



PATEL ENGINEERING LTD.

CIN: L99999MH1949PLC007039

August 14, 2023

To,
Bombay Stock Exchange Ltd.
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001

The National Stock Exchange of India Ltd.
Exchange Plaza,
Bandra - Kurla Complex
Mumbai – 400 051

Scrip Code No. 531120

Company Code No. PATELENG/EQ

Dear Sir(s),

Sub – Submission of Business Responsibility and Sustainability Report for the F.Y.2022-23

In terms of Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2022-23.

You are requested to take the same on record.

Thanking you.

For Patel Engineering Ltd.

Shobha Shetty
Company Secretary
Membership No. F10047

Encl: as above

REGD. OFFICE:

Patel Estate Road, Jogeshwari (W), Mumbai – 400 102. India
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Email headoffice@pateleng.com Website www.pateleng.com

Business Responsibility & Sustainability Reporting Format

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1949PLC007039
2.	Name of the Listed Entity	Patel Engineering Limited
3.	Year of Incorporation	1949
4.	Registered office of the Company	Patel Estate Road, Jogeshwari West, Mumbai - 400104
5.	Corporate Address	Same as above
6.	E-mail	headoffice@pateleng.com
7.	Telephone	022-26767500
8.	Website	www.pateleng.com
9.	Financial Year for which reporting is being done	1 st April, 2022 to 31 st March, 2023
10.	Name of the Stock Exchanges where shares are listed	BSE Limited and The National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 77,36,17,228
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Mr. Ramu Mohan Deputy General Manager (HSE) Telephone: +91 22 26767535 Email: ramu.mohan@pateleng.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Civil Engineering & Construction	Civil Engineering & Construction of Hydro Projects, Dams, Tunnels, Roads, railways etc.	100

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	Civil Engineering & Construction	42101, 42201, 42204	100

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	42	5	47
International	2	-	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	1

b. What is the contribution of exports as a percentage of the total turnover of the entity? None

c. A brief on types of customers: The projects are awarded to the Company by Central & State Government upon bidding for the contract /tenders. The clients are governing bodies according to the sectors of their operations like NHPC, NTPC, SJVNL, CVPPPL, etc. for Hydro Power, IRCON, KRCL, RVNL, etc. for Railway Tunnels and Railway Lines, NHAI for Highways & Roads.

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)
EMPLOYEES						
1.	Permanent (D)	2,077	2,035	97.98	42	2.02
2.	Other than Permanent (E)	37	37	100	0	0
3.	Total employees (D + E)	2,114	2,072	98.01	42	2.02
WORKERS						
4.	Permanent (F)	2,349	2,347	100	2	100
5.	Other than Permanent (G)	10,491	10,474	99.84	17	0.16
6.	Total workers (F + G)	12,840	12,821	99.85	19	0.15

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	2	67	1	33
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	3	2	67	1	33
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100	0	0
5.	Other than permanent (G)	6	6	100	0	0
6.	Total differently abled workers (F + G)	8	8	100	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	28.57
Key Managerial Personnel	4	2	50.00

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.42%	1.00%	9.42%						
Permanent Workers	8.43%	0%	8.43%		10%			9%	

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Friends Nirman Pvt. Ltd.	Subsidiary	100.00	No
2.	Energy Design Pvt. Ltd.	Subsidiary	100.00	No
3.	Shreeanant Construction Pvt. Ltd.	Subsidiary	100.00	No
4.	Patel Engineering Infrastructure Ltd.	Subsidiary	100.00	No
5.	Pandora Infra Pvt. Ltd. (Held by Company along with its Wholly owned Subsidiaries)	Subsidiary	100.00	No
6.	Patel Patron Pvt. Ltd.	Subsidiary	100.00	No
7.	Vismaya Constructions Pvt. Ltd.	Subsidiary	100.00	No
8.	Bhooma Realities Pvt. Ltd.	Subsidiary	100.00	No
9.	Shashvat land Projects Pvt. Ltd.	Subsidiary	100.00	No
10.	Arsen Infra Pvt. Ltd.	Subsidiary	100.00	No
11.	Hera Realcon Pvt. Ltd.	Subsidiary	97.13	No
12.	PBSR Developers Pvt. Ltd.	Subsidiary	100.00	No
13.	Patel KNR Infrastructures Ltd.	Subsidiary	60.00	No
14.	Hampus Infrastructure Pvt. Ltd.	Subsidiary	100.00	No
15.	Waterfront Developers Ltd.	Subsidiary	100.00	No
16.	Patel Engineering (Singapore) Pte. Ltd.	Subsidiary	100.00	No
17.	Patel Engineering (Mauritius) Ltd.	Subsidiary	100.00	No
18.	Patel Engineering Inc.	Subsidiary	100.00	No
19.	Patel Engineering Lanka (Pvt.) Ltd.	Subsidiary	100.00	No
20.	Michigan Engineers Pvt. Ltd.	Subsidiary	51.00	No
21.	Les Salines Development Ltd.	Subsidiary	100.00	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
22.	La Bourgade Development Ltd.	Subsidiary	100.00	No
23.	Ville Magnifique Development Ltd.	Subsidiary	100.00	No
24.	Sur La Plage Development Ltd.	Subsidiary	100.00	No
25.	PT PEL Mineral Resources	Subsidiary	100.00	No
26.	PT Patel Engineering Indonesia	Subsidiary	100.00	No
27.	Patel Mining (Mauritius) Ltd.	Subsidiary	100.00	No
28.	Enrich Mining Vision Lda	Subsidiary	100.00	No
29.	Patel Mining Priviledge Lda.	Subsidiary	100.00	No
30.	Patel Infrastructure, Lda	Subsidiary	100.00	No
31.	Trend Mining Projects, Lda	Subsidiary	100.00	No
32.	Accord Mines Venture, Lda	Subsidiary	100.00	No
33.	Netcore Mining Operations, Lda	Subsidiary	100.00	No
34.	Metalline Mine Works, Lda	Subsidiary	100.00	No
35.	Patel Assignment Mozambique, Lda	Subsidiary	100.00	No
36.	Chivarro Mines Mozambique, Lda	Subsidiary	100.00	No
37.	Fortune Mines Concession, Lda	Subsidiary	100.00	No
38.	Omni Mines Enterprises, Lda	Subsidiary	100.00	No
39.	Quest Mining Activities, Lda	Subsidiary	100.00	No
40.	ASI Global LLC.	Subsidiary	100.00	No
41.	PT Surya Geo Minerals	Subsidiary	100.00	No
42.	PT Surpat Geo Minerals	Subsidiary	100.00	No
43.	Dirang Energy Pvt. Ltd.	Subsidiary	100.00	No
44.	West Kameng Energy Pvt. Ltd.	Subsidiary	100.00	No
45.	Digin Hydro Power Pvt. Ltd	Subsidiary	100.00	No
46.	Meyong Hydro Power Pvt. Ltd	Subsidiary	100.00	No
47.	Saskang Rong Energy Pvt. Ltd.	Subsidiary	100.00	No
48.	Patel Energy Ltd.	Subsidiary	99.99	No
49.	Patel Surya (Singapore) Pte Ltd.	Subsidiary	60.00	No
50.	Pt Patel Surya Minerals	Subsidiary	60.00	No
51.	Pt Patel Surya Jaya	Subsidiary	60.00	No
52.	Lucina Realtors Pvt. Ltd.	Subsidiary	90.90	No
53.	ASI Constructors Inc., USA	Subsidiary	66.37	No
54.	ACP Tollways Pvt. Ltd.	Associate	32.00	No
55.	Hitodi Infra Pvt. Ltd.	Associate	49.00	No
56.	Bellona Estate Developers Ltd.	Associate	49.00	No
57.	CICO Patel JV	Joint Venture	99.90	No
58.	Patel SEW JV	Joint Venture	60.00	No
59.	KNR Patel JV	Joint Venture	49.00	No

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
60.	Patel KNR JV	Joint Venture	50.00	No
61.	Patel-Varks Precision Consortium	Joint Venture	60.00	No
62.	PATEL Soma JV	Joint Venture	50.00	No
63.	PATEL V ARKS JV	Joint Venture	65.00	No
64.	Patel Avantika Deepika BHEL	Joint Venture	52.83	No
65.	AGE PATEL JV	Joint Venture	49.00	No
66.	Patel - Michigan JV	Joint Venture	10.00	No
67.	PEL-UEIPL JV	Joint Venture	60.00	No
68.	PEL-PPCPL-HCPL JV	Joint Venture	51.00	No
69.	PATEL VI JV	Joint Venture	51.00	No
70.	Onycon Enterprise	Joint Venture	60.00	No
71.	PEL-Gond JV	Joint Venture	45.00	No
72.	HES Shuthaliya JV	Joint Venture	45.00	No
73.	PEL-Parbati JV	Joint Venture	52.00	No
74.	NEC-PEL JV	Joint Venture	45.00	No
75.	PEL-RBG JV	Joint Venture	51.00	No
76.	Patel SA JV	Joint Venture	75.00	No
77.	Era Patel Advance Kiran JV	Joint Venture	47.06	No
78.	Era Patel Advance JV	Joint Venture	30.00	No
79.	Patel Apco JV	Joint Venture	50.00	No
80.	Patel Siddhivinayak JV	Joint Venture	51.00	No
81.	PEL-ISC-PRATHMESH JV	Joint Venture	50.00	No
82.	ISC Projects-PEL JV	Joint Venture	49.00	No
83.	Patel -Civet-Chaitra Micro (KA) JV	Joint Venture	51.00	No
84.	Ceigall - PEL (JV)	Joint Venture	40.00	No
85.	VPRPL - PEL JV	Joint Venture	51.00	No
86.	Mokhabardi Micro Irrigation Project JV	Joint Venture	51.00	No
87.	DK Joint Venture LLP	Joint Venture	51.00	No
88.	Patel-Raman JV	Joint Venture	35.00	No
89.	PEL-PC JV	Joint Venture	80.00	No
90.	Patel Civet Project JV	Joint Venture	51.00	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Not Applicable for FY 2022-23, company has voluntarily spent CSR amount as a part of social upliftment
- (ii) Turnover (₹ in millions): 38,171.26
- (iii) Net worth (₹ in millions): 28,011.23

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 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No, there is no direct involvement of the community with the project. All the community related aspects are handled by the Clients. The communities related issues are dealt by the Clients and their social representatives.	Nil	Nil	No complaints received by the Clients from the communities on Company's site activities.	Nil	Nil	No complaints received by the Clients from the communities on Company's site activities.
Investors (other than shareholders)	No	Nil	NIL	--	Nil	Nil	--
Shareholders	Yes	4	Nil	--	Nil	Nil	--
Employees and workers	Yes Whistle blower Policy https://tinyurl.com/2sxxrt7t	Nil	Nil	--	Nil	Nil	--
Customers	Quality Policy as well as complaint Management procedure is in place	Nil	Nil	--	Nil	Nil	--
Value Chain Partners	All the value chain partners are part of supplier development program as well. The company has responsible sourcing Policy which is under implementation.	Nil	Nil	--	Nil	Nil	--
Other	No	Nil	Nil	--	Nil	Nil	-

The policy guiding Company's conduct with its stakeholders including grievance mechanism are available at <https://www.pateleng.com/investors.php>

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. 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	Global warming due to high consumption on fossil fuel-based energy universally	0	We are into hydropower electricity generation plant which is carbon neutral and helps in establishing the Nation's goals towards climate change action vision 2030	-	Positive: Financial implication are saving cost, reduced construction cost. Life cycle impact is carbon neutral or zero carbon emissions.
2	Road infrastructure development in India to reduce the travel time	0	We do surface transportation related tunneling for railways and motor vehicle. Most of the infrastructure development taking place and when Company as principle contractor, the aim of modern infra is to cut the carbon footprints by reducing the distance, using modern ecofriendly techniques etc.	-	Positive: The overall national impact on carbon footprints reduces significantly where the travel distances are reduced and ease of travel happens. The mass commutation through railways minimize the carbon impact.
3	Consumption of natural resources like water, fuel, aggregates, cements and other chemicals during construction	R	Natural resource depletion over a period of time	<p>Waste water treatment and usage of the water.</p> <p>The waste concrete recycling, use of slag cement or cement with fly ash. Design construction chemicals to reduce the curing required. Use of robotic technology to minimize the consumption. Using high energy efficient construction equipment to optimize the resource consumption.</p> <p>Minimizing the energy usage by adopting green energy input where ever it is possible. The source of green energy usage in our case is hydel power or solar usage.</p>	Positive: The Company strives to engage with the client to provide them solutions which are ecologically sound practices and take their approval before doing any changes. The cost saving for the project is also passed on to the client.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Local disruption in projects during project execution.	R	Unskilled person come forward for jobs, and pressurize for being contractors as well seeking labour contract work.	The local employment opportunity needs to be generated hence organization has adopted training, adaptation and getting them locally employed for the project duration. Similarly, the Company also plays its part in establishing connectivity with locals/tribals in areas of operations through local CSR activities which includes, road developments, drinking water supply, providing school amenities for children, medical facilities etc.	Positive: The local employment opportunities are generated which in turns helps in building the food basket of the locals. Further, low absenteeism reduces cost due to less need of rehabilitation.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Respect and make efforts to protect and restore the environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement	
Policy and management processes										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.pateleng.com/investors.php									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	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	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

ISO 9001, ISO 14001, ISO 45001

Business goals and management system goals are well documented and audited by third party annually. We are certified for Integrated Management System from British Standard Institution (BSI) for the past 9 years.

Environmental aspects and significant environment impacts are identified, and environmental goals related to reduce, reuse, recycling and recover is used to optimized resource, mitigate adverse environmental impacts, waste to landfill minimization are taken. Significant change in technology whereby usage of designing of concrete plan, minimizing the curing with water, usage of concrete waste, high performance equipment optimum utilization of resources.

We have taken social upliftment programme where we have started use of MSME as well SME from the nearby place of our project sites. Many of our contractors other than OEM are from the nearby project locations. These initiatives have saved lot of our resources which includes cost saving due to transportation, energy saving whereby we minimized the indirect source emissions, enhanced the livelihood of the locals, bringing the prosperity to the region and giving them opportunities to develop additional resources.

Some of the Strategic goals which organization has taken are mentioned below:

1. Implementation of Integrated Management System in all the leading work sites in next three years' time period (2022-2025) – Ongoing activity
2. Adoption of Anti-bribery and Anti-corruption Policy by December 2022 - The said policy has been adopted and now the policy and procedures are in place for employees, suppliers and our contractors. The Company has set up a target to reach all its critical suppliers and contractors at work places with ethical conduct and may choose to conduct audits at supplier end with the help of ABMS as well Sustainable Sourcing Policy and Procedures. In 2023-2024, Company targets to conduct atleast 2 awareness sessions for suppliers and contractors and to conduct onsite supplier audit on sustainable procurement area which includes ethics.
3. CSR team is in place at HO, Company's project sites which are interested in doing CSR activities around the project, approaches the HO with CSR budget plan for a financial year which is approved by CSR / Board of Directors of the Company. The program rolls out post approval in terms of the budget sanctioned.
4. De-carbonization of some of our activities by opting for green energy by March 2023 - Teesta 6 has exclusively gone for taking green energy through Grid to source our power requirements for the construction activity. (2022-23) The project has been completed. We are exploring such opportunities in other sites where the green energy can be replaced for our major construction related energy requirements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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5. Strengthening training division of the organization and training all the employees and workers on issues related to climate change and actions decided by the organization by June 2023 - Ongoing and the Company is working on the learning and development tools. Some for the training on EHS and Quality are regularly carried out at all the sites.
6. Strengthening our Health, Safety & Environment (HSE) functions by recruitment and rigorous training to bring our incident rate to zero by December 2024.
7. Developing sustainable sourcing policy and encouraging the suppliers from all the sectors to adapt sustainable sourcing Policies by December 2024 - The Sustainable sourcing Policy and Procedure has been laid down and in the financial year 2023-2024. The critical suppliers shall be educated and trained on our requirements and all our PO shall reflect the pre-requisite requirement for our supplier for being partner in sustainable sourcing.
8. ESG /GRI reporting to start by December 2023 voluntarily - Presently the Company is structuring its data management by implementing the SAP across the organization and Legal compliance software. We are trying on Pilot basis HSE mobile based application software to access the information at sites for immediate corrective measure and to ensure the sound HSE at construction sites.

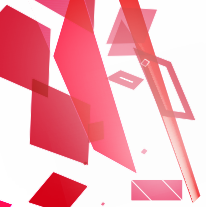
We expect by adopting these objectives company wide, we shall be able to gain:

1. Our commitment for sustainable & organic growth and to ensure safe and green environment. We are committed to work in Nation Building while taking care of Environmental and social well-being with robust governance.
2. Contributing to universal goals for sustainability by governing ourselves in responsible sustainable manner towards environment and society.
3. Building economy of the country by contributing through time bound completion of the projects.
4. Decarbonization projects at some of the construction sites on selected processes will be taken to reduce the emission.
5. Minimizing Co2 emissions from our construction project by 40% by using best available option for our construction projects and to keep on reducing the emission till 2040.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

The prime focus of the Company is to carry out the Sustainable business which is primarily based on our commitment on Environmental resilience, social upliftment and good governance structure for the Company. The Company believes that sound principles of governance are a necessary tool for creating long-term value for all its stakeholders and to promote sustainability. The Company regards respect for human rights as one of its fundamental and core values.



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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Our main business is into constructing Hydroelectric Power Plants which itself is sustainable resource once it operates for next 135 years, which creates zero net carbon emissions from the hydel energy. We are engaged with National building activities which are aligned to Sustainable Development Goals of Government of India. These projects have helped in developing infrastructure in the remote parts of India and helped in economic development of the region while maintaining the environmental resilience.

We have considered 13 projects for this year BRSR reporting boundary and these project constitute the majority of our construction business.

The Company recognizes that climate change is not just an environmental issue but also a business risk. The Company is increasing its due diligence on environmental, Health and Safety and social risks in its construction business and this is done through continual monitoring of each project.

Quality, Environmental and Occupational Health and Safety Management System has helped establishing system throughout the Company and at all our sites. The Company is building robust HSE system to bring down incident rates, enhancing our efforts for resource optimization, use of alternative or less hazardous process by adapting to latest technology in our field.

Since we participate in the Government tenders and all our projects are Government monitored, the challenges for use of latest technology, or use of alternative green solutions (which may be costing higher) adaption to 4R (Reduce, Reuse, Recycle and Recover) process becomes challenging for us. PEL tries to overcome these challenges with our site project review meetings with the client and get it addressed.

The Company is also committed to GRI/ESG reporting for its activities and in this direction, we are in preparation stage for our project sites where we are creating teams, developing process and procedures for collection of data and also getting people trained for reporting. Some of the data collection mechanism has been initiated in this direction and organization is in process of adopting ESG / Climate Change policy. We aim to publish GRI/ESG reporting from financial year 2024-25.

Organization is exploring the avenues of circular economy and in some of the projects they are in talk with the clients for exploring the avenues.

We have improved our health and Safety plans and more number of safety professionals are deployed at the project sites to ensure safe work cultural is followed. The incidents are captured and thoroughly invested. The Corrective action taken with any incident is also monitored and measured for its effectiveness.

One of the aims is to control on waste per ton of concrete. The same has been monitored very rigorously and we are tying to see the alternative useful usage of the proclaimed waste as byproduct or product by ourselves or external organization. We are progressing towards this direction and working out to use the waste concrete back to batching plant, usage of construction and demolition waste as aggregate, use of slurry in developing bricks which can be given to the nearby villages for constructing their homes.

The Company is committed to minimize the energy intensity of our activities from our project sites and will encourage usage of green renewable source of energy. Our work is restricted to construction activity for a temporary duration but yet we shall try to minimize the use of energy by conservation, optimization, efficient building as well usage of green energy.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sunil Sapre, Whole time Director DIN: 05356483 Telephone:+91 22 26767500 Email: sunil.sapre@pateleng.com
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.	Yes, the Company has constituted BRSR committee which is headed by a Whole Time Director. The meetings are held twice in a year for sustainability related issues and for decision making. Besides the above, the Company has the Audit Committee, which reviews the report.



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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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)									
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Performance against above policies and follow up action	Yes										Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes										Annually
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Yes. The Company is certified for Integrated Management System by the British Standard Institution for its activities in Quality, Environment and Occupational Health and Safety. Related to other Policies on Human Resources, Social aspects and Governance the external audit will be planned this FY 2023-2024

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							NA		
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 programme held	Topics/Principles covered under the training and its impact	%age of person in respective category covered by the awareness programmes
Board of Directors	3 manhours	Familiarization programs on updating business projects and update of laws.	100
Key Managerial Personnel	40 manhours	Updating business projects and update of laws.	100
Employees other than BoD and KMPs	49 manhours	POSH, SAP, Health & Safety, MIS	100
Workers	13 manhours	Health & Safety	100

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 7	BSE and NSE	Rs. 11,800 each	The Company has received notice from BSE Limited and National Stock Exchange of India Limited, w.r.t. non-compliance of Regulation 29(3) of Listing Regulation and a fine of Rs. 11,800 was charged individually by both the exchanges. The Company has paid the said fine in terms SEBI SOP Circular dated January 22, 2020.	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary					
Imprisonment	-	-	-	-	-
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: No Such appeal was preferred as the Company has paid the said fine in terms SEBI SOP Circular dated January 22, 2020.
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy: Yes. The Company is committed to act professionally and fairly in all its business dealing and relationship and in continuous process of implementing and enforcing system to counter bribery and corruption in any form. Anti-bribery management system (ABMS) policy has been formulated and adopted by the Company to deal with bribery and corruption issue. The web link to the policy is <http://www.pateleng.com/pdf/2473PELABMS%20Policy.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 2022-2023	FY 2021-2022
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
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: The Board of Directors noted the aforementioned non-compliance under Regulation 29(3) of SEBI Listing Regulation and advised the management to be cautious and avoid such instance of non- compliance in future.

Leadership Indicators

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

Total No. of awareness Programme held	Topics/Principles Covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programme
5	IMS trainings, EHS trainings, Awareness session on BRSR and 9 principles therein.	20

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, code of Conduct Policy is in place for Board of Directors / Employees. Compliance of the Code of conduct is ensured through disclosure to the appropriate authority for taking further action.

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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	<p>The Company is in business of Construction and there is no such R&D carried out as most of the contracts are tender based. The Company tries to invest in adopting modern technologies of construction to save resources and time.</p> <p>Given the nature of business of the Company, the relevance of the above is largely restricted to best available technology in the field of construction, its constant endeavour of the leadership team at PEL to embark upon and embrace the new technology which help in completion of the work activities before schedule as well as helping Clients and Company.</p> <p>The Company has implemented SAP at all the operational sites and HO and Branch Offices. This SAP implementation will help in evolving our processes and make it more robust.</p> <p>Environmentally we shall be enhancing our performance by optimizing the resources and its utilization, minimization of paper waste.</p>		<p>The organisation has kept the environmental care through its ISO 14001 certification for all the site. Further, organisation does take care of the nearby habitant through generating local employment and through various CSR activities.</p>

The Major Equipment's bought under capex during this period is as below:

	Project	Amount in millions (Approx.)
Capex	Kiru HEP	968.14
	Luhri	407.82
	Teesta VI	300.05
	Subansiri	465.90
	Total	2,141.91

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

The Company has established Policy and Procedure for Sustainable Sourcing /Procurement with procedures in place. The organisation has also shortlisted the suppliers and contractors with whom they will take the journey of Sustainable sourcing in the financial year 2024-25.

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.

The major hazardous waste of our Industry is Construction and Demolition waste, metal scrap, and waste oil. The following is the process which has been adopted by the Company:

- a) Construction and demolition waste: The waste generated during the concreting is sent back to batching plant to manufacture concrete for the project work or it is used for paver block making.
 - b) The concrete slurry is collected in the tanks which is also used for bricks making. The same is used for road constructions or it is used to give it back to local people for constructing their house.
 - c) The Metal Scrap: It is sent to the scrap dealer who in turns sends it back to the TMT bar manufacturers for the bar manufacturing.
 - d) The burnt oil or waste oil from the DG set is also used as shuttering oil for the shuttering process as well the remaining waste oil is given to the authorised re-processors.
 - e) Waste paper for the office is sold to the paper dealer who sends it to the paper mills for the recycling.
 - f) The majority of the electrical waste at the project site is either repaired or it is sold under buy back agreement. The electronic waste is also collected and handed over the authorised E-Waste reprocessor.
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.

There is no such requirements as per contractual condition for the civil construction activities.

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.
4290	Constructions of dams, tunneling activities as well road construction	100	Company has not conducted any LCA but has considered the life cycle perspective in its planning and execution of ISO 14001: 2015 at all the sites. The design capability and the design strength of any hydropower plant is around 135 years and after that if any environmental impact is going to be there, it would be around 90% of construction and demolition waste. The technology evolution is continuous process, and we envisage by that time even 100% of the C&D waste will be reused back into the construction. Comprehensive Life cycle perspective will be conducted by external party in the year 2023-24 and results shall be communicated in public domain through our website.		

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
C&D Waste	Land Pollution	Reuse of the entire waste in construction business
Disposal of hazardous waste like waste oil, tyres, oil filters, waste chemical containers, paint etc.	Land and Air pollution due to incineration and further secured land fill by the agencies.	Minimization of the waste, Appointment of OEM to handle all the construction equipment's and the waste management, green chemicals, curing chemical usage to minimize the water consumption. Since the project locations are remote, it impossible in many ways to transport the hazardous waste. In some of the sites, its client who helps in management of the hazardous waste.

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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Construction and Demolition waste	10%	10%

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 2022-2023 (Current Financial Year)			FY2021-2022 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	Given to recyclers	5 MT per annum	NA	NA	Collected and kept for recyclers
E-waste	Presently it is being collected at site. Once a quantum is identified, the central procurement team will auction to government authorized e-waste recyclers and re-processor.					
Hazardous waste	Majority of hazardous waste is generated through usage of DG sets, Construction vehicles. We have OEM contract in place, accordingly the OEM does take care of all these waste in scientific manner and dispose as per hazardous waste disposal. The muck generated during the process, is also disposed with in site after consultation with the client.			-	-	-
Other waste	Other solid waste includes tyres, scrap of iron etc. are sold to regular scrap dealers					

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not applicable to this type of industry

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	2,035	2,035	97.98	2,035	97.98	0	0	0	0	0	0
Female	42	42	2.02	42	2.02	0	0	0	0	0	0
Total	2,077	2,077	100	2,077	100	0	0	0	0	0	0
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	NA	NA
Female	0	0	0	0	0	0	0	0	0	NA	NA
Total	0	0	0	0	0	0	0	0	0	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	2,347	0	0	2,347	99.91	0	0	0	0	0	0
Female	2	0	0	2	0.09	0	0	0	0	0	0
Total	2,349	0	0	2,349	100	0	0	0	0	0	0
Other than Permanent workers											
Male	10,474	0	0	10,474	99.84	0	0	0	0	0	0
Female	17	0	0	17	0.16	0	0	0	0	0	0
Total	10,491	0	0	10,491	100	0	0	0	0	0	0

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	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI				100%		

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, Most of the permanent facilities and office buildings are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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, the Company has Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through the link: <https://tinyurl.com/t5w9tn84>

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				
Female	No Employee has applied for parental leaves in the year 2022-2023			
Total				

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	Human Resource function at the sites have the processes for handling all the types of grievances redressal mechanism as per HR Policy of the organization. The HR also deals with any type of grievance in written or oral form. HR at each site is accessible to all for lodging grievance and its redressal from them.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	The Company has always believed in open and transparent communication. Employees are encouraged to share their concerns with their business heads, HR or the members of the senior management. The Company has always followed an open door policy, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the Corporate Whistleblower Policy provides a formal platform to share grievances on various matters. The details of the grievance mechanism are shared with employees through a specific module. New recruits are also sensitized on the various policy and mechanism and forms part of the employee induction program. The Company has a policy on Prevention, Prohibition and Redressal of sexual harassment of women (POSH) at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy on the same is placed on the Company's website. The ICC comprises majority of women members. Members of the ICC are responsible for conducting inquiries pertaining to complaints under POSH.

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,077	0	0	0	0	0
- Male	2,035	0	0	0	0	0
- Female	42	0	0	0	0	0
Total Permanent Workers	2,349	783	33.33	2023	680	33.61
- Male	2,347	783	33.36	2,023	680	33.61
- Female	2	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2022-2023 Current Financial Year					FY 2021-2022 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E / D)	No. (F)	% (F/D)
Employees										
Male	2,035	2,035	100	2,035	100	2,389	2,389	100	2,389	100
Female	42	42	100	42	100	45	45	100	45	100
Total	2,077	2,077	100	2,077	100	2,434	2,434	100	2,434	100
Workers										
Male	2,347	2,347	100	2,347	100	1,836	1,836	100	1,836	100
Female	2	2	100	2	100	0	0	100	0	100
Total	2,349	2,349	100	2,349	100	1,836	1,836	100	1,836	100

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

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,035	2,035	100	2,202	2,202	100
Female	42	42	100	45	45	100
Total	2,077	2,077	100	2,247	2,247	100
Workers						
Male	2,347	2,347	100	2,023	2,023	100
Female	2	2	100	0	0	0
Total	2,349	2,349	100	2,023	2,023	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 of such system?

Yes, Occupational Health and Safety (OH&S) management System has been implemented by the Company and is in compliance with ISO 45001:2018 and is certified for ISO 45001:2018 by BSI for our business. Company's top management is committed to ensure safe workplace across its area of operations and to achieve the "Mission Zero Harm" through its OH&S Policies and procedures. We ensure the "ethics and compliances" through regular evaluation of OH&S Management system and compliance obligations. The Company has deployed dedicated Health and Safety Officers with desired competency across our project sites to implement, monitor and continually improve OH&S management system and to provide expert advise on OH&S matters to the management. The Company has a systematic document process of identifying OH&S hazards and related risks for all routine and non-routine activities, which ensures the risk has been reduced at ALARP (As Low as Reasonably Practicable). All sites have formed dedicated safety committee chaired by Project Managers to discuss the internal and external issues related to OH&S and making decisions on OH&S matters. Company ensures the consultation and participation of workers and contractors in OH&S matters through various programs like OH&S committee meeting, OH&S Inspections, Tool Box Talk, Mock Drills, Promotional Activities, Rewards and appreciations and OH&S Audits. Regular inspections and audits being conducted by OH&S Department from HO to find out any serious non-conformance and area of improvement and to take necessary action. We have implemented systematic process for timely reporting of all OH&S related accidents, Investigation of such accidents in stipulated time to find out the causes of accident, taking necessary corrective actions and its horizontal deployment. With all above mechanisms of OH&S Management System we ensure the continual improvement of our OH&S standards at site.

- 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 has documented systematic procedure for identifying work related OH&S Hazards and related risks, Hazard Identification and Risk Assessment (HIRA) for all routine and non-routine activities. The process of Hazard Identification and Risk Assessment is intended to establish a standard procedure for determining OH&S Risks and their overall significance relating to the organizational activities. Risks arises from the interaction of people with equipment, materials and the work environment. This Procedure is primarily concerned with personal injury and ill health risks and does not address damage to plant and equipment, except when such damage may injure people. The task of risk assessment should involve both identification of the hazards and undertake an evaluation of the impacts of the risks involved.

- **Hazard Identification:** This is the process of examining each work area and work task for the purpose of identifying all the hazards which are "inherent in the job". Work areas include but are not limited to Tunnel area, Excavations, Shaft area, office areas, Store, transport, maintenance area, DG area, Pump houses, Electrical panel rooms etc. Tasks can include (but may not be limited to) using load handling equipment, audio and visual equipment, industrial equipment, handling materials and hazardous substances, driving a vehicle, dealing with emergency situations,

construction activities, working at heights, Excavation etc. This process is about finding what could cause harm in work task or area. The hazards being identified by Look at all aspects of the work, Including non-routine activities such as maintenance, repair, or cleaning, Look at accident / incident / near-miss records, Include people who work “off-site” either at home, on other job sites, drivers, teleworkers, with clients, etc., Look at the way the work is organised or “done” (include experience and age of people doing the work, systems being used, etc.), Look at foreseeable unusual conditions (for example: possible impact on hazard control procedures that may be unavailable in an emergency situation, power outage, etc.), Examine risks to visitors or the public. Include an assessment of groups that may have a different level of risk such as young or inexperienced workers, persons with disabilities, or new or expectant mothers.

- **Evaluation of Risk & Risk control:** Once the Hazards identified, the risk will be evaluated by considering the probability, severity and existing control measures by the help of a 5X5 risk matrix. We will look for additional control measures, which are reasonably practicable to reduce the risk to acceptable level (4 or below) as per hierarchy of risk control (Elimination, Substitution, Engineering control, Administrative control and PPEs). This HIRA document will review periodically once in 6 months and in case of any accidents, or suggested by audits.

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/ No): Yes

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

Safety Incident/Number	Category	Current FY (2022-23)	Previous FY (2021-22)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	2	0.39
	Workers	7	
Total recordable work-related injuries	Employees	2	4
	Workers	7	
No. of fatalities	Employees	1	3
	Workers	11	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	0
	Workers	7	

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

From the day one of inception of the project, a detailed site OH&S plan, Risk assessment (HIRA) and Method statement are prepared for all routine and non-routine activities, which are reviewed & approved by client for every project undertaken by the Company. The following measures are being complied on an ongoing basis to ensure safe and healthy workplace:

- All workers and staff are medically screened and OH&S inducted prior to deploying them at site. This induction training includes basic OH&S information like, a brief about organization, Company’s OH&S Policy, details of OH&S officers at site, site OH&S rules and regulations (OH&S Codes of conduct), Major/ significant Hazards associated with the workplace, sign in and out procedures, Hand Over Take Over System, Permit to Work system, Location and details of welfare facilities like first aid centre, rest room, toilets, canteen etc., Emergency response plan and contact numbers and Accident/Incident reporting procedures.
- A detailed monthly OH&S Activity Plan being prepared every month which includes all Operation control and monitoring plan for the month, which ensures that all activities are conducted on regular basis in a timely manner.
- Monthly walkthrough inspection being conducted at all work area by the Project Head and OH&S committee and immediate actions were taken on deficiencies observed.
- Workplace EHS inspections, Tools and tackle inspections, Plant and machinery inspection, Electrical inspection, office inspection etc. being conducted periodically and findings were recorded and communicated to concerned responsible person and ensure that necessary corrective actions were taken on time.

- Periodical monitoring like Ambient Air Quality Monitoring, Lux monitoring, Noise monitoring, drinking water testing, earth pit monitoring, DG stack monitoring etc. being conducted by third party to ensure that the workplace hygiene requirements are complied with legal and standard requirements.
- All lifting tools and tackles and compressor vessels being inspected periodically by OH&S Officer and External Third-party Inspector once in a year. Internal inspections like RCCB Inspection, Lux and noise monitoring, Gas monitoring, fire extinguisher inspection, earth pit inspection etc. also being conducted by OH&S officer.
- Skill medical tests being conducted once in 6 months to ensure the fitness of worker to perform high risk activities. These skill test includes Eye test for drivers, operators, welders, fitters etc., Work at height pass system implemented with proper medical screening for workers working at height and cook and helpers medical screening.
- All high-risk activities like Entry to confined space, working in tunnel, work at height, Hot work, Excavation work etc. being controlled with Permit to Work System and Regular gas monitoring being done in compliance with confined space regulations.
- Various trainings and awareness sessions being planned and conducted on monthly basis to improve the awareness of workers on OH&S. These training and awareness sessions includes Job specific trainings, Tool Box Talks, Induction Trainings, On Job trainings etc.
- Workers being consulted and ensuring their participation through various OHS programs like EHS committee, Hazard identification, risk Assessment, OHS complaint form etc. and communication of OHS matters being done through TBT, Notice board and email communication to worker representatives.
- All work-related potential emergency conditions are identified, detailed Emergency Response plan were prepared and mock drills being conducted on periodical basis. All sites are formed emergency response team and resources were provided as per emergency plan.
- Provisions are made for timely reporting of OHS incidents and ensure deployment of corrective action recommended by detailed incident investigation to avoid such accidents in future.

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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	8	0	-	5	0	-
Health & Safety	12	0	-	6	0	-

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 & safety practices and working conditions.

The following Corrective Actions Taken against OH&S incidents and findings of OH&S assessment conducted for various project sites of the Company:

- Gas testing at different levels especially at the spot of Hot Work inside tunnel.

- Adequate ventilation at tunnel face ensured before starting the hot works.
- Additional compressed air line extended to face to flush the fore poles and crown before starting Hot work.
- The ventilation duct extended to the face to ensure proper ventilation.
- Permit to Work for hot work enforced strictly.
- Risk assessment reviewed and the hazards related to the generation of Natural gas included.
- Detailed SOP prepared and circulated to the site team for reference.
- EHS alert prepared in basis of the accident and circulated to site team.
- The Hazards due Natural gas included in Monthly training plan and more trainings are imparted to workers and project team.
- Hazards related to generation of natural gas and hot work included in daily TBT.
- Adequate firefighting arrangements made available at all Hot Work area.
- Mock drill conducted on "Flash fire due to release of natural gas inside tunnel

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. All employees have been covered under Accidental policy and all the workers covered under Employee Compensation Act as well as Group personal Accident Policy.

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

Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The Company makes sure that all the relevant clauses dealing with statutory compliance are validated and honoured by both sides.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Employees	2	0	0	0
Workers	7	4	4	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/ No)

Yes, The Company provides transition assistance programmes to facilitate continued employability including helping them to manage post retirement worries and utilize them by engaging them as consultants and trainers till they get settled completely on account of retirement.

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	100%
	The site contractors/Suppliers are to adhere to HSE requirements of the Company, HSE manual, with site safety plans and applicable formats.
Working Conditions	100%

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.

In continuation to the detailed investigations of incidents happening at various project sites, we have initiated horizontal deployment of following Corrective Actions to prevent further recurrence of similar incidence at project sites.

- EHS Inspection checklist of all construction vehicles, equipment's and tools & tackles are created, Inspections plan in Monthly Activity Plan and ensure that all inspections are carried out as per the plan.
- Third Party Inspection of all lifting equipment's, tools and tackles made mandatory and ensure that inspections being conducted periodically.
- Batch wise Tool Box Talk being conducted at all sites Daily/ shift wise.
- Permit To Work system implemented for all high risk activities like Lifting and lowering operations, excavation and mining works, Tunnel works, Hot works, Work at height etc.
- Gas testing being done at different levels especially at the spot of Hot Work inside tunnel.
- Adequate ventilation at tunnel face being ensured before starting the hot works.
- Additional compressed air line extended to face to flush the fore poles and crown before starting Hot work.
- The ventilation duct extended to the face to ensure proper ventilation.
- Permit to Work for hot work enforced strictly.
- Risk assessment reviewed and the hazards related to the generation of Natural gas included.
- Detailed SOP prepared and circulated to the site team for reference.
- EHS alert prepared in basis of the accident and circulated to site team.
- The Hazards due Natural gas included in Monthly training plan and more trainings are imparted to workers and project team.
- Hazards related to generation of natural gas and hot work included in daily TBT.
- Adequate firefighting arrangements made available at all Hot Work area.
- Mock drill conducted on "Flash fire due to release of natural gas inside tunnel".

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.

Any individual or group of individuals or institution that adds value to the business chain of the Patel Engineering Limited is identified as a core stakeholder. This inter alia includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organizations, suppliers amongst others.

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
Shareholders/ Investors	No	Press Releases, dedicated email ID for Investor Grievances, Annual Report, Website, Newspapers, Stock Exchange Intimations, Emails, SMS, Investor meets etc.	Quarterly / Annually / As and when required	To update the shareholders / investors on information which are material to them. Key topics are Company's financial performance, update on the various projects awarded to the Company and order book status including steps taken by the Company to reduce its debts.
Customer	No	Emails, SMS, Meetings	As per project requirements	Progress review meeting, HSE meetings
Regulators	No	Press Releases, Quarterly Results, Annual Report, Stock Exchange filings, specific meetings, representations	As and when required	Reporting requirements, statutory compliances
Employees	No	Meetings, inductions, grievance redressal, welfare initiatives for the employees and their families	As and when required	Performance, education, training, career enhancement & skill training etc.
Community	Yes	Direct engagement through Company's various project sites and also through NGOs	As and when required	Their feedback / success on CSR project. Also review potentials and further engagement scope.
Suppliers / Contractors	No	Suppliers / Contractors meet	As and when required	Supply chain issue, need for awareness and other trainings, regulatory compliance, EHS performance etc.

Leadership Indicators

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

The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Corporation to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board is kept abreast of various developments and feedback on the same is sought from the Directors. The consultation with stakeholder are delegated at various functional level of the organization. The project sites carry out consultation with the contractors and local suppliers and employees, Company has adopted a procedure for ongoing process of participation, consultation and communication.

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

Yes, process of consultation, participation and communication is in place and all the sites have a practice of Safety Committee meetings, Risk related to environment and Health and safety are identified, reported and action are taken accordingly. The Core team at the site receives the information of new hazards or the environmental risk, which is analyzed quantifiably and then control actions are determined with the help of the team members.

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

The stakeholder engagement are initiated with the overall goal of the organization towards engaging people from different stakeholder group. The stakeholders are engaged through generating local employment opportunities, through Corporate Social Responsibility projects which are identified by the local Site management with the local authorities, gram panchayats and vulnerable society. The legal authorities are also reported from time to time as per compliance requirements.

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 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,035	2,035	100	2,247	2,247	100
Other than permanent	42	42	100	-	-	-
Total Employees	2,077	2,077	100	2,247	2,247	100
Workers						
Permanent	2,347	2,347	100	2,023	2,023	100
Other than permanent	2	2	-	-	-	-
Total Employees	2,349	2,349	100	2,023	2,023	100

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

Category	FY 2022-2023 (Current Financial Year)				FY 2021-2022 (Previous Financial Year)					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (C)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	2,349	2,349	100		2,023	2,023	100	-	-	-
Male	2,347	2,347	100		2,023	2,023	100	-	-	-
Female	2	2	100		0	0	0	-	-	-
Other than Permanent	10,491	10,491	100		2,061	2,061	100	-	-	-
Male	10,474	10,474	100		2,061	2,061	100	-	-	-
Female	17	17	100		0	0	0	-	-	-

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in Rs.)	Number	Median remuneration/salary/wages of respective category (in Rs.)
Board of Directors (BoD)	2	2,46,72,237	1	1,71,20,014
Key Managerial Personnel	2	2,46,72,237	2	1,09,60,005
Employees other than BoD and KMP	2033	9,02,882	40	12,25,674
Workers	2,347	3,56,308	2	2,87,329

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)**

The Company does not have a single focal point for addressing human rights issues. The Company has adopted Human Rights Policy. The HR head is responsible for addressing the same.

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, and such other parameters. The Company believes

that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aims to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity. Any human rights related issues can be reported as per Whistle Blower Policy of the organization.

PEL also has zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company has Whistle Blower policy wherein the employees can report any discrimination and harassment cases without any fear of retaliation, unethical behavior or any non-compliance which may have detrimental effect on the organization. Also the Code of Conduct of the Company requires employees to behave responsibly in the action and conduct. The Diversity & Inclusion policy has been adopted by the Company to ensure that the Company continues to be an employer of all diversity groups - gender identity, disability, caste, creed, colour, religion, marital status, age, sexual orientation and expression, medical condition, language and any other aspects as applicable, to create and foster an open culture of inclusion for all stakeholders; and to create an environment which has zero tolerance for discrimination. Apart from that the Company has ICC committee for protection of women at workplace to ensure their rights, receive grievances, conduct investigations and to take action.

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

9. Assessments for the year 2022-2023

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	100%.
Sexual harassment	The Company is in compliance with the laws, as applicable. All the applicable laws are assessed as part of IMS implementation by the organization externally.
Discrimination at workplace	
Wages	
Others – please specify	

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

No significant risks / concerns.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
No complaints received in FY 2022-23 for human rights violation. The Company regularly sensitizes its employees / suppliers on the Code of Conduct for employees / suppliers, Human Rights Policy, Child Labour Policy, Wages Acts and related laws through various training programs.
- Details of the scope and coverage of any Human rights due diligence conducted.
The scope and coverage of human rights due diligence is limited to all the company employees, workers at HO and project sites.
- 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?
Most of the permanent facilities and office buildings are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.
- Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed

Child labour	No specific assessment in respect of value chain partners has been carried out other than certain covenants where some of these parameters are being monitored closely. The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

NA

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

Essential Indicators

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

Parameter	FY 2022-2023	FY 2021-2022
Total electricity consumption (A) (in GJ)	2,13,915.24	3,01,287.97
Total fuel consumption (B) (in GJ)	7,65,410.71	9,39,417.55
Energy consumption through other sources (C) (in GJ)	2,29,765.79	13,64,429.57
Total energy consumption (A+B+C) (in GJ)	12,09,091.74	26,05,135.09
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) GJ / ₹ in Mn	31.68	85.98
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

- 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.

NA

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kilo litres)		
(i) Surface water	1,92,44,481.78	1,36,55,105.54
(ii) Groundwater	1,06,51,370.88	1,14,10,866.34
(iii) Third party water	32,21,700.00	16,45,281.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,31,17,552.66	2,67,10,352.88
Total volume of water consumption (in kilolitres)	2,49,46,764.76	2,62,67,311.56
Water intensity per rupee of turnover (Water consumed / turnover)	0.06	0.01
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

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
No. There is no zero liquid discharge possible from the site due to nature of the business of Hydroelectric Power plant. There is no change in the characteristics of the water use by any means as most of the water is used for construction purpose. There is no waste water generated other than water used for washing of construction vehicles which is passed through sedimentation tank and oil catcher. The waste is collected and sent to disposal site for disposal.
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
NO _x	(µg/3)	25.0	1.88
SO _x	(µg/3)	6.3	1.64
Particulate matter (PM)	(µg/3):	36.3	0.11
Persistent organic pollutants (POP)	No process emission	0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others- please specify		0	0

Yes, BHARAT FOUNDATION (Recognized by WEST BENGAL POLLUTION CONTROL BOARD has been engaged by the organization to carry out independent assessment of the environmental parameters for all the sites this year.

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 2022-2023 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	54,384.45	37,735.92
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	16,325.46	17,238.53
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.18 crores	0.18 crores
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

No. We shall initiate the collection of data and getting it evaluated from the external agency from 2023-2024 financial year, while we shall be preparing for the ESG reporting.

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

Yes, the Company has taken the following steps:

- In Teesta VI HE project site we have started completely using the green grid supply resulting in factually zero scope 1 and scope 2 emission. The energy source in this case is hydroelectric power generation.
- Some of our sites in Himachal Pradesh are already running on green project and efforts are made in remaining other sites to use the renewable energy if available in the area. The project sites are temporary and currently management is in active discussion with sites team for finding opportunities in renewable energy sector.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.34	15.25
E-waste (B)	0	0
Bio-medical waste (C)	1.56	2
Construction and demolition waste (D)	Reused at site	Reused at site
Battery waste (E)	Buyback Agreement	Buyback Agreement
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	510.22	434.62
Total (A+B + C + D + E + F + G + H)	529.12	449.87
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste Plastic : Given to the vendor who in turns sends back to recyclers		
(i) Recycled	16.10	15.25
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	16.10	15.25
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Oil filters, Oil rugs	Oil filters, Oil rugs
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	-	-

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.

ISO 9001, ISO 14001, ISO 45001: British Standard Institution, Mumbai

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

The Company has adopted ISO 14001. We have implemented segregation of hazardous waste locations at all the sites. The hazardous waste associated with our activities are primarily oil contaminated rags, oil filters and air filters as well as waste oil which is collected and normally given to hazardous waste management body or it is taken by the OEM suppliers who are having maintenance contract with site. Most of our project sites are not accessible by the Hazardous waste Management agencies. The collection, segregation, labeling and disposal of waste are done by sending these waste to hazardous waste management bodies by our own transportation arrangement. Medical waste are also collected and sent either to client managed health facilities or given to our own tie up hospital for safe disposal as per Bio Medical Waste Management and handling Rules 2016.

We undertake EPC project which is limited only to Civil Construction. The constructions chemicals used during the contraction are not hazardous or toxic in nature. However, efforts are there to minimise use of chemicals in construction process.

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:

Sr. 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	Sleemanabad Tunnel Project, Jabalpur Road, House no-08, Harsh Nagar, KATNI, Madhya Pradesh-483501	Water carrier Tunnel construction	Y
2	Shongtong-Karchham H.E. Project, Re Kong - PEO, District Kinnaur, Himachal Pradesh - 172 107	Hydro Electric Power project Construction	Y
3	PARNAI HE PROJECT, P.O. Draba, Teh. Surankote, Dist.:Poonch - 185122, J&K	Hydro Electric Power project Construction	Y
4	USBRL-T2, IRCON Project, Vill+Po: Bhaga, Tel: Katra, Dist: Reasi, Pin-182311, Jammu and Kashmir	Railway tunnel Construction	Y
5	USBRL, T-15 Project, Village-Chakani, Sangaldan, Tehsil-Gool, District-Ramban, Jammu & Kashmir-182144.	Railway tunnel & Bridge Construction	Y
6	Kundah Pumped Storage HEP, 4E Type Quarters, Block No: 8, House no:3, Emerald Camp, PO: Emerald-, Pin-643209, Dist.: Nilgiri, Tamil Nadu	Hydro Electric Power project Construction	Y
7	ARUN III H. E. PROJECT, Near SAPDC Complex, Tumlingtar, Khandbari -9 Dist : Sankhuwasabha, Nepal	Hydro Electric Power project Construction	Y
8	AMT-II Tunnel Project, Hegdewar Udhyan, Near Vidhya Bhawan High School, Barrister Nath Pai Nagar, Ghatkopar East, Mumbai, Maharashtra	Water carrier Tunnel construction	Y
9	Sela Road- Tunnel Project, C/O - Mr. Dor Sonam, Vill - Senge, P.O. - Dirang, Dist - West Kameng, Arunachal Pradesh - 790101	Road tunnel Construction	Y
10	Kiru Hydro Electric Project, Village Keroo / Galhar Bhata, Tehsil Nagseni, P.O Kishtwar District Kishtwar. (Jammu and Kashmir)	Hydro Electric Power project Construction	Y
11	Subansiri Lower Project, NHPC Ltd.C.O Dollungmukh, Kolaptukar, Distt- Kamble, Arunachal Pradesh-791120	Hydro Electric Power project Construction	Y

Sr. 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.
12	LUHRI HEP STAGE-I, Village Nirath, Post Dattnagar, Tehsil Rampur, Dist. Shimla	Hydro Electric Power project Construction	Y
13	Jigaon Lift Irrigation Schemes, Gut no 213,Nandura Road, Oppo hotel- Labella Sutala (BK),Tal:Khamgaon , Dist:Buldhana Maharashtra 444303	Lift irrigation	Y

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
Slemanabad Tunnel Project	Government	-	Yes	Yes	Bargi Diversion - Slimnabad Tunnel Page - 1 Narmada Valley Development Authority, Government of Madhya Pradesh (mp.gov.in)
Shongtong karcham hydro electric project 450 MW	J-12011/58/ 2007-IA-I	31-08-2007	Yes	Yes	EIA India Shongtong-Karchham Hydroelectric Project (450 MW), EIA Letter.pdf
Parnai H E Project	179-185/MS/SEIAA/ JK/2010	24-12-2010	Yes	-	-
Teesta VI Hydro Electric Project	S.O.1533	14-09-2006	-	-	https://environmentclearance.nic.in/report/EIA_Notifications.aspx
USBRL (T-2), construction of two tunnel 5130 mtr long each.	-	-	Yes	Yes	-
Construction of Tunnel T-15, part, Tunnel T-14 Including Bridge No. - 61 (Between Km 73.785 to Km 86.848 approx.) on Katra-Banihal Section of Udhampur-Srinagar-Baramulla New BG Railway Line Project (Package T-15), over an Area of 0.4751 ha.(3,00,000 cubic metre)	EIA Notification – S.O. 141 (E) EIA Notification 15 th January, 2016 and its amendments thereof	29/07/2022	Yes	Yes	https://moef.gov.in
Kundah Pumped Storage Hydro Electric Project (4x125MW)	J12011/62/2006-IA-I	08-06-2017	Yes	Yes	http://environmentclearance.nic.in/writereaddata/modification/Extension/Attach_file/26092017C1A0QKQKGPSHEP-2.pdf

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
ARUN III HEP (900) NEPAL – Power House, Surge Shaft, ADIT 4, VPS	SECM93-460	12-5-1993	Yes	Yes	https://www.eia.nl/docs/mer/diversen/pos_010-03_nepal_arun_iii_hydroelectric_project_environmental_assessment_summary.pdf
AMT II – Tunnel Project	BMC Project	-	-	-	MyBMC - Welcome to BMC's Website (mcgm.gov.in)
Sela Pass – Tunnel Project	National Project	-	-	-	Border Road organization project
Kiru Hydro Electric Project	-	-	-	-	http://jkspcb.nic.in/WriteReadData/userfiles/file/public%20hearing/Executive%20Summary%20English%20-%20Kiru%20HEP.pdf
NHPC Subansiri Lower Hydro Electric Project (2000MW)	J-120111/40/ 2001-JA-J	16-03-2007	-	-	http://www.nhpcindia.com/writereaddata/Images/pdf/21%20Subansiri%20Lower%20HEP_Arunachal%20Pradesh_JCB_202108_2.pdf
LUHRI HEP STAGE-I Hydroelectric Project	J-12011/18/2015/- IA-I®	18-03-2021	-	-	https://hppcb.nic.in/Luhari_EIA.pdf
Jigaon Lift Irrigation Schemes	Lift irrigation project under government of India. National Project	2018	Yes	Yes	Jigaon Irrigation Project in Maharashtra : Project Updates & Investment Details IIG (indiainvestmentgrid.gov.in)

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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All the Company projects follow 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. There is no non-compliance of any said Regulations / Acts.

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: (units used - GJ)

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	1,47,209.36	2,29,271.15
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	1,47,209.36	2,29,271.15
From non-renewable sources		
Total electricity consumption (D)	66,705.88	310652.05
Total fuel consumption (E)	7,65,410.71	18,55,902.60
Energy consumption through other sources (F)	2,29,765.79	13,64,429.57
Total energy consumed from non-renewable sources (D+E+F)	10,61,882.38	35,27,788.95

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

No. The organization has a plan to conduct the energy audit for majority of its sites in consideration of this report in FY 2025.

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	55,07,945.18	49,07,646.39
- No treatment	22,03,178.07	24,68,146.19
- With treatment – please specify level of treatment (Primary)	33,04,767.11	24,39,500.21
(ii) To Groundwater	26,62,842.72	34,22,653.61
- No treatment	15,97,705.63	20,53,592.16
- With treatment – please specify level of Treatment (Primary)	10,65,137.09	13,69,061.44
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	81,70,787.90	83,30,300.00

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

No. During the GRI/ESG implementation, the water footprint audit is proposed to be conducted by an external agency. The same shall be reported in next FY 2024 report.

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): Not applicable as ours is temporary sites and we tap water from river or mountain to serve the purpose of Dam constructions. In all conditions the water used is purely for construction, washing purpose only. There is no hazardous chemicals or waste water is discharged to the streams or sent to underground water table.

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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilo litres)		
(i) Into Surface water		
- 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		
Total water discharged (in kilo litres)		

Not applicable as projects are not in water stressed districts

Not applicable as projects are not in water stressed districts

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

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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The scope 3 emission data not available due to process for measuring the scope 3 emission data yet to be established. Since the project locations are remote part and multisite operations, the emission data from upstream and downstream at present not being calculated, The GHG Emissions data generation is in nascent stage and few sites has been selected this year for data collection. Primary focus is on scope1 and scope 2. In our case due to remote operations, the scope 3 calculations is difficult at present.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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.

All the Governmental project sites, the EIA reports contains the biodiversity analysis and accordingly there may be impacts on the human populations which may get relocated. The action required are taken by the Clients before the handover of the site for development. The Company helps in rehabilitation, job creation, providing infrastructure support by building roads, proving clean water, sanitation, health services voluntarily.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	AMC's, New equipment with high fuel efficiency, automation, used of C&D waste, shifting of material to other sites for consumption.		Lower Operation and Maintenance cost, help to lower fuel consumption and increase in equipment efficiency.
2	Green energy procurement to replace the fossil fuel used at all the construction sites.	Existing hydro power plants near to the project sites has been approached in some of the site to get the interrupted power supply to meet the captive power requirements to run the Hydel projects.	Reduce the Scope 1 and Scope 2 emission significantly.
3	Use of construction and demolition waste in construction	All the project site will use the concrete waste generated at the site by recycling it.	Waste converted to resource.

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

All the project sites have an approved disaster management plan which is also strengthened with the regular drills conducted at the sites. All the project locations mostly buy materials from the local vendors enabling development of the local areas around the sites. The storage capacity has been developed in such a way that minimal hindrance to the business is ensured. The type of activity is constructions where manpower is employed for a temporary period of time. All the construction materials are made available to the site and are stocked as per the lead time for procurement to the sites. Some of the sites like Arun 3, situated at the distant part of Nepal, where supplies become impossible during the rainy season, the supplies are kept in reserve for longer time in such project site, beside developing the local vendor for the same. The Company is engaged in construction activity wherein manpower is employed for a temporary period of time.

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?

There is no adverse impact on the environment and biodiversity resulting from the activities of the constructions carried out by the Company. The habitat is protected with time to time study on environmental conditions and conservation requirements of the project area. These projects have increased the livelihood of the nearby societies and resulted in socio economic development. The value chain partner in our case is only the suppliers who supplies material to the sites, they contribute to scope 3 emission by virtue of transportation. The Company has adopted sustainable sourcing policy through which we monitor that suppliers keep updating their logistics solutions keeping in view the environmental requirements.

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

Sustainable procurement policy has been adopted and the Company has taken initiatives to reach out to the stakeholders particularly value chain partners to sign a CoC which covers the need for compliance including environmental regulations. All our raw material suppliers are ISO 14001, ISO 45001 certified and some of them are already reporting ESG globally. The Company will put efforts in systematic way to reach out to all the critical suppliers to ensure all the value chain partners are assessed 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. 10
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations
1	Builders’ Association of India	National
2	Indian Concrete Institute	National
3	Indo – American Chamber of Commerce	National
4	Tunnelling Association of India	National
5	National Safety Council	National
6	Federation of Indian Export Organisations	National
7	Construction Federation of India	National
8	All India Association of Industries	National
9	Indian Roads Congress	National
10	Indian Society for Rock Mechanics and Tunnelling Technology (ISRMTT)	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
There is no issue related to anti-competitive or any adverse orders passed by regulatory authorities which need to be addressed by the Company.		

Leadership Indicators

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

Given Company’s expertise, the executives of the Company have over the year played an important role in designing / construction of hydro power plants in association with its Clients. Company proactively engages with various stakeholders

including industry chambers, associations, governments and regulators and provides its inputs on various areas such as infrastructure development and construction, renewable energy, space, health and safety, amongst others. Company is committed to engage in the public policy advocacy process in a responsible and ethical manner.

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
-	-	-	-	-	-

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: Not applicable for construction business. It is carried out by our clients

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
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SIA as well as environmental Impact assessment are carried out by our clients. Rehabilitation of the population is planned by the client with due consideration of impact assessment and agreement of the community. We work as an EPC contractor to carry out construction activities and we receive work order as per civil contract. There are some instances where the client request our project site to extend some employment, skill development, local procurements from the project affected population. This is carried out solely on extended help to the client not as requirements.

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

Sr. 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 INR)
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Rehabilitation and Resettlement of the project affected people are carried out by the Clients. The Company has no role in any human resettlement and rehabilitation.

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

The project teams address the complaints or grievances of Community people at the local level whenever required and in some cases in consultation with the clients, if required.

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

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	2%	1%
Sourced directly from within the district and neighbouring districts	35%	30%

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 to the Company as this comes under client's (employer's) scope.	

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 INR)
-			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) : No
- (b) From which marginalized /vulnerable groups do you procure?
MSME, women entrepreneur are preferred in local procurement. Most of the supplies are from the client approved vendors whose selection is done based on past supplies, lead time to procurement, financial capacity, storage and inventory capacity, distance from the site etc.
- (c) What percentage of total procurement (by value) does it constitute?
2% of the total procurement is from the MSME.
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			

All detailed drawings and planning are prepared and approved by clients.

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		

All detailed drawings and planning are prepared and approved by client

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
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1. Tunnel Project USBRL – T 2

(a)	Animal Welfare works – Construction of Gowshala (Shed for housing 150 cattle. The construction of shed consists of Excavation works , Bottom PCC laying, Plinth Wall, Soil and Muck Filling, and Floor PCC works(160mm).	Shed for housing 150 cattle.	-
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2. Luhri Hydro-electric Project, Stage 1

(a)	Eye Check Up Camp in Nirath, Samathla, Neether, Gadech, Datt Nagar, Dera, Moin Villages	Approx. 600 villagers	100% of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
(b)	Providing drinking water cooler for Government Schools in Moin, Dera, Gadech Villages	Approx. 350 students	
(c)	Distribution of Corona Kits (Masks) in Govt. Schools in Nirath, Samathla, Datt Nagar, Neethar, Dera, Gadech Villages	Approx. 700 students	

(d)	Blood Donation Camp in Dera, Neether, Gadech Villages	Approx 90 villagers donated blood	
(e)	Distribution of books in Government Schools in Nirath, Samathla, Datt Nagar, Neethar, Dera, Gadech Villages	Approx. 500 students	
(f)	Construction of toilet in Government School in Nirath and Neether Villages	Approx. 200 students	
3. Kiru HEP			
(a)	To provide ambulance for local villagers who are living in the adjoining areas near Project site. By providing this facility to the locals, poor patients can be shifted to district hospital Kishtwar village where they can get suitable medical treatment.	98 persons	
(b)	To provide bus services from Patharnaki Village to Kishtwar village on regular basis for local villagers who are living in the adjoining areas near Project site	Approx. 45 to 50 persons per day	100% of the Projects serve the beneficiaries who are from the under privileged, marginalised, vulnerable and backward community of the society.
4. USBRL T15			
(a)	Sprinkling of water on road and supply drinking water to local public	2500	
(b)	Ambulance Service for local people near Project site	1670	
(c)	Bus Service from Ind to Sangaldan for local people	3340	
(d)	Computer & Printer to Sangaldan Government School	400	
5. Kundah Pumped Storage Hydroelectric Project			
(a)	Providing furniture for office rooms & Closed Circuit Television for Government Higher Secondary School at Emerald Village near Project Site	221 students / staff – 17 persons	
	Purpose: for security purpose of school.		
6. Financial assistance for Sports Education			
(a)	Company has provided aid for nationally recognized sports education	Sports aid	For education on sports

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

Essential Indicators

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

The Company is engaged in EPC project which is duly monitored by the Client either directly or through project management Consultants. The project wise progress review as well any kind of modification, structural changes and any kind of complaints including complaints related to Environmental, Health and Safety are discussed with Client at site or in their project office periodically. All such complaints are handled and resolved directly.

- 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	
Safe and responsible usage	100%
Recycling and/or safe disposal	

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

	FY 2022-2023 (Current Financial Year)		Remarks	FY 2021-2022 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restricted Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls		We are not manufacturing consumer goods. Hence it is 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.

At present we don't have any such policy. But the data is secured through servers which have protection of all kind of malware, trojans, viruses etc. The email servers are also protected at the organization level.

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.

No such corrective action required as no such issues are in place.

Leadership Indicators

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

All business related information are available at the Company's website www.pateleng.com/business-overview.php

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

We don't have any such product. The project safety plan at the worksite is good enough to take care of project safety for all the people associated with the project.

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

NA

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 our 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)

NA due to nature of business.

5. Provide the following information relating to data breaches:

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

There were no data breaches during the year.

b. Percentage of data breaches involving personally identifiable information of customers

NIL