

Ref.No: NBCC/BSENSE/2023-24

September 04, 2023

<p>नेशनल स्टॉक एक्सचेंज ऑफ़ इंडिया लिमिटेड एक्सचेंज प्लाजा, प्लॉट नंबर सी/1, जी ब्लॉक, बांद्रा-कुर्ला कॉम्प्लेक्स बांद्रा (ई) मुंबई 400051 एनएसई प्रतीक: एनबीसीसी/EQ</p> <p>National Stock Exchange of India Ltd. Exchange Plaza, Plot No C/1, G Block, Bandra –Kurla Complex Bandra (E) Mumbai-400051</p> <p>NSE Symbol: NBCC/EQ</p>	<p>बीएसई लिमिटेड फिरोज जीजीभोय टॉवर, दलाल स्ट्रीट, मुंबई -400001</p> <p>स्क्रिप कोड: 534309</p> <p>BSE Ltd. Phiroze Jeejeebhoy Tower, Dalal Street , Mumbai-400001</p> <p>Scrip code:534309</p>
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**Subject (विषय): NBCC's Business Responsibility & Sustainability Report – Disclosure under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

Sir,

Pursuant to the provisions of Regulation 34(2) (f) of SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report of NBCC (India) Limited for the financial year 2022-23, which forms part of the 63rd Annual Report for the financial year 2022-23.

The aforesaid information is also disclosed on the website of the company <https://www.nbccindia.in/webEnglish/announcementNotices>

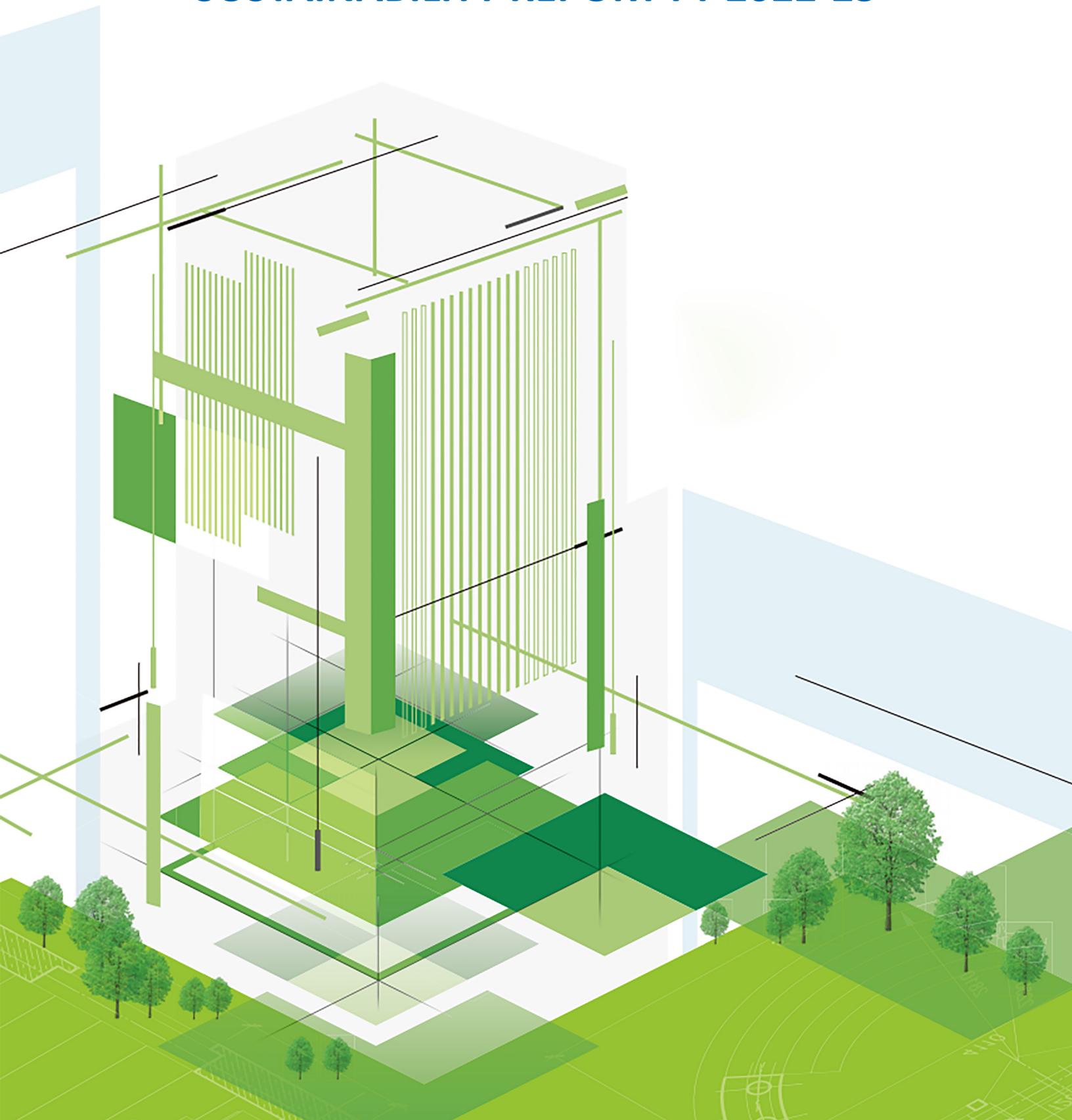
This is for your information and record.

Thanking you,

Yours Sincerely,  
For NBCC (India) Limited

Deepti Gambhir  
Company Secretary  
F-4984

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY 2022-23



## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L74899DL1960GOI003335
2.	Name of the Listed Entity	NBCC (India) Limited
3.	Year of Incorporation	15/11/1960
4.	Registered Office Address	NBCC Bhawan, Lodhi Road, New Delhi- 110003
5.	Corporate Address	NBCC Bhawan, Lodhi Road, New Delhi- 110003
6.	E-mail	<a href="mailto:co.sectt@nbccindia.com">co.sectt@nbccindia.com</a>
7.	Telephone	011-24367314-18, 43591555
8.	Website	<a href="http://www.nbccindia.in">www.nbccindia.in</a>
9.	Financial Year for which reporting is being done	April 01, 2022 - March 31, 2023
10.	Name of Stock Exchange(s) where shares are listed	1) National Stock Exchange of India Ltd. 2) BSE India Limited
11.	Paid-up Capital	₹ 180,00,00,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Deepti Gambhir Company Secretary 011-24367314-18, 43591555 <a href="mailto:co.sectt@nbccindia.com">co.sectt@nbccindia.com</a>
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 reporting for NBCC has been done on a standalone basis covering the Head Offices and respective Project Offices (RBG/SBG's).

### 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 the turnover of the entity
1.	Project Management Consultancy	The Company provides management and consultancy for a range of civil construction projects including residential and commercial complexes, re-development of old government colonies, education and medical institutions, infrastructure project roads, water supply systems, storm water systems and water storage solutions.	91.43%
2.	Engineering Procurement and Construction	NBCC operates in the Infrastructure Segment as well, wherein it executes projects such as High-Rise Chimneys, Cooling Towers, Coal Handling Plants etc. Under EPC, our services include Project conceptualization, Feasibility studies, Detailed Project Reports, Tender Specifications and various packages, Basic and Detailed Engineering, Review of Projects, Procurement, Construction, Drawings, commissioning & Testing, and handing it over to clients in ready to use and functional conditions.	5.63%
3.	Real Estate Development	Real Estate Development focuses primarily on residential and commercial projects such as corporate office buildings and commercial complexes. Real Estate activities includes Development of Real Estate Projects like Residential, Commercial and Institutional projects.	2.94%

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

	Product/Service	NIC Code	% of total turnover contributed
1.	Project Management Consultancy	71100	91.43

III. Operations

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

Location	Number of Plants	Number of Office	Total
National	Not Applicable	17	17
International	Not Applicable	3	3

17. Markets served by the entity:		
a.	Number of locations	
	Locations	Number
	National (No. of States)	33 (including UTs)
	International (No. of Countries)	3
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	
	3.81	
c.	A brief on types of customers	
	The client base of NBCC includes various ministries, departments and institutions under Government of India for domestic operations as well as the Ministry of External Affairs and EXIM Bank (LOC) for Overseas operations.	

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)	1006	896	89.07	110	10.93
2.	Other than permanent (E)	-	-	-	-	-
3.	<b>Total Employees (D+E)</b>	<b>1006</b>	<b>896</b>	<b>89.07%</b>	<b>110</b>	<b>10.93%</b>
<b>WORKERS</b>						
4.	Permanent (F)	356	350	98.31	6	1.69
5.	Other than permanent (G)	-	-	-	-	-
6.		<b>356</b>	<b>350</b>	<b>98.31</b>	<b>6</b>	<b>1.69</b>

b. Differently abled Employees and worker

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	28	25	89.29	3	10.71
2.	Other than permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D+E)</b>	<b>28</b>	<b>25</b>	<b>89.29</b>	<b>3</b>	<b>10.71</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	5	5	100	-	-

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
5.	Other than permanent (G)	-	-	-	-	-
6.	<b>Total differently abled workers (F+G)</b>	<b>5</b>	<b>5</b>	<b>100</b>	-	-

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

Particulars	Total (A)	No. & Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Management Personnel	4	2	50

#### 20. Turnover rate for permanent employees and workers

Particulars	Turnover rate in 2022-23			Turnover rate in 2021-22			Turnover rate in 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.41%	8.37%	9.30%	9.31%	9.26%	9.30%	8.39%	4.33%	7.93%
Permanent Workers	0	0	0	0	0	0	0	0	0

### V. Holdings, Subsidiaries 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 the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Hindustan Steelworks Construction Limited	Subsidiary	51%	No
2	HSCC (India) Limited	Wholly Owned Subsidiary	100%	No
3	NBCC Services Limited	Wholly Owned Subsidiary	100%	No
4	NBCC DWC LLC	Wholly Owned Subsidiary	100%	No
5	NBCC Engineering & Consultancy Limited (Liquidated on March 16, 2023)	Wholly Owned Subsidiary	100%	No
6	NBCC International Limited (Liquidated on July 5, 2023)	Wholly Owned Subsidiary	100%	No
7	NBCC Environment Engineering Limited (Under Voluntary Liquidation and order reserved by Hon'ble NCLT)	Wholly Owned Subsidiary	100%	No
8	Real Estate Development and Construction Corporation of Rajasthan Limited.	Joint Venture Company	50%	No
9	NBCC – MHG	Joint Venture (Association of Persons)	50%	No
10	NBCC – AB	Joint Venture (Association of Persons)	50%	No
11	NBCC R. K. Milen	Joint Venture (Association of Persons)	50%	No

## VI. CSR Details

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

	Yes, CSR applies to NBCC (India) Limited.	
		<b>FY 2022-23</b>
(ii)	Turnover (₹ in lakh)	6,73,630.73
(iii)	Net worth (₹ In lakh)	1,96,146.36
(iv)	Total amount spent on CSR for Current Year (₹ in Lakh)	119.12

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom a 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. Web Link: <a href="http://pgportal.gov.in/">http://pgportal.gov.in/</a>	329	32	Complaints as received on the CPGRAMS Portal. NBCC utilizes the Centralized Public Grievance Redress and Monitoring System, an Indian Government initiative to address the grievances of the public.  Further, the expression communities include even those stakeholders which are not specifically identifiable in rest of the enlisted stakeholders such as Civil Actors, Media, anonymous complaints etc.	442	75	Complaints as received on the CPGRAMS Portal. NBCC utilizes the Centralized Public Grievance Redress and Monitoring System, an Indian Government initiative to address the grievances of the public.

Stakeholder group from whom a 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
Investors (other than shareholders)	Yes. Web Link: <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	0	0	-	0	0	-
Shareholders	Yes. Web Link: <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	0	0	-	0	0	-
Employees & Workers	Yes. Web Link: <a href="https://www.nbccindia.in/pdfData/welfare/HR_Manual_NBCC_17022023.pdf">https://www.nbccindia.in/pdfData/welfare/HR_Manual_NBCC_17022023.pdf</a>	2	2	NBCC is having HR Manual and the same has uploaded on the website of the Company which includes procedures and Grievance Redressal Mechanism for Employees & Workers.	2	1	-
Customers	Yes. Web Link: <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	19	6	Further, refer the Note 53(viii) of the Audited Standalone Financial Statements of the Company for FY 2022-23	40	0	-
Value Chain Partners	Yes. Web Link - <a href="https://erp.nbccindia.in/VendorGrievanceSystem/Login.aspx">https://erp.nbccindia.in/VendorGrievanceSystem/Login.aspx</a>	45	187	The complaints received during the FY22-23 was 45 but the pending cases have been carried forward from the previous year.  Further, 16 nos. of grievances settled/closed during the FY 2022-23.	84	158	The complaints received during the FY21-22 was 84 but the pending cases have been carried forward from the previous year.
Other (Please specify)	-	-	-	-	-	-	-

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change (Environment)	<b>R</b>	<b>Risk</b> - Scientific consensus confirms that climate change is primarily caused by human activities and has significant implications. The construction sector, including the NBCC’s activities, contributes to greenhouse gas emissions, which exacerbate climate change. Climate change can directly impact building performance, increasing risks to occupants and maintenance costs. Additionally, changing microclimates pose challenges to building design and energy consumption.	<ul style="list-style-type: none"> <li>- Adopting energy management strategies to mitigate exceeding risk of GHG emissions (Energy audits, renewable energy, etc.)</li> <li>- Tree Plantation initiatives as per applicable statutes.</li> <li>- Monitoring of air emissions at all project locations to ensure legal compliance and improve on the air quality.</li> </ul>	Negative financial implication.
2	Waste Management (Environment)	<b>O/R</b>	<p><b>Opportunity</b> – Waste management is identified as an opportunity due to its environmental benefits in reducing pollution and resource conservation through recycling and waste-to-energy initiatives. It creates economic opportunities, job growth, and cost savings while complying with regulations. Improved waste management enhances community health and fosters innovation to combat climate change.</p> <p><b>Risk</b> - Waste management is identified as a risk due to its potential environmental hazards, health impacts, resource contamination, and contributions to climate change. Proper waste management is crucial to mitigate these risks and protect the environment and public health.</p>	<ul style="list-style-type: none"> <li>- Adopting SWM techniques to combat the waste output generated by the organization.</li> <li>- Ensuring segregation of waste at the source and monitoring and recording the same.</li> </ul>	Positive/ Negative financial implication.



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)
3	Water Management (Environment)	O/R	<p><b>Opportunity</b> – Embracing water management allows construction companies to differentiate themselves, attract environmentally conscious clients, and showcase innovation. Furthermore, it enables companies to build resilience and adapt to the challenges of climate change.</p> <p><b>Risk</b> - Construction activities can have significant environmental impacts on the ecosystems, necessitating effective management strategies.</p>	<p>-By adopting sustainable practices and implementing water-saving technologies.</p> <p>- Reusing of sewage water after treatment for construction purposes.</p> <p>- Ensuring record keeping of consumption and withdrawal data points and look for openings to reduce, reuse and recycle wherever possible.</p>	Positive/ Negative financial implication.
4	Health & Safety (Social)	R	<p><b>Risk</b> – NBCC is committed to zero harm and has a comprehensive safety guideline for the employees and workers to follow. Further, enhancing the current practices with more robust systems is essential to ensure the highest standards of health and safety in the future.</p>	<p>-Implementing an ISO 45001 in the system for the upcoming reporting periods.</p> <p>-Strengthening the system and establishing a grievance system to address the same.</p>	Negative financial implication
5	Employee Engagement & Well-Being (Social)	O	<p><b>Opportunity</b> – NBCC provides all benefits to employees as per governmental norms. Hence, more can be done through provision of pieces of training and awareness programs on various topics of NGRBC principles.</p>	-	Positive financial implication
6	Talent Management Attraction, Retention (Social)	O	<p><b>Opportunity</b> – NBCC hiring occurs as per governmental norms and regulations with provisions of equal opportunity for all and an unbiased hiring process.</p>	-	Positive financial implication

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)
7	Human Rights & Equal Opportunity (Social)	<b>R</b>	<b>Risk</b> – Embracing human rights is crucial for our organization’s success, protecting our reputation, fostering positive relationships, and ensuring ethical and sustainable operations.	<ul style="list-style-type: none"> <li>- Have policies to support the staff: Whistle Blower’s Policy, POSH policy, Human Right’s Policy, Equal opportunities policy.</li> <li>-A grievance redressal mechanism to ensure support to the aggrieved.</li> <li>- Implementing a Human Rights Risk Assessment at all levels of the organization.</li> <li>- Implementing ISO 26000 within the organization.</li> </ul>	Negative financial implication
8	Customer Experience and Satisfaction (Social)	<b>O</b>	<b>Opportunity</b> - By prioritizing exceptional customer service, personalized interactions, and seamless experiences, NBCC can gain a competitive advantage and differentiate themselves from competitors.	-	Positive financial implication
9	Community Development (Social)	<b>O</b>	<b>Opportunity</b> - By engaging in initiatives that benefit local communities, NBCC can make a positive social impact and fulfill their corporate social responsibility. This engagement leads to stakeholder engagement, including building relationships with community members, non-profit organizations, and local leaders.	-	Positive financial implication
10	Business Ethics & Integrity (Governance)	<b>O</b>	Prioritizing ethical practices enhances reputation, trust, and competitive advantage. It fosters customer loyalty, attracts top talent, and mitigates risks. Ethical behavior also promotes stakeholder engagement, leading to partnerships and shared value creation.	-	Positive financial implication

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Corporate Governance (Governance)	<b>O</b>	Corporate governance provides valuable opportunities for effective decision-making, risk management, stakeholder confidence, access to capital, compliance, and long-term sustainability.	-	Positive financial implication
12	Sustainable Supply Chain (Economic & Governance)	<b>R</b>	The implementation of a sustainable supply chain in the construction industry gives rise to risks that NBCC must duly address. These risks encompass aspects such as supplier reliability, potential cost escalations, disruptions within the supply chain, adherence to regulatory and legal requirements, risks to our esteemed reputation, as well as challenges pertaining to collaborative endeavors.	- Implementing ISO 20400 within the organization.	Negative financial implication
13	Financial Performance & Business Development (Governance & Economics)	<b>O</b>	<b>Opportunity</b> - Strong financial performance allows for revenue growth, access to capital, and a competitive advantage in the market. It enables business expansion, diversification, and the attraction of top talent. Positive financial results also build investor confidence and stakeholder engagement. Additionally, financial success supports innovation, business transformation, and staying ahead of market trends.	-	Positive financial implication
14	Technology, Innovation & Sustainable Construction (Governance & Economics)	<b>O</b>	Technology, innovation, and sustainable construction provide valuable opportunities for improved construction processes, market differentiation, collaboration, cost savings, market expansion, regulatory compliance, and risk management.	-	Positive financial implication
15	Brand Management (Governance)	<b>O</b>	Brand management provides opportunities for building a positive brand reputation, differentiation, customer engagement and loyalty, brand extension and diversification, talent attraction and retention, crisis management, and partnerships.	-	Positive financial implication

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)
16	Quality of Products & Project Delivery (Governance)	<b>O</b>	Emphasizing the quality of products and project delivery provides opportunities for customer satisfaction, competitive advantage, enhanced reputation, increased efficiency and cost savings, stronger risk management, continuous improvement, and positive brand impact.	-	Positive financial implication
17	IT Security (Governance)	<b>O/R</b>	<p><b>Opportunity-</b> NBCC's IT Security Policy is a comprehensive guideline that ensures a secure and safe system for the usage of information services and assets while protecting the organization from security threats. The record keeping and Data Maintenance is streamlined in NBCC by adopting Employee Resource Planning (ERP). To track, manage, and store digital documents, NBCC uses a Document Management System (DMS) that also reduces paper usage. Additionally, NBCC uses techno-friendly and transparent mechanism through various applications such as E-office, Vendor Grievance Management System, E-billing, Technical Support System, Building Management System etc. NBCC is certified with ISO/IEC 27001 for Information security management systems.</p> <p><b>Risk-</b> Information Technology (IT) security is a critical aspect of any organization's operations. Failing to adequately protect digital assets and data can result in various risks and potential consequences. There may be some key risks in IT security such as Data breaches, cyber attacks, Outdated software and patch management, Inadequate Access controls, Lack of Encryption, Data loss etc. which can be prevented by Robust Internal Controls and Audits.</p>	By taking adequate measures and establishing robust internal controls and timely audit processes, IT Security related risks may be prevented.	Positive/Negative Financial Implications

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions			P1	P2	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. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	<a href="https://www.nbccindia.in/webEnglish/policies">https://www.nbccindia.in/webEnglish/policies</a> Further, there could be some of the additional policies of the Company which are accessible only to employees and other internal stakeholders on account of confidentiality.								
2.		Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.		Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	-	ISO 9001:2015 - Quality management systems	-	-	-	-	-	-	1) ISO 9001:2015 - Quality management systems 2) ISO/IEC 27001 Information security management systems
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any	We consistently set Environmental, Social, and Governance (ESG) goals that will serve as our strategy for delivering consistent, competitive, profitable, and responsible growth. We will be establishing a challenging sustainability agenda to address the concerns of our stakeholders, including climate change, health and safety, waste management, water management, and other significant material topics that impact our business.  Further, NBCC (India) Ltd, had signed a Memorandum of Understanding (MoU) for the FY 2022-23 on September 28, 2022 with its Administrative Ministry, MoHUA, outlining the performance targets for the Company for the FY 2022-23.								
6.		Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have worked on policies to bridge the gap with respect to the NGRBC principles and the BRSR reporting structure. Apart from that we have also ensure quality trainings to our staff to spread awareness of ESG related topics. We are also working on implementing other necessary actions to fulfill our goals and ensure we continue to embrace sustainability in all our business areas.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>										
7.	<b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>	<p>NBCC primarily engages in the construction and infrastructure development sector, undertaking a wide range of projects, including residential complexes, office buildings, hospitals, educational institutions, and infrastructure projects. NBCC aims to propel all its operations with evolving sustainability standards and implement them effectively to contribute to a greener and more eco-friendly built environment. This includes adopting green building practices, incorporating smart and efficient energy alternatives, and minimizing environmental impacts such as pollution and waste generation while maintaining quality control throughout the construction process. NBCC has found quantification of our total waste output quite challenging in the reporting period and has proactively taken steps to ensure quality data collection for the next reporting period. Apart from this, we also consider governance an important aspect of our functional activities. To further strengthen our operations, we have embraced ISO 27001 certification. Moving forward, we aspire to enhance and reinforce our governance and social pillars through the implementation of a series of ISO standards. Through our collective efforts, we aim to enhance our ESG performance and contribute to a more sustainable and responsible built environment.</p> <p>The respective departments and divisions of the Company, monitors and reviews various ESG related challenges, targets and achievements as may be arisen during its business operations. These aspects, however, ensures achievement of DEI (Diversity, Equity, inclusions) Goals.</p>								
8.	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	<p>Chief Sustainability Officer and BRSR Executive Committee comprising senior officials of the Company as under:</p> <ol style="list-style-type: none"> <li>1) Shri Pawan Kumar, Executive Director(Engg.)/Chief Sustainability Officer-Chairman</li> <li>2) Shri M.B. Singhal, CGM(Finance)- Member</li> <li>3) Shri C. Mani, CGM(Engg.)- Member</li> <li>4) Shri K. Ganeshiya, CGM(HRM)- Member</li> <li>5) Smt. Deepti Gambhir, Company Secretary- Member</li> </ol>								
9.	<b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details</b>	As per details given above at point no. 8								

10. Details of Review of NGRBCs by the Company:

<i>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</i>									
Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by the BRSR Executive Committee & Board of Directors								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<i>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</i>									
Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As and when required.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	As and when required.								

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

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

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**Principle 1: Businesses should conduct and govern themselves with integrity, in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

#### 1. Percentage coverage by training and awareness programs on any of the Principles in the Financial Year:

Segment	Total no. of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	7	1) Master Class on Building Better Boards 2) Online Certification Program on Corporate Governance 3) Familiarization Program for Independent Directors 4) Use of Smart Contract in Public Procurement and Supply Chain 5) Sensitization of Women on Health 6) Post Covid Scenario in HRM 7) (CSR): Regulatory Framework and Challenges	50%
Key Management Personnel	1	1) Use of Smart Contract in Public Procurement and Supply Chain	25%
Employees other than BOD and KMPs	18	1) Advance Course on Preventive Vigilance 2) Certified Fraud Risk Management 3) Use of Smart Contract in Public Procurement and Supply Chain 4) Public Procurement 5) National Ayush Conference 6) Sensitization of Women on Health 7) Procurement by CPSEs from MSE and through GeM 8) Project execution and concrete technology 9) Orientation program for Engineers 10) Application of Electrical Engineering in Civil projects 11) Material Testing 12) Skill Program at WHO-SEARO Project 13) Welding Technology 14) Convention on Employee Creativity & Innovation 15) Innovation and Sustainable Construction Materials 16) Decoding of Union Budget 17) Orientation Program for MT-Finance 18) Workshop on Indian Constitution	55.77%
Workers	NIL	NIL	NIL



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.

Monetary

	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	1) National Stock Exchange of India Limited 2) BSE India Limited	16,99,200 16,99,200	<p>The composition of the Board of Directors and Audit Committee of NBCC were not as per the statutory provisions i.e., Regulation 17 and 18 of the SEBI (LODR) Regulations, 2015 read with Section 149 and 177 of the Companies Act, 2013 and the DPE Guidelines (due to inadequate numbers of Independent Directors) and non-appointment of Woman Independent Director on the Board of the Company.</p> <p>However, the composition of Board of Directors was in order till July 16, 2022 and composition of Audit Committee was in order till July 16, 2022 and thereafter from November 14, 2022 onwards.</p> <p>In view of the above non-compliances the Stock Exchanges had levied penalty on the Company for which waiver has been requested by the Company.</p>	<p>No. However, Company requested NSE &amp; BSE to waive off the fines as the non-compliance on the matter was beyond the control of the NBCC as Administrative Ministry i.e. Ministry of Housing and Urban Affairs (MoHUA) is the Competent Authority for appointment of Directors on the Board of NBCC being Govt. Company.</p> <p>Further, according to Para 3(a) of the uniform carve outs for Standard Operating Procedure fines levied as per the provisions of SEBI SOP circular, if any non-compliance arising out of inability of Company to comply on account of the specified reason i.e. Make any appointment to the Board of Directors / KMPs due to pending approval for appointment of Directors / KMP etc., from the Government (Ministry)/ Regulator/ Any Statutory Authority.</p> <p>Then waiver of fee may be considered by the stock exchanges.</p>
Settlement	NIL	NIL	NIL	NIL	NIL
Compound- ing fee	NIL	NIL	NIL	NIL	NIL

**Non-Monetary**

	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL			
Punishment				

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy

Yes, NBCC follows the guidelines issued by the Central Vigilance Commission (CVC), aimed at promoting transparency, integrity, and accountability in public administration. These guidelines serve as a framework for preventing corruption and ensuring good governance. Major areas the CVC guidelines help NBCC are preventive vigilance, whistleblower protection, proactive disclosures, investigation and prosecution.

By following these guidelines, organizations and individuals can contribute to the prevention and detection of corruption, ultimately fostering good governance and public trust. Apart from the guidelines, the organization has policies and protocols for Fraud Prevention and Detection, Whistle Blowing, Code of Conduct for ethics and transparency applicable to all employees. This acts as a series of layers that ensure accountability and transparency.

The Company has robust internal control system and various Board level Committee to monitors and reviews these aspects periodically.

Web Link:

Vigilance Manual:

<https://www.nbccindia.in/pdfData/Vig/CVC-Vigilance%20Maual-2021.pdf>

WhistleBlower's Policy:

[https://www.nbccindia.in/pdfData/policies/NBCC%20WHISTLE%20BLOWER%20POLICY\\_22112022.pdf](https://www.nbccindia.in/pdfData/policies/NBCC%20WHISTLE%20BLOWER%20POLICY_22112022.pdf)

Fraud Prevention & Detection Policy: [https://www.nbccindia.in/pdfData/policies/NBCC\\_Fraud\\_Policy\\_01022023.pdf](https://www.nbccindia.in/pdfData/policies/NBCC_Fraud_Policy_01022023.pdf)

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	2	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	FY 2022-23	FY 2021-22
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs		

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

NBCC being a CPSE is governed by Administrative Machinery i.e. MoHUA and DPE Guidelines, and accordingly, corrective actions are taken in concurrence with the directions of Ministry and such guidelines. Moreover, the Company is prompt in notifying the ministry about any material issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

### Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

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

Yes. NBCC has a conflict-of-interest clause in place to ensure that Board Members and Senior Management act in the best interests of the organization.

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

#### Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	100%	100%	Benefits and improvements are still being assessed as the projects are still in progress.
Capex	Not applicable	Not applicable	Not applicable

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

No.

NBCC currently has a practice of procuring through various qualified parameters w.r.t MSME's, vulnerable and marginalized vendor community, stringent quality parameters, transparency, non-blacklisted organizations, etc. Such procurement is normally done through transparent platform (GeM). However, currently it does not have explicit procedures in place to assess and record the percentage of inputs sourced sustainably. We are in the process of establishing a structured methodology (maybe through a sustainable procurement management system) for the same and will report the data point in the next fiscal year.

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

NA

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

a) Plastic waste	-
b) E- waste	The Company is cognizant with the requirements of E-waste Management Rules, 2022.
c) Hazardous Waste	-
d) Other waste	-

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same: No

**Principle 3: Businesses should respect and promote the well-being of all employees including those in their value chains.**

**Essential Indicators**

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	896	637	71.09%	896	100%	NA	NA	896	100%	NIL	NIL
Female	110	44	40.0%	110	100%	110	100%	NA	NA	NIL	NIL
Total	1006	681	67.69%	1006	100%	110	10.93%	896	89.07%	NIL	NIL
<b>Other than Permanent employees</b>											
Male	Not Applicable										
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	350	336	96.0%	350	100%	NA	NA	350	100%	NIL	NIL
Female	6	6	100%	6	100%	6	100%	NA	NA	NIL	NIL
Total	356	342	96.07%	356	100%	6	1.69%	350	98.31%	NIL	NIL
<b>Other than Permanent workers</b>											
Male	Not Applicable										
Female											
Total											

**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	NA	NA	NA	NA	NA	NA
Others : Please specify						

**3. Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard: Yes.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes. NBCC has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. It ensures that people with disabilities have equal access to employment opportunities, promotions, and training programs. It prohibits discrimination in recruitment, employment conditions, and career advancement based on disability. The policy also emphasizes reasonable accommodation measures to provide equal opportunities. Additionally, it highlights the importance of creating an inclusive and accessible work environment that eliminates barriers for persons with disabilities.

Web Link - [https://www.nbccindia.in/pdfData/policies/Equal%20Opportunity%20Policy\\_12042023.pdf](https://www.nbccindia.in/pdfData/policies/Equal%20Opportunity%20Policy_12042023.pdf)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**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)**

Yes/No (If Yes, then give details of the mechanism in brief)

Permanent Workers	Yes, a central grievance committee is in place which deals with the grievances submitted by employee for its amicable settlement.
Other than Permanent Workers	
Permanent Employees	Additionally, the Grievance Committee can propose suggestions for improving current procedures and rules. It is emphasized that employees should not resort to legal action or conciliation until the grievance redressal procedure has been exhausted. Furthermore, employees are expected to represent themselves and not be accompanied by a lawyer.
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 employ-ees/ workers in respective category (A)	No. of employ-ees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respec-tive category (C)	No. of employees / workers in respec-tive category, who are part of associa-tion(s) or Union (D)	% (D / C)
Total Permanent Employees	Not Applicable					
Male						
Female						
Total Permanent Workers	356	356	100%	437	437	100%
Male	350	350	100%	428	428	100%
Female	6	6	100%	9	9	100%

8. Details of training given to employees and workers

Category	FY 2022-23					FY 2021-22				
	Total (A)	On health & safety measures		On skill upgrada-tion		Total (D)	On health & safety measures		On skill upgradation	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. ( E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	896	55	6.14%	304	33.93%	877	102	11.63%	780	88.94%
Female	110	48	43.64%	17	15.45%	105	11	10.48%	43	40.95%
<b>Total</b>	<b>1006</b>	<b>103</b>	<b>10.24%</b>	<b>321</b>	<b>31.91%</b>	<b>982</b>	<b>113</b>	<b>11.51%</b>	<b>823</b>	<b>83.81%</b>
<b>Workers</b>										
Male	Not Applicable									
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	896	896	100%	829	829	100%
Female	116	116	100%	106	106	100%
Total	1012	1012	100%	935	935	100%
<b>Workers</b>						
Male	350	350	100%	428	428	100%
Female	6	6	100%	9	9	100%
Total	356	356	100%	437	437	100%

#### 10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes.

The Company has a policy on health & safety and the same is communicated and reiterated periodically to various concerned department. However, the Company is actively working towards implementing ISO 45001 in the upcoming fiscal year to ensure a comprehensive approach to employee health and safety.

- 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 conducts hazard assessments, although it is not an integral part of daily routine activities. Nevertheless, hazards are consistently evaluated in accordance with the General Guidelines for Safety, as outlined in the 2016 document of NBCC, by the site engineer or the supervisor representing the contractor. This precautionary measure is taken before commencing any activity or project to mitigate potential safety hazards and prevent associated issues.

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

Yes.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Yes

#### 11. Details of safety related incidents

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

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

NBCC prioritizes the safety and well-being of the employees by implementing various measures. These include comprehensive safety training programs, ensuring the use of personal protective equipment (PPE), conducting assessments, and implementing safety policies and guidelines. Regular inspections by the third-party safety officer and maintenance activities are conducted to identify and address potential hazards. NBCC also encourages employee engagement and reporting of safety concerns, while offering health and wellness programs to promote overall well-being. NBCC also provides access to non-occupational medical services, including treatment reimbursement, and medical advances and leaves based on disease criticality. Compliance with regulatory standards is paramount, and NBCC strive to create a culture of safety throughout their operations.

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

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

### 14. Assessment for the year

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

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

NIL

## Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

### Essential Indicators

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

The process of identifying key stakeholder groups for NBCC involves identifying internal and external stakeholders, analyzing their interests and concerns, assessing their influence and power, considering potential alliances, and regularly reviewing and updating it. This comprehensive approach allows NBCC to understand and engage with stakeholders effectively, addressing their needs and priorities, and fostering positive relationships for successful project execution. By prioritizing stakeholder engagement, NBCC can ensure the satisfaction of its clients, employees, communities, government agencies, suppliers, shareholders, and other relevant stakeholders, leading to improved outcomes and overall stakeholder value.

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

Stakeholder Group*	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	1) Annual Shareholder Meeting 2) Investor conferences and Meetings 3) Press releases and Newspaper Publications 4) Annual Reports 5) Communication with Stock Exchanges 6) Email & Written Communication	Event basis	Focus is on creating shareholders wealth.  Key topics: 1) Financial Performance 2) Business Strategy 3) Business Performance 4) Corporate Governance 5) Market Opportunity



Stakeholder Group*	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	1) Employee newsletters 2) Intranet Portal 3) Cultural events, functions & interactions, and review meetings 4) Trainings and performance management system 5) Functional and cross-functional committees 6) Emails and other forms of written communication	Event basis	1) Information 2) Trainings 3) Skill Development 4) Awareness and activities 5) Business activities
Client & Customer	No	1) Direct consumer calls 2) Client/Customer satisfaction surveys 3) Complaint handling & feedback 4) Marketing and Advertising 5) Electronic Communication	Periodically	1) Customers satisfaction survey 2) Grievance Redressal 3) Business activities
Regulatory and Government Bodies	No	1) Annual Reports 2) Communications with Regulatory Bodies 3) Formal Dialogues 4) Physical Meetings	Annually and event basis	1) Information regulatory matters
Suppliers, Contractors & Consultants	Yes	1) Contractor, Consultant, and Supplier Meetings 2) Regular interactions via phone, email, and in-person 3) Vendor Grievance Portal	As and when required	1) Business activities 2) Grievance Redressal
NGOs/ Communities	Yes	Emails, Calls, Letters	Event basis	1) Community development, 2) Skill development 3) Corporate Social Responsibility

\*The above stakeholders are at granular level which is broadly covered under various stakeholders group specified in question no. 23 of section A.

## Principle 5: Businesses should respect and promote human rights

### Essential Indicators

#### 1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1006	138	13.72%	982	343	34.93%
Other than permanent	-	-	-	-	-	-
Total Employees	1006	138	13.72%	982	343	34.93%

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>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	896	-	-	896	100%	818	-	-	818	100%
Female	110	-	-	110	100%	104	-	-	104	100%
<b>Other than permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	350	-	-	350	100%	428	-	-	428	100%
Female	6	-	-	6	100%	9	-	-	9	100%
<b>Other than permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	2	76,30,759	1	69,06,202
Key Managerial Personnel	-	-	1	34,45,594
Employees other than BoD and KMP	855	15,50,381	114	13,10,968
Workers	518	13,11,114	13	9,73,983

\*Functional (Executive) 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

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

The grievance redressal mechanism of POSH for NBCC (India) Limited involves a structured process for addressing complaints of sexual harassment. Any person who experiences or witnesses sexual harassment can file a written complaint with the Internal Complaints Committee (ICC). An investigation is then conducted, ensuring confidentiality and protection for all parties involved. Additionally, the Company has a well-established Central Grievance Committee to handle the grievances of employees including Human Rights issues. The committee is independent in nature and handle grievances as expeditiously as possible.

**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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labor	NIL	NIL	-	NIL	NIL	-
Forced Labor/Involuntary Labor	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

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

To prevent any adverse consequences for complainants in discrimination and harassment cases at our office in India, we take several proactive measures. First and foremost, we have established clear and comprehensive policies against discrimination and harassment, which are communicated to all employees. We believe in fostering awareness among our team, so we conduct regular training sessions to educate everyone about what constitutes unacceptable behavior and the importance of treating each other with respect. To ensure a fair and unbiased process, we have set up an Internal Complaints Committee (ICC) comprising well-trained members who handle such cases with sensitivity and confidentiality. Additionally, we provide an anonymous reporting mechanism, allowing employees to come forward without fear of reprisal.

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

Yes

9.	Assessments for the year	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Child Labor	100%
	Forced/involuntary labor	100%
	Sexual harassment	100%
	Discrimination at workplace	100%
	Wages	100%
	Others-please specify	100%
10.	Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.	
	Not Applicable	

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

### Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	8,029.66 GJ	7,448.06 GJ
Total fuel consumption (B)	53,108.53 GJ	40,787.05 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	61,138.19 GJ	48,235.11 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000001	0.0000007
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
<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.</b>		
No, the Company did not carry out independent assessment by an external agency		

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

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

#### 3. Provide details of the following disclosures related to water

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	11,915.28	12,973.08
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>11,915.28</b>	<b>12,973.08</b>
Total volume of water consumption (in kiloliters)	11,915.28	12,973.08
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	0.0000002	0.0000002
<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.</b>		
No, the Company did not carry out independent assessment by an external agency		

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

NA

5. Please provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	-	NA	NA
Sox	-	NA	NA
Particulate matter (PM)	-	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	NA	NA
<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.</b>			
No, the Company did not carry out independent assessment by an external agency			

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

Parameter	unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	3,037.59	2,344.16
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	8,029.66	7,448.06
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000002	0.0000001
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
<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.</b>			
No, the Company did not carry out independent assessment by an external agency			

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

No

8. Provide details related to waste management by the entity

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	1.08	*The data points for the previous year are presently unavailable due to the unavailability of a suitable mechanism to accurately estimate and record the required data points during that period.
E-waste (B)	0.26	
Bio-medical waste (C)	-	
Construction and demolition waste (D)	-	
Battery waste (E)	-	
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)	-	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Food Waste	7.59	
Paper Waste	0.56	
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>9.49</b>	

Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
Category of waste	-	-
(i) Recycled	0.40	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	0.40	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	9.09	-
(iii) Other disposal operations	-	-
Total	9.09	-
<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.</b>		
No, the Company did not carry out independent assessment by an external agency		

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

The organization regularly practices recycling and proper disposal techniques. E-waste and paper waste are collected, sorted and supplied to respective approved vendors. Furthermore, NBCC complies with relevant waste management regulations and guidelines, including proper handling and disposal of hazardous waste.

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

S No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1	Indo-Bangladesh Border Fencing Works, Dampa Tiger Reserve Forest, Mizoram. (BP No. 2313/2RI to 2305 )	Border Fencing and Border Road	Yes
2	Indo-Bangladesh Border Fencing Works, East Jaintia Hills, Meghalaya (BP No. - 1301/4S to 1316/M)	Border Fencing and Border Road	Yes

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current Financial Year

name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
2000 nos. Social Housing Units, Hulhumale, Republic of Maldives	203-ECA/FDC/2022/2	February 8, 2022	Yes	Yes	<a href="https://en.epa.gov.mv/">https://en.epa.gov.mv/</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: YES

S No.	Specify the law/regulation/guidelines which wasnot complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control Boards or by courts	Corrective action taken, if any
	NIL			

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

#### Essential Indicators

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

S No.	Name of the trade and industry chambers/Associations	Reach of trade and industry chambers/ associations (State/national)
1.	ASSOCHAM	National
2.	Indian Road Federation	National
3.	NAREDCO	National
4.	SCOPE	National
5.	CII	National
6.	IBC	National
7.	All India Public Sector Sports Control Board	National

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

Name of authority	Brief of the case	Corrective action taken
NIL		

### Principle 8: Businesses should promote inclusive growth and equitable

#### Essential Indicator

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

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

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

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

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

CPGRAMS or Centralized Public Grievance Redress and Monitoring System (CPGRAMS) is an online platform, a flagship initiative for the reformation in governance started by the Indian central government through addressing the grievances of general public. NBCC uses the portal to address grievances of communities and track lodged grievances, progress, and receive updates. The concerned department reviews the grievance and takes necessary action.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	91.88%	57.37%
Sourced directly from within the district and neighboring district	99%	99%

**Leadership Indicators**

**1. Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments**

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 lakh)
1	Nagaland	Seyochung Sub-Division, Kiphire	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 42.85 Lakh for FY 2022-23 has been transferred in Unspent CSR Account.
2	Andhra Pradesh	Visakhapatnam	50.00
3	Maharashtra	Nandurbar	Unspent in current year and allocated amount of ₹ 8.74 Lakh for FY 2022-23 has been transferred in Unspent CSR Account.
4	Haryana	Nuh	34.66
5	Punjab	Moga	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 27.88 Lakh for FY 2022-23 has been transferred in Unspent CSR Account.
6	Odisha	Kandhamal	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 60.00 Lakh for FY 2022-23 has been transferred in Unspent CSR Account.
7	Bihar	Purnia	Project is under progress being Ongoing CSR Project and unspent and allocated amount of ₹ 21.00 Lakh for FY 2022-23 has been transferred in Unspent CSR Account.

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

Yes

**b. From which marginalized /vulnerable groups do you procure?**

- 1) MSME/SC-ST owned vendor
- 2) Women entrepreneur

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

A minimum of 25 per cent of the total annual purchases from the products or services produced or rendered by MSE's. Out of 25% target of annual procurement 4% is exclusively reserved for MSEs owned by SC/ST and 3% for MSE's owned by Women entrepreneurs.



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
Nil				

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

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	Sponsoring distribution of Aids & Appliances to Divyangjan in Nuh (An Aspirational District) Haryana	151	100*
2	Procurement of Machinery equipment and basic life support ambulance for the community health center Seyochung Sub-Division, Kiphire (An Aspirational District), Nagaland in phase-II	14413	100*
3	Entrepreneurship Development and Incubation Program for Women Startup Program (WSP) ventures at Indian Institute of Management Visakhapatnam (IIMV-Field) (An Aspirational District) Andhra Pradesh	25	100*
4	Sponsoring / supply of 20 units of Care Mother Kits for YAHAMOGI-Maternal & Child Health Project, Nandurbar (An Aspirational District), Maharashtra	2500	100*
5	Procurement of ECHO machine & requisite training in Echocardiography in District Hospital, Moga (An Aspirational District), Punjab	5000	100*
6	Infrastructure development at Two of Health Care Facilities of Kandhamal (An Aspirational District) Odisha	98784	100*

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
7	Proposal for one ambulance for Deepalaya Mansik Swasthya Evam Viklang Punarvas Sansthan, Purnia, (An Aspirational District), Bihar	10000	100*
8	Proposal for purchase of four computers and two vans for handicapped, deaf and dumb children studying at Ashadeep Dharmarth Sewa Samiti Muzaffarnagar, UP	51	100*
8	Sponsoring setting up of Polymer Research Laboratory, Hindu College, University of Delhi.	1000	Exact % cannot be ascertained
10	CSR Works for Special Protection Group (SPG) Dwarka, New Delhi	5018	Exact % cannot be ascertained

\* As the location being an aspirational district maximum population is from the vulnerable and marginalized groups.

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

#### Essential Indicators

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

NBCC receives complaints from various ways like CPGRAMS portal, emails, letters and DAK etc.

The complaints and grievances are taken up with respective sections, departments, RBGs, SBG's and suitable redressal mechanism is adopted. Grievances are also processed through Grievance Redressal Policy as approved by Board of Directors.

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

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

#### 3. Number of consumer complaints

Particulars	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	-	NIL	NIL	-
Advertising	NIL	NIL	-	NIL	NIL	-
Cyber-security	NIL	NIL	-	NIL	NIL	-
Delivery of essential services	NIL	NIL	-	NIL	NIL	-
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other`	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	1	Safety Regulations
Forced recalls	NIL	NIL

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

Yes, NBCC has a policy and framework on cyber security and risks related to data privacy. The framework/policy on cyber security and data privacy is designed to address the risks and challenges associated with protecting sensitive data and mitigating cyber threats. The policy aims to ensure compliance with data protection regulations and build trust among stakeholders. It includes risk assessment and management processes, guidelines for data privacy, and implementation of various cyber security measures such as network and system security, user awareness and training, incident response and reporting, and collaborations with external entities.

Web link of the policy: [https://www.nbccindia.in/pdfData/policies/IT\\_Policy\\_08062023.pdf](https://www.nbccindia.in/pdfData/policies/IT_Policy_08062023.pdf)

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

The site has been evacuated as per the safety protocols of the organization as the primary step followed by provisions for the customers to relocate themselves. Further, refer the Note 53(viii) of the audited financial statements of the Company for FY 2022-23.



## NOTES TO BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR FY 2022-23:

1. The Company has provided leadership indicators for P1 and P8 only to the extent of information readily available in this regard. However, the Company is also taking steps so that the leadership indicators can be provided in subsequent years.
2. The substantial operations of the Company are carried out within the country and therefore, in terms of Ind AS 108, geographical segments have not been considered as reportable segments to be disclosed in the Audited Financial Statements of the Company for FY 2022-23.
3. In the BRSR, total number of employees is calculated as on March 31, 2023. However, the total number of employees disclosed in the Audited Standalone Financial Statements of the Company for FY 2022-23, is reflective of actuarial calculation in terms of Ind AS 19.
4. In the BRSR, the employees' turnover rate is calculated on the basis of the Guidance Note issued by SEBI, which may be different from the attrition rate, if any, applied in pursuance of actuarial assumptions in terms of Ind AS 19 for the Audited Financial Statements of the Company for FY 2022-23.
5. Centralised Public Grievance Redress and Monitoring System (CPGRAMS) is an online platform available to the citizens 24x7 to lodge their grievances to the public authorities on any subject related to service delivery. It is a single portal connected to all the Ministries/Departments of Government of India and States. Accordingly, any stakeholder group, identified or unidentified by the Company, can access the aforesaid online platform for their Grievance Redressal, if any.
6. Financial implications of the risk or opportunity on Material Business Conduct issues as identified in qualitative/quantitative terms are monitored by the Board/respective Committee periodically.
7. The Company indulges in constant dialogue periodically with various value chain partners to ensure adherence to NGRBC principles in letter and spirit.
8. Information provided in the Principle 6 do not include data in respect of sub-contracting services availed by NBCC from various contractors as they are value chain partners having separate independent identity with their distinct business and sustainability characteristics vis-à-vis the Company.

