliances on timely basis.																	

	P1	P1	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Operationalization and effectiveness of policies have been evaluated by Dhir & Dhir Associates, a Law Firm. Evaluation was conducted on effectiveness of the working of policies. Policies are also periodically evaluated and updated by various department heads, business heads and approved by the management or board. The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable.								

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

Subject for Review	P1	P1	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

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

### PRINCIPLE 1

**Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

#### Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	<ul style="list-style-type: none"> <li>• Building Better Boards</li> <li>• Familiarization program for Independent Directors</li> <li>• Orientation programme for Independent Directors</li> <li>• One day 14th National Summit 2022 “Corporate Social Responsibility (CSR): Regulatory Framework and Challenges” (P1, P8)</li> </ul>	50%
Key Managerial Personnel	3	<ul style="list-style-type: none"> <li>• Conference on Mining in Indaba</li> <li>• Sustainable Mining</li> <li>• ICWA conference</li> <li>• Behavioural Training (P1, P2, P3, P6 )</li> </ul>	100%
Employees other than BoD and KMPs* Workers*	129 (92 for employees & 37 for workers)	<ul style="list-style-type: none"> <li>• Workshop on sustainable mining</li> <li>• ESG training</li> <li>• Health &amp; Safety training</li> <li>• Technical training</li> <li>• Behavioural training</li> <li>• Vigilance training</li> <li>• Cyber security training (P1, P2, P3, P4, P5, P6, P8, P9)</li> </ul>	57%

\*Training programs at MOIL are held jointly for a group of its employees and worker and the data for the same cannot be separately identified. Hence, the columns for employees and workers are merged.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	P1	Stock Exchanges	4307000	The Company is not complying provisions of Regulation 17(1) of SEBI (LODR) Regulations regarding composition of the Board	Yes
Settlement	Nil				
Compounding Fee	Nil				
Non-Monetary					
Imprisonment	NA				
Punishment	NA				

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
The Company is not complying provisions of Regulation 17(1) of SEBI (LODR) Regulations regarding composition of the Board.	National Stock Exchanges India Limited and BSE Limited

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.

The company's Code of conduct for Directors and Senior Management is adopted by the Board of Directors of MOIL to encourage and promote an honest and ethical conduct and comply with all applicable laws, rules, regulations and standards. The aspects of anti-bribery and anti-corruption forms a part of company's code of conduct. The company also has a Fraud prevention policy to provide a system for detection and prevention of fraud.

Web link for the same is provided under Section B of this BRSR.

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

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

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil. No complaints with regard to conflict of interest were reported.			
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.

### Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value)
Nil. No awareness programmes are currently being held for the value chain partners. However, this will be assessed in the upcoming years and taken up accordingly.		

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

The aspects of conflict of interest involving the Board is covered in detail under the company's code of business conduct and ethics for board members and senior management and explains the concept of conflict of interest and lists down the activities that the directors and senior management personnel are expected to avoid.

Web link for the same is provided under Section B of this BRSR.

### 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 the environmental and social impacts
R&D	0.03%	0.01%	Ventilation study, Stope study, Consultation on environment, support system, leaching test, instrumentation etc.
Capex	Nil		

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

MOIL fosters a transparent and inclusive tendering process that is open to all PAN India. While welcoming bids from diverse entities, the company places special emphasis on supporting Micro, Small, and Medium Enterprises (MSMEs) and businesses led by women entrepreneurs, provided they meet the eligibility criteria. To ensure that safety and quality standards are maintained, certain tenders may require bidders to possess an Occupational Health and Safety Assessment Series (OHSAS) or International Organization for Standardization (ISO) certificate.

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

The value / percentage of inputs pertaining to sustainable source is currently not captured by the Company. However, the same shall be assessed and taken up by MOIL accordingly in the upcoming years.

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.

MOIL Limited, being a mining company, is engaged in the exploration, extraction, and production of manganese ore, Manganese Ore, Electrolytic Manganese Dioxide and Ferro Manganese. Given the nature of mining operations, where ore is extracted and processed to obtain valuable minerals, there are limited opportunities for reclaiming products for reusing, recycling, or disposal at the end of their life cycle. Unlike certain manufacturing sectors that can recycle or repurpose their products, mining processes often involve the extraction of non-renewable resources, making it challenging to recover and recycle the materials at the end of their useful life. However, MOIL remains dedicated to implementing sustainable practices in its operations, minimizing environmental impacts, and adhering to responsible mining standards to ensure long-term ecological balance and conservation of natural resources.

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. NA

Extended Producer Responsibility is not applicable to MOIL.

### Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
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The company is currently not performing LCA for its products/services. However, the same would be assessed in the coming years and taken up accordingly.

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

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

Not Applicable as the company is currently not performing LCA for its services.

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

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

Not Applicable.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed

Plastics (including packaging)  
E-waste  
Hazardous Waste  
Other waste

Not Applicable. As mentioned above, the company is not in a position to reclaim the products.

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

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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	1387	1387	100.00	1387	100.00	1387	100.00	Nil		1387	100.00
Female	93	93	100.00	93	100.00	93	100.00	Nil		93	100.00
<b>Total</b>	<b>1480</b>	<b>1480</b>	<b>100.00</b>	<b>1480</b>	<b>100.00</b>	<b>1480</b>	<b>100.00</b>	Nil		<b>1480</b>	<b>100.00</b>
<b>Other than Permanent Employees</b>											
Male	Nil										
Female	Nil										
<b>Total</b>	Nil										

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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	3415	3415	100.00	3415	100.00	3415	100.00	Nil		3415	100.00
Female	716	716	100.00	716	100.00	716	100.00	Nil		716	100.00
<b>Total</b>	<b>4131</b>	<b>4131</b>	<b>100.00</b>	<b>4131</b>	<b>100.00</b>	<b>4131</b>	<b>100.00</b>	Nil		<b>4131</b>	<b>100.00</b>
<b>Other than Permanent workers</b>											
Male	3877	3877	100.00	3877	100.00	3877	100.00	Nil		3877	100.00
Female	624	624	100.00	624	100.00	624	100.00	Nil		624	100.00
<b>Total</b>	<b>4501</b>	<b>4501</b>	<b>100.00</b>	<b>4501</b>	<b>100.00</b>	<b>4501</b>	<b>100.00</b>	Nil		<b>4501</b>	<b>100.00</b>



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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	MOIL provides free medical treat to all its employees and workers in the medical facility available at its premises.					

## 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.

The company believes in inclusivity and providing an environment where our employees and workers feel safe and nurtured. In line with this, the company provides the differently abled employee/worker ramps, railings and wheelchairs. The company firmly believes in providing suitable job opportunities to differently-abled employees and workers, recognizing their talents and capabilities and also has a helping team readily available to provide any assistance required.

## 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.

We at MOIL provide equal employment opportunities to all individuals, regardless of their race, gender, religion, national origin, age, or disability and continuously work towards creating a fair and inclusive workplace where all employees feel valued, respected, and have an equal opportunity to succeed. Although it is not documented in a policy currently, we are committed to provide the same in the coming years. Additionally, company is complying with the Rights of Persons with Disabilities Act, 2016.

## 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	Not Applicable since paternity leave is not provided.			
Female	100	100	100	88.90
Total	100	100	100	88.90

## 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	The company has a grievance redressal mechanism for all its employees and workers. The redressal of grievance machinery in MOIL consists of one grievance officer nominated for at each unit/mine. The grievance officer nominated at head office coordinates with the grievance officers at the units/mines for their effective performance.  Monthly/quarterly grievances are reviewed and dealt with by designated public grievance officers at units/mines and head office and disposed of within stipulated period of one month.  The data related to grievances at the units/mines are submitted by unit grievance officers in monthly / quarterly returns to head office. The same are examined and submitted to Ministry of Steel.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

## 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	1480	1480	100.00	1543	1543	100.00
Male	1387	1387	100.00	1421	1421	100.00
Female	93	93	100.00	122	122	100.00
Total Permanent Worker	4131	4131	100.00	4246	4246	100.00
Male	3415	3415	100.00	3549	3549	100.00
Female	716	716	100.00	697	697	100.00

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

Category	FY 2022-23				FY 2021-22					
	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	Multiple training on safety and skill upgradation were provided to the employees. However, data for the same is not quantifiable for the reporting year. Efforts are underway to provide this from the upcoming years.									
Female										
Total										
<b>Workers</b>										
Male	Multiple training on safety and skill upgradation were provided to the workers. However, data for the same is not quantifiable for the reporting year. Efforts are underway to provide this from the upcoming years.									
Female										
Total										

## 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)
<b>Employees</b>						
Male	1387	1387	100.00	1421	1421	100.00
Female	93	93	100.00	122	122	100.00
<b>Total</b>	<b>1480</b>	<b>1480</b>	<b>100.00</b>	<b>1543</b>	<b>1543</b>	<b>100.00</b>
<b>Workers</b>						
Male	3415	3415	100.00	3549	3549	100.00
Female	716	716	100.00	697	697	100.00
<b>Total</b>	<b>4131</b>	<b>4131</b>	<b>100.00</b>	<b>4246</b>	<b>4246</b>	<b>100.00</b>

**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?

MOIL places a high priority on the health and safety of its employees and workers, as evident from its comprehensive health camp for occupational disease checkup. This initiative ensures that the workforce undergoes regular health assessments to identify and address any potential occupational health issues proactively. The program includes both Initial Medical Examination (IME) and Periodical Medical Examination (PME), with a frequency of 5 years for individuals aged below 45 and 3 years for those aged above 45.

Furthermore, the company demonstrates its commitment to the well-being of workers operating heavy vehicles by conducting annual eye checkups for them. Additionally, MOIL is dedicated to equipping its workers with essential life-saving skills through comprehensive training programs. All workers receive training on how to rescue an injured co-worker during emergencies, ensuring they are well-prepared to provide immediate assistance when required. Moreover, workers are trained to respond effectively to critical situations such as fires and roof falls, promoting a culture of safety and preparedness across all mining operations.

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

The company prioritizes the reliability and efficiency of its machinery and equipment through diligent maintenance practices. The company conducts periodic maintenance on its machines to ensure they are in optimal working condition, reducing the risk of unexpected breakdowns and minimizing operational disruptions. Immediate repair of broken-down machines is a top priority, as it ensures swift resumption of operations and avoids potential delays and productivity losses.

To maintain the integrity and safety of such zones, the company performs pressure tests regularly to assess the structural strength of equipment and pipelines. This preventive measure helps identify potential leaks or weaknesses before they escalate into safety hazards.

Moreover, the company employs Non-Destructive Testing (NDT) for its critical equipment. NDT is a valuable inspection technique that allows the company to assess the condition of vital equipment without causing damage. Through NDT tests, MOIL can detect any defects or abnormalities in important machinery and make informed decisions about repairs or replacements, ensuring the continuous and safe operation of its mining processes.

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

Every mine has a telephone in the communication sector. In the event of an injury or emergency, the workers are trained to immediately report the incident to the senior-most manager of the mine or the mine manager. Alternatively, they can reach out to any available supervisor on duty.

Upon receiving the report, the mine manager takes charge of the situation and communicates the incident to the concerned officer designated for emergency response. The concerned officer then follows the established SOP (Safe Operating Procedure) to assess the situation and determine the appropriate course of action for rescuing the injured worker safely and efficiently.

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

The company provides medical facilities on-site that allows for immediate response and treatment in case of minor injuries or medical emergencies that can be addressed within the mine premises.

However, in the event of a major medical incident or if specialized medical care beyond the capabilities of the on-site facility is required, MOIL takes the responsible approach of referring the affected individual to a hospital located outside the mine and the expense is borne by the company.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)*	Employees	0	0
	Workers	0.51	0.28
Total recordable work-related injuries	Employees	0	0
	Workers	8	4
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	7	3

\*The total hours worked by all staff used to calculate LTIFR is for both workers and employee because it cannot be identified separately.

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

The company has the following measures in place to a safe and healthy work place:

- Maintenance of Machines
- Safety briefings
- Refresher training and annual training for Workers
- Training for New Machines
- Personal Protective Equipment (PPE)
- Medical Check-up
- Housekeeping staff to ensure cleanliness and orderliness

## 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			
Health & Safety						

## 14. Assessments for the year:

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

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

Nil.

**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, MOIL provides Group Personal Accident Insurance and has a scheme for financial assistance for employees in the event of their unfortunate death in harness or retired prematurely on account of incapacitation before attaining 55 years of age. Additionally, each worker contributes a specific amount in the event of death and the matching amount is contributed by Company

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

With respect to Labour laws, MOIL monitors the PF certificate through their personal officers; whereas with respect to GST compliance, MOIL draws the reports regularly from the GST portal to ensure that the GST has been paid by the vendors.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees			Nil	
Workers	8	4	8	4

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

Yes, for both Executive and Non-Executive. MOIL has a consultancy policy in place that provides for Re-engagement of retired executives on Fixed Tenure or Contract basis.

**5. Details on assessment of value chain partners:**

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

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

Nil

**PRINCIPLE 4**
**Businesses should respect and promote the well-being of all employees, including those in their value chains**
**Essential Indicators**
**1. Describe the processes for identifying key stakeholder groups of the entity.**

At MOIL, our stakeholder identification process involves recognizing both internal and external stakeholders and assessing their impact on our business as well as our impact on them. This allows us to prioritize key stakeholders and understand their expectations and concerns. We maintain regular interactions with stakeholders through various channels to strengthen relationships and refine our organizational strategy. Our stakeholder engagement is an ongoing effort, involving dialogue and collaboration to create shared value. By upholding mutual trust, transparency, ethics, and accountability, we have cultivated constructive relationships with all stakeholders. Continuous feedback from stakeholders, including Customers, Suppliers, Employees, Shareholders, Government, Regulatory & Statutory Bodies, has enabled us to build sustainable connections. We value the perspectives of our stakeholders and remain committed to meeting their expectations through responsible and collaborative practices.

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	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulatory authorities	No	Email, Letters, Meeting, Presentation project meetings, reviews, due diligence, calls and meetings, conference and seminars, press conferences, media interviews	As and when required	Fair and ethical business practices and Transparency in disclosures
Customers	No	Email, Letters, Meeting		Product pricing, Customer relationship management, Innovation, Transparency
Investors	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports		Company Financials
Employees	No	Employee portal, E-Newsletter, circulars		Health information, Knowledge Sharing, Benefits Information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness
Local communities	Yes	Newspaper, Website, Pamphlets, Advertisements		Community development and Financial inclusion
NGOs	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports		Share and contribute to insight into public and business concerns

### Leadership Indicators

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

MOIL currently does not consult with its stakeholder to identify and manage environmental and social topics. However, the company is committed to incorporating this mechanism in the upcoming financial year as per requirements.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

The company currently does not consult with its stakeholders to support the identification and management of environmental, and social topics. However, the need for the same shall be assessed and taken up accordingly.

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

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalized segments of society. All CSR programs are aligned to the CSR Policy of the Company. Critical focus areas of the Company's CSR mandate include Health, Nutrition & Sanitation, Skill Development, Education and Rural Development.

**PRINCIPLE 5**
**Businesses should respect and promote human rights**

## Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	This data is not quantifiable for the reporting year.					
Other than permanent						
<b>Total Employees</b>						
<b>Workers</b>						
Permanent	This data is not quantifiable for the reporting year.					
Other than permanent						
<b>Total Workers</b>						

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

Category	Total (A)	FY 2022-23				Total (D)	FY 2021-22			
		Equal to Minimum Wage		More than Minimum Wage			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	1387	Nil		1387	100.00	1421	Nil		1421	100.00
Female	93			93	100.00	122			122	100.00
<b>Other than Permanent</b>										
Male	NA									
Female	NA									
<b>Workers</b>										
<b>Permanent</b>										
Male	3415	Nil		3415	100.00	3549	Nil		3549	100.00
Female	716			716	100.00	697			697	100.00
<b>Other than Permanent</b>										
Male	3877	3877	100.00	Nil		4109	4109	100.00	Nil	
Female	624	624	100.00			981	981	100.00		

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (per month)	Number	Median remuneration/ Salary/ Wages of respective category (per month)
Board of Directors (BoD)	4	3,68,362.09	1	3,99,073.50
Key Managerial Personnel	3	4,01,002.50		0
Employees other than BoD and KMP	1387	67,474.00	93	69,584.11
Workers	3415	52,468.57	716	48,778.96

\*Sitting fees of Independent directors is not included while calculating the Median for Board of Directors.

## 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, The Director, Human Resources is a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation. The Whistle Blower Policy, Code of Conduct and Grievance Policy holds a strong commitment to protect the identity of the complainant and maintain confidentiality through each stage of investigation.

Internal complaints committee has been founded as per statutory provisions to address and resolve the issues raised out of sexual harassment, works committee deals with complaints related to working conditions, safety issues etc. and grievance redressal policy provides mechanism to report and resolve employee grievances.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

Nil



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

The Company is committed to prohibiting discrimination, retaliation or harassment of any kind against any employee who reports under the Vigil Mechanism or participates in the investigation. The Whistle Blower Policy, Code of Conduct and Grievance Redressal Policy holds a strong commitment to protect the identity of the complainant and maintain confidentiality through each stage of investigation.

Internal complaints committee has been founded as per statutory provisions to address and resolve the issues raised out of sexual harassment, works committee deals with complaints related to working conditions, safety issues etc. and grievance redressal policy provides mechanism to report and resolve employee grievances.

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

Yes, aspects of human rights form part of business agreements and contracts.

**9. Assessments for the year:**

	<b>% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100% offices
Forced/involuntary labour	100% offices
Sexual Harassment	100% offices
Discrimination at workplace	100% offices
Wages	100% offices
Others – please specify	100% offices

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

Nil.

**Leadership Indicators**

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

The company is committed to make changes in the processes as and when required and has an open door policy towards all employees and stake holders. However, no such compelling case for process modification has arisen during the reporting period.

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

The company currently does not undertake any Human rights due diligence, However, it is open to assessing the relevance of it and implementing it in the upcoming years.

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

The company provides infrastructure support to differently abled visitors i.e., ramps, wheelchair and railings.

**4. Details on assessment of value chain partners**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	The value chain partners are currently not assessed on the mentioned parameters. However, the company is committed to take relevant steps in incorporating this from subsequent years.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

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

Not Applicable.

**PRINCIPLE 6**
**Businesses should respect and make efforts to protect and restore the environment**
**Essential Indicators**

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	365827.60	138338.14
Total fuel consumption (B)	3471.60	4559.57
Energy consumption through other sources (C)	171.76	200.70
<b>Total energy consumption (A+B+C)</b>	<b>369470.96</b>	<b>143098.41</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000027	0.000001
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, evaluation is not being conducted by any 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

Not Applicable. The Company is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power- National Mission for Enhanced Energy Efficiency- NMEEE)

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	15000	Nil
(ii) Groundwater	18587700	18991200
(iii) Third party water		
(iv) Seawater / desalinated water		Nil
(v) Others		
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>18602700</b>	<b>18991200</b>
Total volume of water consumption (in kilolitres)	15355200	15649200
Water intensity per rupee of turnover (Water consumed / turnover)	0.00114	0.00109
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, evaluation is not being conducted by any external agency.

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

The entity has successfully implemented a mechanism for Zero Liquid Discharge in all mines which includes Sewage Treatment Plant, Effluent Treatment Plant and water treated is used in gardening, plantation, green belt and dust suppression.

The head office also has a Sewage Treatment Plant installed from which the water treated is utilised in gardening and plantation.

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

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (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	10.04	12.86
<b>Total Scope 2 emissions</b> (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	68005.1	16141.44
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent/ rupees	0.0000011	0.000005
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Please note that Only Processed fuel (high speed diesel) and amount of CO<sub>2</sub> gas refilled in fire extinguishers is taken into consideration. The company is working towards more precise data disclosure.

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, evaluation is not being conducted by any external agency.

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

The entity generates electricity through renewable energy sources such as Solar panels and Wind mills. Also, all the mining sites and the head office have vast areas dedicated to plantation activities.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	0.262	0.972
Bio-medical waste (C)	3.8153	4.1513
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	11.739	6.935
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please Specify, if any. (G)		
a) Burnt Oil	1036.91	51.015
a) Chemical sludge	1.56	1.6

Parameter	FY 2022-23	FY 2021-22
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) a) Rocks used for landfilling/backfilling	5232223.04	5662995.32
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5233277.326</b>	<b>5663059.993</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	Nil	Nil
(ii) Re-used	3785.38	3581.16
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>3785.38</b>	<b>3581.16</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	Nil	Nil
(ii) Landfilling	5228437.66	5659414.16
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>5228437.66</b>	<b>5659414.16</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.

All the mines under MOIL are registered with Superb Hygienic Disposals for the management of its Biomedical waste in accordance with the provision of Bio-Medical waste Management rules,2016 as amended and in compliance with the provisions of CPCB guidelines.

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

Non-hazardous waste (rocks used for landfilling and backfilling) is reused by the entity.

Plantation area is maintained by watering the area regularly around all the mine sites.

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

S. No.	Location of operations/offices	Types 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.
			Nil

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
Final EIA/EMP report was prepared and submitted to Ministry by NABET accredited EIA coordinator for Environment Clearance for Capacity Expansion of Chikla Manganese Ore Mine from existing 180000 TPA to 400000 TPA over an area of 150.65 hectare at village Chikla, Tehsil Tumsar, Dist Bhandara, Maharashtra.	EIA Notification 2006	7/11/2022	Yes  M/s WOLKEM India Pvt. Ltd.	Yes	<a href="https://parivesh.nic.in">https://parivesh.nic.in</a>

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
Final EIA/EMP report was prepared and submitted to Ministry by NABET accredited EIA coordinator for Environmental clearance for mining of manganese ore at Bharveli, Awalajhari Manganese Mine over an extent of area 76.409 ha, Located at Village- Awalajhari & Bharveli, Tehsil & District-Balaghat, and State-Madhya Pradesh. EIA report submitted to SEIAA, M.P. for public hearing and final presentation for EC grant. EC has been granted by SEIAA, MP.	EIA Notification 2006	9/12/2022	Yes M/s ABC Technolab India, Chennai	Yes	<a href="https://parivesh.nic.in">https://parivesh.nic.in</a>  <a href="https://environmentclearance.nic.in/">https://environmentclearance.nic.in/</a>
Final EIA/EMP report was prepared and submitted to Ministry by NABET accredited EIA coordinator for Environmental clearance for Capacity Expansion at Lugma-Ukwa Manganese ore mine from existing 10000 TPA to 120000 TPA over an area of 69.581 hectare at village Lugma & Ukwa, Tehsil Parashwara, Dist Balaghat, M.P. EC has been granted	EIA Notification 2006	29/8/2022	Yes M/s GMEC International, Jaypur		<a href="https://parivesh.nic.in">https://parivesh.nic.in</a>  <a href="https://environmentclearance.nic.in/">https://environmentclearance.nic.in/</a>
Final EIA/EMP report was prepared and submitted to Ministry by NABET accredited EIA coordinator for Environmental clearance of proposed installation of 1x18 MVA for Si-Mn ferro-alloys production plant at Gumgoan Mine, Maharashtra by M/s MOIL Limited.	EIA Notification 2006	30/11/2022	Yes M/s Ultratech., Thane, Maharashtra	Yes	<a href="https://parivesh.nic.in">https://parivesh.nic.in</a>  <a href="https://environmentclearance.nic.in/">https://environmentclearance.nic.in/</a>

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, in the following format:

Serial Number	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 taken, if any action
Yes, the entity is compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder				

### Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	63582.75	66598.4
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	171.756	200.7
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>63754.506</b>	<b>66799.1</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	302244.86	71739.73
Total fuel consumption (E)	3471.6	4559.57
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>305716.46</b>	<b>76299.3</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, evaluation is not being conducted by any external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Due to successful implementation of Zero Liquid Discharge, No discharge of wastewater is done by the entity.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</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. NA

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Not Applicable. The company does not withdraw, discharge and consume in areas of water stress.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Not Applicable. The company does not withdraw, discharge and consume in areas of water stress.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</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.

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (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	The company did not measure its Scope 3 emissions in the reporting year. However, it is working towards providing the relevant data in the upcoming years.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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. NA

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Nil			

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

Yes, MOIL's Contingency Plan and Disaster Management plan emerge from a thorough analysis of threats and risks that the organization may face and are primarily aimed to minimize the impact of a foreseeable event that could cause damage to property or injury to employees. The Plans enunciated provide sufficient time for senior management officials to take preventive steps for normalizing any untoward situation such as Accidents, Fire, Explosions & Natural Disaster etc. and can be implemented either in whole or part, depending upon the situation. The plans enable management officials to know exactly what actions are to be taken when situation turns abnormal or become a law and order problem. "Who is to be informed", "Who is to do what" and "Who is to be where" are the basic considerations while preparing the Plan.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Nil.

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

Nil. The company currently does not assess its value chain partners for environmental impacts.

## PRINCIPLE 7

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

### Essential Indicators

1. a) Number of affiliations with trade and industry chambers/ associations. 3
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation of Indian Mineral Industries	National
2	Standing Conference of Public Enterprises	National
3	International manganese Institute	National

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

Name of authority	Brief of the case	Corrective active taken
Nil. There were no issues identified related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities hence, this point is not applicable to us.		



**Leadership Indicators**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil					

**PRINCIPLE 8**
**Businesses should promote inclusive growth and equitable development**
**Essential Indicators**

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Nil. The company has not undertaken any SIA projects in the reporting year.					

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

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

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

The company understands that, there is a strong agreement to the fact that efforts must be continually made to protect the lives of communities living in and around the Company's area of operations. Community can raise their grievances through the Public Grievance Portal.

Web link: <https://www.moil.nic.in/user-feedbacks>

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	69.21%	61.60%
Sourced directly from within the district and neighbouring districts	Sourced PAN India directly from within as well as neighbouring districts	Sourced PAN India directly from within as well as neighbouring districts

## Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable.	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
The company did not take up any CSR projects in designated aspirational districts in the reporting year. However, it did take up the same in the previous year and is set to take it up in the next financial year.			

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

Yes, the company has a government mandated purchase preference policy.

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

As per the preference purchase policy, preference is given to MSMEs, Business owned by Schedule cast/ Schedule Tribes & Women and Class 1 local suppliers (local content of more than 50%).

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

MSME's constitute almost 62 percent of the total procurement. The data for other categories is not quantifiable.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable.				

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

Name of authority	Brief of the case	Corrective Action taken
Not Applicable.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Community Development (Health) project in identified 22 Villages including 11 Villages of Balaghat District (M.P.), 3 Villages of Bhandara District, and Maharashtra & 8 Villages in Nagpur District of Maharashtra.	4000	100%
2.	Expenditure for meeting the deficit of income & expenditure of DAV Public School at Village Sitasaongi, Dist. Bhandara, Maharashtra	1000 students per year	80%

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
3.	Adoption of RNT School at Balaghat, Ukwa & Dongri Buzurg, (M. P. & Maharashtra)	1000 students per year	100%
4.	“Saksham Balika Yojna” a Scheme for Sponsoring Girl Students for perusing courses of Bachelor of Science in Nursing ((B.Sc. (N)) in collaboration with Apollo College of Nursing Hyderabad.	49 students	100%
5.	Support for mega health cum medical camp at Mandla, (M.P.)	25000	100%
6.	Community Support to TB Patient of NMC area, Nagpur, Maharashtra.	29 patients	100%
7.	Skill Development Training on Heavy Earth Moving Vehicles/Machinery Operations to 30 women candidates at District Bhandara, Maharashtra.	30 students	100%
8.	Providing Blood Collection Van Handed over to Dr. Hegdewar Blood Bank, Nagpur, Maharashtra.	Data not quantifiable.	
9.	Providing Ambulance to District Hospital at Bhopal & Panna (M.P.)		

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

## Essential Indicators

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

MOIL Limited takes consumer complaints and feedback seriously, emphasizing their importance in shaping the company's products and services. To facilitate open communication with its consumers, MOIL has established a dedicated platform on its website where individuals can easily record their grievances and provide valuable feedback. This interactive mechanism enables MOIL to proactively address concerns, resolve issues promptly, and continuously improve its offerings based on customer insights.

- 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	Not Applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following:

	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					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

S. No.	Number	Reasons for recall
Voluntary recalls		Not Applicable.
Forced recalls		

## 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. The Corporation has a Board Approved IT Policy.

The Company has a disaster recovery site for its SAP data centre at Faridabad as part of Business Continuity Plan (BCP) in the event of natural or human-induced disaster.

Threat of Cyber Risks is an identified risk. Key controls areas are identified to mitigate the risk. Current status and action taken on key control areas is monitored and reviewed by Risk Management Committee of the Board of Directors.

## 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.

### Leadership Indicators

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

The information on the company's products and services can be found on our website and social media handles. The link to the same are as follows:

Facebook: <https://www.facebook.com/MOILlimited/>

Twitter: [https://twitter.com/i/flow/login?redirect\\_after\\_login=%2FMOIL\\_Limited](https://twitter.com/i/flow/login?redirect_after_login=%2FMOIL_Limited)

Instagram: [https://www.instagram.com/moil\\_limited/?hl=en](https://www.instagram.com/moil_limited/?hl=en)

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

Not Applicable.

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

In such an instance the information would first be disclosed on stock exchange and then the consumers would be emailed individually.

## 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not Applicable.

## 5. Provide the following information relating to data breaches:

## a) Number of instances of data breaches along-with impact

Nil

## b) Percentage of data breaches involving personally identifiable information of customers

Nil



# SUSTAINABLE DEVELOPMENT GOALS





The Saksham Balika Programme, initiated by MOIL, is a remarkable endeavor that seeks to uplift and empower the lives of fifteen underprivileged girls from below poverty line (BPL) families. Through this program, these deserving young girls have been selected to pursue a nursing course at the prestigious Apollo College of Nursing in Hyderabad. The collaboration with Apollo College of Nursing ensures that the girls receive top-notch education and training, equipping them with essential skills to excel in the healthcare sector. The Saksham Balika Programme stands as a testament to the transformative power of education and social initiatives, fostering hope and a brighter future for these young girls and their families.



The company provides medical facilities on-site that allows for immediate response and treatment in case of minor injuries or medical emergencies that can be addressed within the mine premises.

However, in the event of a major medical incident or if specialized medical care beyond the capabilities of the on-site facility is required, MOIL takes the responsible approach of referring the affected individual to a hospital located outside the mine and the expense is borne by the company



The company has set up a school in association with DAV Group of Schools at Sitasongi village in Bhandara district and Opening of one more branch of the school at Munsar in Nagpur district is also in process to offer quality education to students in rural areas. It also support various schools near our mines.



Mahila Mandals are working effectively at all the mines of the Company. Various cultural, social, educative and community activities such as adult education, blood donation camps, eye camps, family planning, etc., are being organized regularly, mostly for the benefit of women residing in the remote mine areas.

Every year 8th March is celebrated as International Women Day and various programs are organized to mark the day. Company also grants maternity leave and special casual leave for family planning.

As part of its CSR activities, self-help groups have been created at the mines which comprise of women hailing from the remote villages. They are trained to make candles, washing powder, washing soaps, bamboo baskets, tailoring and various other vocational activities in order to make them self-reliant.



To limit the impact of our operations on the environment, we strive to reduce energy consumption and increase the use of renewable energy. To achieve this objective, we are replacing old motors and transformers with energy efficient products. Moreover, to improve power factor and reduce harmonics in power, we are installing automatic power factor connection (APFC) panels and active harmonic filters. We are also procuring energy efficient light fittings from Energy Efficiency Services Limited (EESL) to considerably limit our carbon footprint. We are consistently increasing the consumption of solar and wind energy within our operations. We have commissioned wind farms of 4.8 MW and 15.2 MW, situated at Nagda Hills and Ratedi Hills respectively, in Madhya Pradesh. We have installed a 5.0 MW solar power plant in Maharashtra and 5.5 MW capacity solar plant in Madhya Pradesh and have initiated the process of installing and commissioning ground mounted solar plants and solar trees.



Various Research and Development (R&D) activities have become the need of the time in order to improve the safety and productivity in the mines. In order to do so, MOIL has engaged following institutions with virtuosity in this field to aid in this process;

1. CSIR-Central Institute of Mining & Fuel Research (CIMFR), Nagpur and Dhanbad
2. Visvesaraya National Institute of Technology (VNIT), Nagpur
3. National Remote Sensing Centre (NRSC), Hyderabad
4. Indian Institute of Technology (IIT), Kharagpur

These R&D projects are planned to help introducing modern mining technologies along with changes in stope designs of MOIL. The continuous use of software, modern technologies, industry-academic collaborations and the R&D efforts has shown improvements in safety, productivity and environmental parameters in mining operations.



Company undertakes CSR initiatives - primarily focused on healthcare, education, and holistic development for the underprivileged, vulnerable and marginalized stakeholders. It has a Human Rights Policy applicable to all business activities and employees of the Company.

As per its preference purchase policy, the company gives preference to MSMEs, Business owned by Schedule cast/ Schedule Tribes & Women and Class 1 local suppliers (local content of more than 50%).

13  
CLIMATE  
ACTION

As a responsible and environmentally conscious organization, MOIL is implementing various initiatives to mitigate climate change and reduce its carbon footprint. The company is committed to promoting sustainable mining practices, energy efficiency, and renewable energy adoption. Additionally, MOIL invests in eco-friendly technologies and continuously strives to minimize greenhouse gas emissions in its operations.

15  
LIFE  
ON LAND

MOIL is making significant strides in promoting environmental conservation and sustainable practices by actively participating in tree plantation initiatives. As a responsible mining company, it recognizes the importance of reforestation in combating deforestation and climate change. Through its tree planting programs, the company aims to replenish forests, enhance biodiversity, and improve local ecosystems.

16  
PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS

The company has established an extensive framework of policies and procedures, accompanied by relevant Standard Operating Procedures (SOPs), to effectively guide and regulate its day-to-day activities and operations. These policies and procedures serve as a blueprint for employees, outlining the expected standards, protocols, and best practices to be followed across various departments and functions.

17  
PARTNERSHIPS  
FOR THE GOALS

By having a comprehensive set of policies, MOIL ensures consistency, accountability, and compliance in its operations. These policies address various aspects, including but not limited to, quality control, safety protocols, ethical guidelines, data privacy, environmental sustainability, and employee conduct. They provide a clear roadmap for employees, enabling them to navigate their responsibilities and make informed decisions aligned with the company's values and objectives.