



# नेशनल फर्टिलाइजर्स लिमिटेड

(भारत सरकार का उपक्रम)

कॉरपोरेट कार्यालय : ए-11, सैक्टर-24, नोएडा - 201301

जिला गौतम बुद्ध नगर (उ.प्र.),

दूरभाष : 0120 2012294, 2412445, फैक्स : 0120-2412397



## NATIONAL FERTILIZERS LIMITED

(A Govt. Of India Undertaking)

Corporate Office : A-11, Sector-24, Noida-201301,

Distt. Gautam Budh Nagar ( U.P.)

Ph.: 0120-2412294, 2412445, Fax : 0120-2412397

Ref. No. NFL/SEC/SE/1098

Dated: 05.09.2023

National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block-G, Bandra Kurla Complex, Bandra (E), Mumbai-400051 NSE Symbol: NFL	BSE Limited Corporate Relationship Department, 1st Floor, New Trading Wing, Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 BSE Script Code: 523630
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**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23.**

Dear Sir,

Pursuant to Regulation 34(2)(f) of SEBI (LODR) Regulations 2015, we are enclosing herewith Business Responsibility and Sustainability Report which also forms part of Annual Report of the Company for the Financial Year 2022-23.

This is submitted for your information and records.

Thanking you,

**Yours faithfully,  
For National Fertilizers Limited**

**(Ashok Jha)  
Company Secretary**

**Encl: As above.**



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L74899DL1974GOI007417
2.	Name of the Listed Entity	NATIONAL FERTILIZERS LIMITED
3.	Year of incorporation	1974
4.	Registered office address	Scope Complex, Core-III, 7, Institutional Area, Lodhi Road, New Delhi – 110003
5.	Corporate address	A – 11, Sector – 24 Noida Distt. Gautam Budh Nagar – 201301
6.	E-mail	cs@nfl.co.in
7.	Telephone	0120-2412383
8.	Website	www.nationalfertilizers.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	NSE / BSE
11.	Paid-up Capital	INR 490.58 Crore
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. P Parthiban Dy. General Manager (Business Expenditure Control & Compliance) Telephone : 0120-2412294/2412445 Ext.3623 Fax: 0120-2412397 Email : parth@nfl.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

#### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and sale of fertilizer - Urea	a) Manufacture & Sale of fertilizer Grade Urea, Bentonite Sulfur and other industrial products.  b) Trading of other fertilizers & Agrochemicals	>90

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

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1.	Manufacture & Sale of Urea	20121	65.12
2.	Trading of Fertilizers and Agrochemicals	46692	31.96
3.	Manufacturing of Industrial Products	20123	2.00

\* Based on 2022-23 data.

**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	Five	Five	Ten
International	Nil	Nil	Nil

**17. Markets served by the entity:**
**a) Number of locations**

Locations	Number
National (No. of States)	21
International (No. of Countries)	Nil

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

**Nil**

c) A brief on types of customers

**The entity is engaged in manufacturing and trading of mainly Agro Inputs which is supplied to customers (Farmers) through Wholesale and Retail dealers.**

**IV. Employees**
**18. Details as at the end of Financial Year:**

a) Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1454	1355	93.20	99	6.80
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>1454</b>	<b>1355</b>	<b>93.20</b>	<b>99</b>	<b>6.80</b>
<b>WORKERS</b>						
4.	Permanent (F)	1510	1412	93.50	98	6.50
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total workers (F + G)</b>	<b>1510</b>	<b>1412</b>	<b>93.50</b>	<b>98</b>	<b>6.50</b>





b) Differently abled Employees and workers:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	10	10	100	0	0
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	<b>10</b>	<b>10</b>	<b>100</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	40	38	95	2	5
5.	Other than permanent (G)	-	-	-	-	-
6.	<b>Total differently abled workers (F + G)</b>	<b>40</b>	<b>38</b>	<b>95</b>	<b>2</b>	<b>5</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	3	27.27
Key Management Personnel *	26	2	7.69

\* Includes Senior Management

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

	FY 2022-23 (Turnover rate in Current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.11	0.33	10.44	10.44	0.25	10.69	6.67	0.43	7.10
Permanent Workers	7.01	0.33	7.34	7.26	0.39	7.65	6.03	0.42	6.45

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

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

Sr. 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.	Urvarak Videsh Limited (UVL)	Associate	33.33	NA
2.	Ramagundam Fertilizers and Chemicals Limited (RFCL)	Associate	26	-

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in Rs.) : 29616.52 Crore
- (iii) Net worth (in Rs.) : 2773.83 Crore

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 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	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes	Nil	Nil	-	Nil	Nil	-
Employees and workers	Yes	5	Nil	-	-	-	-
Customers	-	11	Nil	-	36	Nil	-
Value Chain Partners	-	14	Nil	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

## 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.	<p><b>Plastic waste Management rules-2016 :</b></p> <p>MOEF &amp; CC has notified "Plastic Waste Management Rule 2016 (amended)" wherein fertilizer manufacturing companies have to get registered with State Pollution Control Board/ Central Pollution Control Board as Brand Owner and prepare an action plan on collecting back the plastic waste and its disposal.</p>	<b>Risk</b>	<ul style="list-style-type: none"> <li>As per latest draft Notification dated 06.10.21 on the matter, 35% recycling of Plastic Waste generated is required to recycle in year 2021-22 and 70% in 2022-23.</li> <li>In the FY 23-24, it is necessary to recycle all the 100% plastic waste generated, which amounts to approximately 16000 MT.</li> </ul>	NFL has fulfilled recycling of Plastic Waste for the FY 2021-22 & FY 2022-23. However for current year 2023-24 tender is being floating to engage agencies accordingly.	<p><b>Negative</b></p> <ul style="list-style-type: none"> <li>Estimated expenditure for current year is about Rs 3 crore considering 100% recycle.</li> <li>Urea is sold at Gol controlled price. Additional expenditure will impact the financials of the company.</li> <li>However above will bring sustainability in the business thus considered as opportunity.</li> </ul>
2.	Tightening of Energy norms by DoF	<b>Risk</b>	<ul style="list-style-type: none"> <li>Already Gol has implemented revised target energy norms under NUP-2015 for Nangal, Bathinda and Panipat from 1<sup>st</sup> April, 2022 whereas same has been implemented from 1<sup>st</sup> April, 2023 for Vijaipur-I.</li> <li>It is expected that Gol will further tighten energy norm by 2025 and in such a case, non-meeting of energy norms, company operations shall be unviable. However there is opportunity to implement energy saving scheme measures &amp; reduce carbon footprints.</li> </ul>	<ul style="list-style-type: none"> <li>To meet revised Norms of NUP-2015, NFL has already spent more than Rs 1000 Crore.</li> <li>However for further energy reduction, NFL is carrying out study through process licensors.</li> <li>Further NFL has requested to DoF to exempt Vijaipur from NUP-2015 target energy norms.</li> </ul>	<p><b>Negative</b></p> <ul style="list-style-type: none"> <li>NFL has completed the energy saving projects by March 2022 leading to reduction of energy consumption and reduction of carbon footprints by more than 25%.</li> </ul>

## 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
<b>Policy and Management Processes</b>									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) <b>Yes</b> b) Has the policy been approved by the Board? (Yes/No) <b>No</b> c) Web Link of the Policies, if available <b>No</b>	The Principles of the NGRBC are, by and large, included in various policies, Vision and Mission statements of the company, even though there is no consolidated policy which covers all the nine principles of NGRBC.								
2. Whether the entity has translated the policy into procedures. (Yes / No) <b>No</b>									
3. Do the enlisted policies extend to your value chain partners? (Yes/No) <b>No</b>									
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO-9001, ISO-18001			ISO-14001		ISO-9001			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Principles of the NGRBC are, by and large, included in various policies, Vision and Mission statements of the company, even though there is no consolidated policy which covers all the nine principles of NGRBC.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
<b>Governance, Leadership and Oversight</b>									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<b>Mr. U. Saravanan Chairman &amp; Managing Director</b>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<b>No</b>								





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	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	No									N.A.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	All NFL Units are in Compliance with statutory requirements																	
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
										No								

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

Questions	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)	No	No	No	No	No	No	No	No	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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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 them 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 programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
Board of Directors	5	<ul style="list-style-type: none"> <li>Orientation Programme by Department of Public Enterprises</li> <li>Corporate Governance for Directors, Independent Directors &amp; KMPs</li> <li>Fertilizers Sector by 2023</li> </ul>	72.7%
Key Managerial Personnel (KMP) (including Senior Management)	86	<ul style="list-style-type: none"> <li>Project Mind Set - the key to Competitiveness,</li> <li>Public Procurement Process &amp; CVC Guidelines,</li> <li>Retirement: A Milestone for better tomorrow,</li> <li>Programme on Safety Culture Transformation,</li> <li>Programme on Low Carbon Pathways for Industrial Sector,</li> <li>Operation and Maintenance problems of Ammonia Plant,</li> <li>Operation and Maintenance Problems of Urea Plant,</li> <li>Hazard Identification and Risk Assessment,</li> <li>Team Building, Collaboration and Cohesiveness,</li> <li>Recent Developments in Catalysis in Process Industry,</li> <li>“Only one Earth”</li> <li>Production and use of Green Hydrogen and Green Ammonia in Process Industry,</li> <li>Importance of Safety Work Permit,</li> <li>Health and Happiness Programme by Art of Living,</li> </ul>	71.4%





Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
		<ul style="list-style-type: none"> <li>• Preventive Vigilance – Tool for Corruption Free India for a developed Nation,</li> <li>• Industrial Safety Awareness Programme,</li> <li>• Organizational Change Management, Case Study Discussion on Bhopal Gas Tragedy,</li> <li>• Capacity Building and Leadership Development,</li> <li>• Stress Management and Work Life Balance,</li> <li>• Green Growth through Green Ammonia and Green Hydrogen,</li> <li>• Internal Auditor Training on IMS ISO 9001:- 2015, ISO 14001:2015, ISO 45001:2018,</li> <li>• Review of Risk, Opportunities, Environment aspects,</li> <li>• Implementation of Energy Management Systems (ISO 50001 :2018),</li> <li>• Developing Occupational Safety, Health and Welfare,</li> <li>• Safety in Chemical and Other Hazardous Industries,</li> <li>• Team Building, Collaboration and Cohesiveness.</li> <li>• Training of IO/PO,</li> <li>• E Procurement,</li> <li>• Fertilizer Logistics - Port handling Operations and Coastal Shipping,</li> <li>• Recruitment Rules and Rosters,</li> <li>• Procurement by CPSEs from MSEs and through GeM,</li> <li>• Fertilizers Sector by 2023,</li> <li>• Corporate Governance for Directors, Independent Directors &amp; KMPs.</li> </ul>	
Employees other than BOD and KMPs	318	<ul style="list-style-type: none"> <li>• Preventive Vigilance Strategies- Focusing on Vulnerable Areas,</li> <li>• Purchase Procedure,</li> <li>• Sustainable built Environment for Future,</li> <li>• Project Mind Set - the key to Competitiveness,</li> <li>• Role of Employee participation in Improving</li> </ul>	48.6%



Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
		<p>Occupational Safety and Health at Work Place,</p> <ul style="list-style-type: none"> <li>• Financial Awareness &amp; Money Management talk,</li> <li>• First Aid &amp; CPR,</li> <li>• “Only one Earth”</li> <li>• Production and use of Green Hydrogen and Green Ammonia in Process Industry,</li> <li>• “Presidential Directives on Reservation”,</li> <li>• Importance of Safety Work Permit,</li> <li>• Health and Happiness,</li> <li>• Onsite Emergency Plan and different types of hazards and their remedial measures,</li> <li>• Stores Manual,</li> <li>• HDPE Bag Testing Procedure,</li> <li>• Preventive Vigilance – Tool for Corruption Free India for a developed Nation,</li> <li>• Industrial Safety Awareness Programme,</li> <li>• Start up of Primary Reformer &amp; Trip Interlock System,</li> <li>• Procurement of Services through GeM Portal,</li> <li>• Organizational Change Management,</li> <li>• Capacity Building and Leadership Development,</li> <li>• Stress Management and Work Life Balance,</li> <li>• Green Growth through Green Ammonia and Green Hydrogen, Passion for Performance,</li> <li>• Internal Auditor Training on IMS ISO 9001:2015, ISO 14001:2015, ISO 45001:2018,</li> <li>• Review of Risk, Opportunities, Environment aspect,</li> <li>• Implementation of Energy Management Systems (ISO 50001:2018),</li> <li>• Developing Occupational Safety, Health and Welfare,</li> <li>• Safety in Chemical and Other Hazardous Industries,</li> <li>• Team Building, Collaboration and Cohesiveness”,</li> </ul>	





Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
		<ul style="list-style-type: none"> <li>• Reservation Policy for SCs/STs/ OBCs/ EWS in Services etc.</li> <li>• Training of IO/PO,</li> <li>• E Procurement,</li> <li>• Leadership for Women Officials,</li> <li>• Recruitment Rules and Rosters,</li> <li>• Training for Company Secretaries of CPSEs,</li> <li>• Training program on RTI,</li> <li>• Administrative Vigilance with Disciplinary Rules &amp; Procedures,</li> <li>• Key Features of Various Labour Codes,</li> <li>• Transparency Audit with respect of compliance under Section 4 of RTI Act, 2005 &amp; Right to Information Act,</li> <li>• Procurement by CPSEs from MSEs and through GeM,</li> <li>• Fertilizers and Food Security Challenges and Way Forward,</li> <li>• Fertilizer Logistics, Port Handling Operations and Coastal Shipping,</li> <li>• A New Paradigm of Holistic Health,</li> <li>• Fertilizers Sector by 2023,</li> <li>• Startup &amp; Shut down activities of GTG,</li> <li>• Contract Labour Management.</li> </ul>	
Workers	116	<ul style="list-style-type: none"> <li>• Induction Programme for newly joined Non-Executives in Technical Disciplines,</li> <li>• Role of Employee participation in Improving Occupational Safety and Health at Work Place,</li> <li>• Prevention of sexual Harassment at Work place,</li> <li>• Loco Operation Training,</li> <li>• Participative Safety &amp; Health in Hazardous Process Factories etc., Passion to Performance, Stress Management,</li> <li>• Procurement of Services through GeM Portal,</li> <li>• Anti Fraud Policy.</li> </ul>	44.4%

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:

**For matters pertaining to companies Act, 2013 and SEBI Regulations, No fine or penalties have been paid by the entity or by Directors / KMPs.**

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

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

**For matters pertaining to companies Act, 2013 and SEBI Regulations, No fine or penalties have been paid by the entity or by Directors / KMPs.**

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

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

**Yes, [www.nationalfertilizers.com/](http://www.nationalfertilizers.com/)**

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil





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

	FY 2022-23		FY 2021-22	
	Current Financial Year	Previous Financial Year	Number	Remarks
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil*	N.A.	Nil*	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil*	N.A.	Nil*	N.A.

\* For matters pertaining to Companies Act, 2013 and SEBI Regulations only.

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.

**For matters pertaining to companies Act, 2013 and SEBI Regulations, no corrective action taken.**

**Leadership Indicators**

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
No	N.A.	N.A.

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

**Yes**

**The Code of conduct of Company provides that the Board Members shall undertake to inform the Chairman & Managing Director / Company Secretary of the Company of any changes in their other Board positions, relationship with other business and other events / circumstances / conditions that may interfere with their ability to perform Board / Board Committee duties. Further, the Board Members undertake that without prior approval of the disinterested members of the Board, they will avoid apparent conflict of interest.**

**Every Director shall at the first meeting of the Board in which he participates as a Director and thereafter at the first meeting of the Board in every financial year or whenever there is any change in the disclosures already made, then at the first Board meeting held after such change, disclose his concern or interest in any company or companies or bodies corporate, firms, or other association of individuals which shall include the shareholding in form MBP-1.**

**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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	INR 13 Lakhs	<p>A Pilot Study was carried out by ICAR-NDRI on Cow dung processing and its conversion to bio- fortified fertilizer with enhanced functionality with the sponsorship of NFL. The benefits envisaged from this pilot study includes:</p> <ul style="list-style-type: none"> <li>a) Bio-fertilizer with enhanced nutrient quality as an alternative to chemical fertilizer.</li> <li>b) The Biological manure shall help rejuvenate the soil health.</li> <li>c) Collateral benefits in the form of Environmental protection, savings on subsidy and sustainable agriculture.</li> <li>d) Dairy farmers to get better value for animal by-product thereby augmenting their income.</li> </ul>
Capex	Nil	<ul style="list-style-type: none"> <li>i) GTG-HRSG project has been commissioned in 2021-22 at total CAPEX of Rs 690 crore.</li> <li>ii) Energy Saving schemes at Vijaipur-I &amp; II have been implemented in 2021-22 at total CAPEX of Rs 235 Crore.</li> </ul>	<ul style="list-style-type: none"> <li>• The GTG-HRSG project commissioned in 2021-22 has led to energy reduction and carbon foot prints.</li> </ul>





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

Yes

**Company has undertaken various initiatives for adopting best practices for sustainable development and has policy for corporate social responsibility and sustainable development.**

**With respect to sustainable sourcing of inputs, NFL sources basic material i.e. Natural Gas from GAIL along with other material requirement from certified suppliers.**

(b) If yes, what percentages of inputs were sourced sustainably?

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.

**NFL manufactures, Neem coated urea, Bentonite Sulphur, Sodium Nitrate, Sodium Nitrite, Nitric Acid etc., which are consumable and cannot be reclaimed. However, company uses plastics for packaging and e-wastes are generated due to use of various computers, controllers, and instrumentation. Hazardous wastes are generated in the form of spent resin, used catalysts and spent oil after use of it in the plants.**

**There is well defined procedure in the company for reusing, recycling and disposing at the end of life for these wastes in line with CPCB/SPCB guidelines.**

**Category wise details are as below:**

(a) **Plastics (including packaging):** NFL uses plastic as a packaging material for its products like Urea, DAP, SSP etc. NFL has obtained registration as a brand owner under Plastic Waste Management Rules 2022 as on 21.06.2022. NFL has fulfilled its obligation for FY 2021-22 and for FY 2022-23 & has uploaded the information on portal as per CPCB portal requirement.

(b) **E-waste:** Specified procedures as per E-Waste Management rule 2016 (Through e-waste policy).

(c) **Hazardous waste:** NFL has majorly three main hazardous wastes:

- i) Spent Resin
- ii) Used Catalyst
- iii) Spent Oil

To dispose of these hazardous wastes, NFL floats tender to CPCB/SPCB approved parties as and when required. Successful bidder takes away the hazardous waste to CPCB/SPCB designated places for disposal in specified manner.

(d) **Other waste:** Not Applicable

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.

**Extended Producer Responsibility (EPR) under Plastic Waste Management (Amendment) Rules 2022 is applicable to NFL.**

**Waste collection/disposal plan of the organization is in line with the Pollution Control Boards guidelines and EPR plan has been submitted to CPCB.**



### 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.
Nil					

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 / Services	Description of risk / concern	Action taken
Chemical Fertilizers Agrochemicals	The company has been manufacturing and marketing Urea and other allied products in a responsible manner for decades and established consistent commitment to productive economic activity and sustainability. Use of fertilizer is for improving nutrients of soil and increasing agriculture production.	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Not Applicable		

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	368 Nos. Desktops	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

**Note:** NFL has so far not reclaimed at the end of life of products/ reused/recycled and safely disposed any plastic (including packaging). However, as per EPR obligation, company is in process to liaison outside agency to recycle/safely dispose around 16000 MT plastic wastes in FY 2023-24.

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

The products i.e. Urea and other industrial chemicals are consumable and cannot be reclaimed. Packaging material i.e. plastic bags are being recycled as per latest guidelines of CPCB.

**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	Health insurance		Accident insurance		Maternity Benefit		Paternity Benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employee</b>											
Male	1355	1355	100	1355	100	To all eligible employees				N.A.	N.A.
Female	99	99	100	99	100					N.A.	N.A.
<b>Total</b>	<b>1454</b>	<b>1454</b>	<b>100</b>	<b>1454</b>	<b>100</b>					N.A.	N.A.
<b>Other than Permanent employee</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity Benefit		Paternity Benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employee</b>											
Male	1412	1412	100	1412	100	To all eligible employees				N.A.	N.A.
Female	98	98	100	98	100					N.A.	N.A.
<b>Total</b>	<b>1510</b>	<b>1510</b>	<b>100</b>	<b>1510</b>	<b>100</b>					N.A.	N.A.
<b>Other than Permanent employee</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Benefits	Current Financial Year (FY 2022-23)			Previous Financial Year (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	-	-	-	-	-	-
Others-please specify	Leave Encashment to all employees. GSLI and defined contribution superannuation pension scheme (optional) for eligible members only.					

3. Accessibility of workplaces

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

**Yes**

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

**Government guidelines are being followed.**

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Grievance may be submitted through CPGRAM portal.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	





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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	All workers and officers (Males and females) are eligible for membership in Unions and Associations respectively.			1538	1538	100
- Male				1435	1435	100
- Female				103	103	100
<b>Total Permanent Workers</b>				1465	1465	100
- Male				1366	1366	100
- Female				99	99	100

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1355	934	68.93	944	69.67	1435	759	52.89	1322	92.13
Female	99	49	49.49	82	82.83	103	62	60.19	100	97.09
<b>Total</b>	<b>1454</b>	<b>983</b>	<b>67.61</b>	<b>1028</b>	<b>70.70</b>	<b>1538</b>	<b>821</b>	<b>53.38</b>	<b>1436</b>	<b>93.37</b>
<b>Workers</b>										
Male	1412	968	68.56	957	67.78	1366	553	40.48	806	59.00
Female	98	40	40.82	43	43.88	99	28	28.28	49	49.49
<b>Total</b>	<b>1510</b>	<b>1008</b>	<b>66.75</b>	<b>1000</b>	<b>66.23</b>	<b>1465</b>	<b>581</b>	<b>39.66</b>	<b>847</b>	<b>57.82</b>

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1335	1335	100	1435	1435	100
Female	99	99	100	103	103	100
<b>Total</b>	<b>1454</b>	<b>1454</b>	<b>100</b>	<b>1538</b>	<b>1538</b>	<b>100</b>
<b>Workers</b>						
Male	1412	1412	100	1366	1366	100
Female	98	98	100	99	99	100
<b>Total</b>	<b>1510</b>	<b>1510</b>	<b>100</b>	<b>1465</b>	<b>1465</b>	<b>100</b>

10. Health and safety management system:

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

**Yes, All employees.**

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

**To identify work-related hazards, HAZOP (Hazard and Operability study) study is conducted necessarily at the initial stage of project and at any major modification of the plant. Qualitative Risk Assessment is also carried out to identify any work-related hazard.**

**Further, Safety Audit of all the Units of NFL is conducted by External Safety Auditor annually and their recommendations implemented in the plant.**

- 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	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.00	0.18
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	0.00	3.00
No. of fatalities	Employees	0.00	0.00
	Workers	0.00	1.00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.00	0.00
	Workers	0.00	0.00

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

**Safety, Health and Environment (SHE) are always a prime concern for the industries like ours. NFL management takes all necessary steps to improve the condition of employees and workers of company along with giving importance to the environment.**

**The main steps to ensure the above are as below:**

- Each unit of NFL has its own Fire/Safety department that is fully equipped. The company ensures that all necessary Personnel Protective Equipment (PPEs), tools, fire tenders, and tackles are accessible at each unit.
- Regular training sessions, workshops and seminars focusing on Safety, Health and Environment (SHE) related activities are conducted for the employees and workers at all Units and Offices.
- At each Unit, emergency plans (both on-site and off-site) have been devised in accordance with the rules and regulations of government agencies.
- Each Unit of NFL has Mutual Aid Teams consisting of the NFL Safety/Fire team and nearby industries. These teams are available to offer assistance and share Safety PPEs/equipment, fire tenders, personnel etc., in case of an emergency.
- Emergency Mock drills and Fire drills are conducted regularly at all Units.
- Third party Safety audit of all the Units of NFL are conducted annually.
- Monthly, quarterly and annual SHE meetings are conducted at Units and Corporate level.
- Regular safety surveys are conducted at each Unit to ensure the healthiness and integrity of all the plants/sections.
- Trees plantation to improve the greenery and eco-system of surrounding area at all the Units and Offices.
- Regular health check- up of employees and workers are done.
- Hospital facilities have been provided at all the Units.
- All the standards regarding Air and Water as stipulated by CPCB/SPCB is rigorously monitored and maintained at each Unit of NFL etc.

13. 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
Working Conditions	Issues if any are discussed in Plant Level Committee and Works Committee meetings which have equal representatives of workmen union and management.					
Health & Safety						

14. Assessments for the year:

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

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

**There was no reportable accident in none of the NFL unit in FY 2022-23. Moreover, all efforts are being taken to achieve net zero accident target at all units of NFL.**

#### Leadership Indicators

- 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).
  - Employees:** Yes, NFL provides for Group Personal Accident Insurance to employee died in accident while in service and NFL provides Employees Family Economic & Social Rehabilitation Scheme to all employees who died while in service.
  - Workers:** Yes, NFL provides for Group Personal Accident Insurance to employee died in accident while in service and NFL provides Employees Family Economic & Social Rehabilitation Scheme to all employees who died while in service.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
 

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





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

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)

**No**

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% for all plants
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.

**Not Applicable.**



**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.

**For identification of one of the Key Stakeholders i.e. investor/shareholder, the Company submits shareholding pattern with the Stock Exchanges within 21 days of every quarter by which top shareholders/investor of the Company are identified.**

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

**With respect to Investors the engagement is continuous as we need to have several communications with the shareholders during the year as per the requirement of the law.**

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 as of engagement including key topics and concerns raised during such engagement
Shareholder	No	Shareholder's meetings, Emails, Public Notifications & Website etc.	Annually, Half yearly Quarterly, Event based	Quarterly financial performance of the Company, Credit Rating, Shareholder's returns & New Projects
Dealers	Yes	Meetings, emails, Public Notifications & Website etc.	Continuous engagement through-out the year.	To generate awareness among the dealers about the company's growth plan and latest developments in the field of fertilizer and agriculture.

**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.

**Board of Directors interacts with dealers during Dealers Conferences where dealers give their feedback and suggestions directly to the Board members which help in continuous improvement in product quality and customer service.**





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.

**Nil. (Pertaining to one of the key stakeholders i.e. shareholder/ investor)**

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

**The engagement with the dealers is ensured during Dealer Orientation Programmes and Dealers Conferences. During these programmes, Company educates them about the product, their judicious usage, latest developments and addresses the concerns of the dealers including Vulnerable & Marginalized Groups.**

**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)
<b>Employees</b>						
Permanent	1454	415	28.54	1538	277	18.01
Other than permanent	16	16	100	-	-	-
<b>Total Employees</b>	<b>1470</b>	<b>431</b>	<b>29.32</b>	<b>1538</b>	<b>277</b>	<b>18.01</b>
<b>Workers</b>						
Permanent	1510	419	27.75	1465	589	40.20
Other than permanent	720	391	54.31	-	-	-
<b>Total Workers</b>	<b>2230</b>	<b>810</b>	<b>36.32</b>	<b>1465</b>	<b>589</b>	<b>40.20</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	1454	0	0	1454	100	1538	0	0	1538	100
Male	1355	0	0	1355	100	1435	0	0	1435	100
Female	99	0	0	99	100	103	0	0	103	100
<b>Other than Permanent</b>	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	1510	0	0	1510	100	1465	0	0	1465	100
Male	1412	0	0	1412	100	1366	0	0	1366	100
Female	98	0	0	98	100	99	0	0	99	100
<b>Other than Permanent</b>	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0





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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	4290992.82	-	-
Key Managerial Personnel	1	2314906.00	-	-
Employees other than BoD and KMP	1593	1615267.00	114	1487785.00
Workers	1551	1265033.00	102	668529.00

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

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

**CPGRAMS portal also caters to grievances related human rights issues.**

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

Category	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			Nil			
Discrimination at workplace			Nil			
Child Labour			Nil			
Forced Labour/ Involuntary Labour			Nil			
Wages			Nil			
Other human rights related issues			Nil			

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.  
**Prevention of Sexual Harassment (PoSH) and Whistle Blower Policy.**

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

**No**

**There is no specific mention of human right requirement in business agreements and contracts (i.e. work orders) issued to concerned parties for execution of jobs. However, a clause regarding compliances of all applicable and governing laws, rules and regulations and by-laws both of the Central and state Government and all other local authorities is included in the work order.**



9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

**No corrective action was required to be taken.**

**Leadership Indicators**

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

**CPGRAM portal caters to human right grievances/ complaints also.**

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

**No human rights due-diligence has been conducted.**

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

**Yes**

4. Details on assessment of value chain partners:

**The performance of the Value chain partner (concerned party / contractor) is assessed based on pre-defined deliverables and compliances of all applicable and governing laws, rules and regulations and by-laws both of the Central and state Government and all other local authorities (including Sexual Harassment, Discrimination at workplace, Child Labour etc.)**

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

**Corrective actions are undertaken if required.**





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

### Essential Indicators

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A)	<b>As per attached Annexure - I</b>	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
<b>Total energy consumption (A+B+C)</b>		
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)		
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.

The electricity figures are metered reading and all the data is submitted to FICC after Audit. Further, all units are getting third party energy audit once in three year as per Energy Conservation Act.

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

**Yes, NFL has been identified as designated consumer (DC) under PAT cycle. Under PAT Cycle-I, NFL has achieved energy targets which have been surrendered /sold in PAT Cycle-2. However for ongoing PAT cycle, no notification has been issued for energy reduction in fertilizer sector.**

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	<b>As per attached Annexure - II</b>	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv +v)	<b>As per attached Annexure - II</b>	
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
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.

**All the technical operating parameters/ figures such as raw material consumption, water consumption, power consumption etc. are submitted to FICC cell of DoF after audit.**

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

**All the units of NFL have mechanism for zero liquid discharge. Effluent generated is being treated & used for Horticulture in all its Units. At the unit using coal, treated effluent is also being used for de-ashing inside the premises. The treated effluent is maintained to meet the MINAS standard and the online real time data being uploaded on CPCB site on regular basis.**

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

Parameter	Please specify unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
NOx		<b>Parameters remained within norms of CPCB and being monitored online by CPCB / SPCBs</b>	
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

**No independent assessment has been carried. However NFL has provided all emissions parameters online as per CPCB guideline and all remain within prescribed norms of CPCB.**

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

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	Nangal: 384100 Panipat: 448487 Bathinda: 534947 Vijaipur Complex: 1959242	Nangal: 389947 Panipat: 475036 Bathinda: 524365 Vijaipur Complex: 1959257





Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent		
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.0000112 MT/Re (Turnover Rs. 29616 Cr.)	0.0000211 MT/Re (Turnover Rs. 15857 Cr.)
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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 independent evaluation has been carried out.**

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

- **GTG-HRSG project at Nangal, Bathinda & Panipat Units has been commissioned in 2021-22 leading to reduction of CO<sub>2</sub> emission by 23%.**
- **At Vijaipur Energy saving schemes implemented to bring down energy consumption by 0.19 Gcal/MT urea.**

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Approx. 16000 MT	Approx. 15000 MT
E-waste (B)	368 Nos. Desktops	2.19 MT
Bio-medical waste (C)	2.228	2.149
Construction and demolition waste (D)	Nil	
Battery waste (E)	4.577 MT	9.847 MT
Radioactive waste (F)	Not Applicable	
Other Hazardous waste. Please specify, if any. (G)	221.06 MT	380.48 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (H)	16213 MT	14023 MT
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>32440.865 MT</b>	<b>29417.666 MT</b>



Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	16213 MT	14023 MT
(iii) Other disposal operations	Hazardous Waste (HW) is disposed-off as per HW guidelines.	
<b>Total</b>	<b>16213 MT</b>	<b>14023 MT</b>

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

**No independent assessment is being carried out.**

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.

- **Hazardous wastes being generated in our industry are Used Catalyst, spent oil, and resin. As per rules HW rules authorization has been taken for storage and disposal. Further, HW storage has been clearly marked and all the storage of HW (till disposal) is done as per HW rules. Total monitoring of HW material is done and same is disposed-off as per timelines for disposal of such waste. Proper record is kept and same is shared with statutory authorities.**
- **Bio-medical waste is disposed-off as per Bio-medical waste management rules or through authorized external agencies.**
- **E-waste is also disposed-off as per E-waste policy.**

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:

**Not Applicable**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N.A.			

NFL has taken all the required clearance such as for “Consent to Operate” for water & air at all the sites i.e. Bathinda, Panipat, Vijaipur & Nangal.





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
Setting up of Nano Urea (Liquid) plant at Nangal	-	-	Yes	Under process	-

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

Sr. 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
	All NFL Units are compliant with the applicable law/ regulations/ guidelines.			

#### Leadership Indicators

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A)	<b>NIL except minor solar power consumption from Solar power plants of around 100 KW capacities each at Bathinda and Corporate Office, Noida for non-plant use.</b>	
Total fuel consumption (B)		
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>Nil</b>	<b>Nil</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	<b>Nil</b>	<b>Nil</b>
Total fuel consumption (E)	<b>Nil</b>	<b>Nil</b>
Energy consumption through other sources (F)	<b>Nil</b>	<b>Nil</b>
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>Nil</b>	<b>Nil</b>

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

**No independent assessment is being carried out.**

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	23032093	19953895
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	N.A	N.A
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>	<b>23032093</b>	<b>19953895</b>

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

**No independent assessment is being carried out.**

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

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		





Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
(v) Others		
<b>Total volume of water withdrawal (in kiloliters)</b>		
<b>Total volume of water consumption (in kiloliters)</b>		
<b>Water intensity per rupee of turnover</b> <i>(Water consumed / turnover)</i>		
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water		
- No treatment		Not Applicable
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		Not Applicable
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>		

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

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

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric (tons of CO <sub>2</sub> equivalent)		
<b>Total Scope 3 emissions per rupee of turnover</b>			Not Applicable
<b>Total Scope 3 emission intensity (optional)</b> – 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.

**Not Applicable.**

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	NFL carried out its in-house study based on its existing NOx abatement plant for reduction of NOx emissions in Nitric Acid Plant of 1960s and successfully implemented the same.	No web-link	Reduction of NOx emissions from 600 ppm to below 200 ppm

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

**NFL has well defined Disaster Management Plan in the form of On-Site Emergency Plans. The On-Site Emergency Plans have been prepared by all the 04 Units of NFL individually to take prompt and appropriate action in case Disaster happens.**

**All Units review / evaluate their Emergency Plans on regular basis and Update in every three years.**

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. All units are complying statutory requirements.**

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

**Not applicable**





**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.  
**6 (Six)**
- 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 (State/National)
1	The Fertilizers Association of India	National
2	SCOPE	National
3	International Fertilizer Association	International
4	Confederation of Indian Industry	National
5	Delhi Management Association	National
6	National Safety Council	National

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

Name of authority	Brief of the case	Corrective action taken
Nil		

**Leadership Indicators**

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

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
1.	Right To Information (RTI)	As per RTI Act	Yes	As per RTI Act.	<a href="http://www.nationalfertilizers.com">www.nationalfertilizers.com</a>

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

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

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

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

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

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	60.48 %	54.80 %
Sourced directly from within the district and neighboring districts	3 % (Approx.)	2 % (Approx.)

\* Total Procurement of Goods and Services after excluding raw materials, traded products, power, fuel & other goods / services which can't be procured from MSEs.

**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
Nil	Nil

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)
1.	Madhya Pradesh	Guna	19.50 Lakh
2.	Bihar	Sheikh Pura	1.00 Lakh

3.

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

**Yes, MSEs Policy order 2012.**

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

**SC/STs and Women**

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

**SC/STs (4%) and Women (3%)**

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
			Nil	

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Providing Digitally Programmable hearing Machines/ Aids to hearing impaired person in Andhra Pradesh	51	The projects are majorly targeted towards the benefit of underprivileged, poor & marginalized section of the Society in rural areas and in Urban slums areas.
2.	To run Mobile Digital Health Clinic for preventive screening of the masses for the essential 20+ metabolic vitals	525	
3.	Distribution of 5000 nos. Long Lasting Insecticidal Nets (LLIN) of HIL in the regions of Bhopal, Chandigarh, Lucknow & Hyderabad	5000	
4.	Improving Nutrition & Health of the Government School children through "Gift Milk Program" in Vijaipur, Distt.-Guna (MP)	500	
5.	Providing dual desk for students of Government Schools in Distt.- Panipat (Haryana)	1860	
6.	Provision of 7 nos. Swings in 3 Government Schools	1390	





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

**Essential Indicators**

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

**Consumer complaints on National Fertilizers Limited are received through email or phone. By sending the complaints/feedback received to the concerned officer of the company (Zonal Manager/State Manager/Port Officer or other concerned officer), by coordinating and making necessary efforts with them. Proper resolution of complaints and feedback is done at the company level.**

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

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

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

	FY 2022-23 Current Financial Year		Remarks	FY 2021-22 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	-	-	Nil	-	-
Advertising	-	-	-	-	-	-
Cyber-security	Nil	-	-	Nil	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	25	-	-	36	-	-

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

	Number Reasons for recall	Number Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

**Yes, NFL has Anti-Virus Policy, Internet Usage Policy and Removable Storage Policy which covers areas related**





to cyber security and risk related to data privacy. Web-link of the policies is :

**Internet Usage Policy** - <https://nfl.co.in/nflportal/manuals/Internet.pdf>

**Anti-Virus Policy** - <https://nfl.co.in/nflportal/manuals/IoMAntivirus.pdf>

**Removable Storage Policy** - [https://nfl.co.in/nflportal/manuals/IOM\\_Removable.pdf](https://nfl.co.in/nflportal/manuals/IOM_Removable.pdf)

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

Not Applicable

### Leadership Indicators

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

**a) For general purpose:**

**Web Link:** <https://www.nationalfertilizers.com>

Information can be obtained from the company's Kisan Call Center by dialing toll-free number 1800-180-6435, 9:30 am to 5:30 pm on any working day (Monday-Friday).

**b) For Specific Products :**

Name of Product	Web Link
Neem Coated Urea	<a href="https://www.nationalfertilizers.com/our-products/neem-coated-urea/">https://www.nationalfertilizers.com/our-products/neem-coated-urea/</a>
Bio- Fertilizers	<a href="https://www.nationalfertilizers.com/product-categories/bio-fertilizer/">https://www.nationalfertilizers.com/product-categories/bio-fertilizer/</a>
Bentonite Sulphur	<a href="https://www.nationalfertilizers.com/our-products/bentonite-sulphur/">https://www.nationalfertilizers.com/our-products/bentonite-sulphur/</a>
Industrial Products	<a href="https://www.nationalfertilizers.com/product-categories/industrial-products/">https://www.nationalfertilizers.com/product-categories/industrial-products/</a>
Traded Products	<a href="https://www.nationalfertilizers.com/product-categories/traded-products/">https://www.nationalfertilizers.com/product-categories/traded-products/</a>

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

**The entity is engaged in sale and marketing of agriculture inputs, hence, periodic training is being organized in marketing territory for the consumers i.e. dealers/retailers and farmers for updating their knowledge on safe and responsible use of products.**

**In addition to this, the entity is also engaged in organizing promotional campaigns and participation in Krishi Melas and Agriculture Exhibitions organized by Agricultural Universities/ State Agriculture Departments where products and services are displayed and related information is given to the consumers.**

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

**Not Applicable**

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.

**Mandatory information is displayed on the product packing by complying with the local laws. Product information like usage, dosage, Do's & Don'ts, Customer Care No./ Email etc. is also displayed on the packing for its judicious use by the consumers.**



Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

**Yes, the entity conducts various periodical meetings with the consumers i.e. farmers to have the comprehensive feedback of the products and take the steps for continuous improvement in quality and services.**

5. Provide the following information relating to data breaches:

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

**None**

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

**No**

**Registered Office:**

Scope Complex, Core-III,  
7, Institutional Area, Lodhi Road, New Delhi-110003.

**Date: 29<sup>th</sup> August, 2023**

**For and on behalf of the Board of Directors**

**(U. Saravanan)**

Chairman & Managing Director

DIN: 07274628





## Annexure-I

Parameter	Current Year (FY 2022-23)					Previous Year (FY 2021-22)				
	Nangal	Panipat	Bathinda	Vijaipur-I	Vijaipur-II	Nangal	Panipat	Bathinda	Vijaipur-I	Vijaipur-II
Total electricity consumption (A)	112944	90391	573518	523894	422392	580945	176914	657352	558284	406960
Total fuel consumption (B)	4935757	6947840	4568723	10034071	13027112	6237607	6859127	4342641	10801856	11629767
Energy consumption through other sources (C)	8091259	8718676	10698262	13830513	15452048	8150068	7381126	10072189	14044341	13200541
<b>Total energy consumption (A+B+C)</b>	<b>13139960</b>	<b>15756907</b>	<b>15840503</b>	<b>24388477</b>	<b>28901551</b>	<b>14968621</b>	<b>14417166</b>	<b>15072182</b>	<b>25404481</b>	<b>25237268</b>
<b>Total NFL Energy Consumption</b>	<b>98027398</b>					<b>95099718</b>				
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	<b>0.000330 (NFL turn over Rs. 29616 Cr.)</b>					<b>0.000599 (NFL Turn Over Rs. 15857 Cr.)</b>				
<i>(Total energy consumption/ Energy intensity (optional)– the relevant metric may be selected by the entity</i>										

Parameter	Current Year (FY 2022-23)				Previous Year (FY 2021-22)			
	Nangal	Panipat	Bathinda	Vijaipur-I + Vijaipur-II	Nangal	Panipat	Bathinda	Vijaipur-I + Vijaipur-II
<b>Water withdrawal by source (In kilolitres)</b>								
(i) Surface water	29226014	0	0	0	25899529	0	0	0
(ii) Groundwater	0	0	0	0	0	0	0	0
(iii) Third party water	0	0	0	0	0	0	0	0
(iv) Seawater/desalinated water	0	0	0	0	0	0	0	0
(v) Others	0	8254589	5689037	9232329	0	8667949	4923262	8819299
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>29226014</b>	<b>8254589</b>	<b>5689037</b>	<b>9232329</b>	<b>25899529</b>	<b>8667949</b>	<b>4923262</b>	<b>8819299</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>6193921</b>	<b>8254589</b>	<b>5310074</b>	<b>8103098</b>	<b>5945634</b>	<b>8727949</b>	<b>4743062</b>	<b>8498608</b>
<b>Water intensity per rupee of turnover (Water consumed/ Turnover in Rupee)</b>	<b>0.0000940764</b>				<b>0.000175</b>			

