

No. Secy/906/9/10

22.08.2023

The BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Fort Mumbai – 400 023 Scrip Code-532178	The National Stock Exchange of India Limited Exchange Plaza, 5th Floor Bandra Kurla Complex Bandra (East), Mumbai-400051 Symbol-ENGINEERSIN
--	---

Sub: Business Responsibility & Sustainability Report – Disclosure under Regl 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sir/Madam,

Pursuant to the provisions of Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report of the Company for the financial year 2022-23, which forms part of the 58th Annual Report for the financial year 2022-23.

The same is also hosted on the website of the Company at <https://engineersindia.com/admin/img/UploadedFiles/InvestorInternal/Files/English/66de94d1d9044da0992fe28b4a2e4d03.pdf>

This is for your information and records please.

Thanking you,

Yours faithfully,
For Engineers India Limited

Narendra Kumar
Compliance Officer

Encl: as above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identification Number (CIN):	L74899DL1965GOI004352
2.	Name of the Company:	Engineers India Limited
3.	Year of incorporation:	1965
4.	Registered Office Address:	Engineers India Bhawan, 1, Bhikaji Cama Place, New Delhi -110066
5.	Corporate address:	Engineers India Bhawan, 1, Bhikaji Cama Place, New Delhi -110066
6.	E-mail:	eil.mktg@eil.co.in
7.	Telephone:	011-26762121/2855
8.	Website:	https://www.engineersindia.com
9.	Financial year for which reporting is being done:	2022-23
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital:	₹ 281,02,11,865
12.	Name and contact Details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR:	Shri Atanu Bhowmik Designation: Executive Director (HR), Telephone Number: 011-26762901, e-mail id: a.bhowmik@eil.co.in
13.	Reporting Boundary:	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	Professional, Scientific, Technical	Consultancy & Engineering Services	43.18%
2.	Professional, Scientific, Technical	Turnkey Projects	56.82%

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	Consultancy & Engineering Services	71100	43.18%
2.	Turnkey Projects	42901	56.82%

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	0	10	10
International	0	5	5

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

Locations	Number
National (No. of States)	17
International (No. of Countries)	07

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

Export % to total turnover is 7.21%

c. A brief on types of customers

EIL provides its services to all major National and International Clients (Government & Private Sector) in Refinery, Petrochemical, Onshore & Offshore, Oil & Gas, Ports and Terminals, Pipelines, Fertilizers, Metallurgy, Defence, Nuclear, Power & Renewables as well as Alternative Fuels such Hydrogen, Bio Fuels etc. EIL also provides its services for the Infrastructure projects of State Government along with projects initiated by various Central Govt Ministries. EIL is also providing its services to clients in the field of Speciality Chemicals.

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)*	No. (C)	% (C / A)*
EMPLOYEES						
1	Permanent (D)	2656	2346	88.33	310	11.67
2	Other than Permanent (E)	5	5	100	0	0
3	Total employees (D + E)	2661	2351	88.35	310	11.65
WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	-	-	-	-	-

Note: All of EIL workforce is categorized as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL.

* Figures are rounded off upto 2 decimal.

b. Differently abled employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)*	No. (C)	% (C / A)*
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	47	42	89	5	11
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	47	42	89	5	11
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

Note: All of EIL workforce is categorized as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL.

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	2	15.38
Key Management Personnel	1	0	-

20. Turnover rate for permanent employees and workers

	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.71%	5.06%	3.87%	3.4%	8.18%	3.97%	3.86%	3.89%	3.87%
Permanent Workers	-	-	-	-	-	-	-	-	-

Note: All of EIL workforce is categorized as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL.

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	Certification Engineers International Limited	Subsidiary	100	No
2	Ramagundam Fertilizers and Chemicals Limited	Joint Venture	26.00	No
3.	LLC Bharat Energy Office, Russia	Associate	20	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (₹ In lakhs): 328375.96

(iii) Net worth (in ₹ in lakhs): 210566.05

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*	NA	-	-	-	-	-	-
Investors (other than shareholders)	Refer the information in the below mentioned points.						



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
Shareholders	Yes	30	0	-	37	0	-
Employees and workers	Yes https://connect.eil.co.in	8	4**	-	10	2	-
Customers***	Yes https://pgportal.gov.in/	0	0		0	0	
Value Chain Partners***	Yes	4	0	-	4	0	-
Other (please specify)	-	-	-	-	-	-	-

* Being a consultancy company, the Company does not deal directly with the community at large.

** Grievances escalated to Grievance Committee in March 2023.

*** <https://pgportal.gov.in/> is a centralized portal of Govt. of India where stakeholders can lodge their grievances for the consideration and resolution by CPSEs. EIL is receiving such grievances through this centralized portal.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy sector rapidly moving towards Clean energy solutions	Opportunity	This development provides new business opportunities for EIL	NA	Positive implication

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote Human Rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	EIL's policies are approved by Board/ Competent Authorities as per Delegation of Power.								
c. Web Link of the Policies, if available	The details are provided under each principle & information thereof.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 45001, ISO 14001	ISO 45001	-	-	ISO 14001	-	-	ISO 9001
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.	-	-	-	-	-	-	-	-	-



Governance, leadership and oversight

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

The energy industry is witnessing rapid transformation in the wake of energy transition scenarios towards mitigation of climate change across the globe. The challenges faced by the industry in this journey are preparing the ground to germinate opportunities for technology service providers like EIL to develop and deploy cost effective green technologies. In its long journey since inception, EIL has always been focused on providing innovative technological solutions to the energy industry and has always been aligning its strategy with the needs of the Indian energy sector as well as the global trends. EIL has contributed significantly in technology development and its commercialisation towards indigenization of technologies relevant for the oil and gas segment. Some of the key achievements of the company in shaping India's energy landscape includes Auto Fuel Technologies including BS-VI, Residue Upgradation, Refinery & Petrochemical Integration, niche petrochemicals and as recent as Bio Fuels, Green Hydrogen to name a few.

EIL has always aligned its objectives with the Environment, Social and Corporate Governance framework. The organisation's new vision statement "To be a Global Leader Offering Total Energy Solutions for a Sustainable Future" clearly showcase the company's commitment in this direction. EIL has embarked on the national decarbonisation bandwagon and accelerated its efforts to achieve a Net Zero carbon emitting corporate ahead of the targeted year of 2035. In this line, the company is adopting multipronged strategies and developing state of the art less carbon intensive technological solutions both on its own and in collaboration with reputed institutions in India and overseas. For instance, EIL is implementing one of the Bio-ATF projects in India in collaboration with CSIR-IIP, Dehradun that has a strong potential in decarbonizing the aviation sector.

Cultural shift towards sustainability is one of the key ESG challenges faced by almost all the industrial sectors. EIL has taken several initiatives to create awareness among its stakeholders to adopt sustainable practices at work. For instance, the company has recently installed EV charging infrastructure at both its Head office and Gurugram office complex. These base charging facilities are anticipated to be a game changer in nudging employees to adopt EVs in the long run to commute from home to the workplace. This initiative has a strong bearing on reducing the organization's scope-3 emission in the long run. The resultant augment in the scope-2 emissions shall be taken care by increasing the share of green power and adopting carbon offsetting mechanisms.

In addition, EIL took several initiatives to optimize the water and electricity consumption with strong emphasis on 3Rs principle (Reduce, Recycle and Reuse) of conservation of resources. The spillage of water reduced by installing water saving nozzles and water recovery from waste water streams at various office complexes of the organization in India. The generation of plastic and other waste materials in the office complexes has reduced by providing washable tea mugs to the employees. Also, there has been efforts by the organization to reduce the use of papers by gradually adopting digital interventions. It is worth noting that the company has augmented its solar power generation capability by installing additional 400 KW solar PV panels in the office premise to enhance its share of green power thereby reducing the Scope-2 emissions.

Another important ESG imperative is the development of technologies or products which are sustainable. In this direction, EIL has also diversified its portfolio of products and services in the sunshine areas such as energy efficient infrastructure, Biofuels and Green Hydrogen. For instance, EIL implementing one of the Biorefineries in India for ABRPL (a JV of NRL, Fortum and Chempolis, OY, Finland) in Assam has strengthened EIL's green technology portfolio. Further, EIL has also diversified its operation in the area of energy efficient infrastructure providing its services in building the GRIHA and LEED compliant infrastructure facilities, Data center etc. for its esteemed clientele.

Finally, India's energy transition cannot be isolated with the rest of the world in light of changing geopolitical scenarios and technology running level of the development in the emerging areas of the energy sector across the globe. EIL has emerged as a key stakeholder in terms of providing ESG compliant sustainable low carbon technological solutions to the industrial sectors in their decarbonization journey.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Functional Director
--	---------------------

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 Shri Ashok Kumar Kalra Director (HR)
--	--

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Director									Annual-ly	Annual-ly	Annual-ly	Annual-ly	Annual-ly	Annual-ly	Annual-ly	Annual-ly	Annual-ly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Half year-ly	Half year-ly	Half year-ly	Half year-ly	Half year-ly	Half year-ly	Half year-ly	Half year-ly	Half year-ly

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	Yes Vexil Business Process Services	Yes Vexil Business Process Services	No	No	Yes Vexil Business Process Services	No	No	Yes M/s URS Certification Services

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year.**

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	10	Induction Program, Capability Building, Corporate Governance	100%
Key Managerial Personnel	5	Leadership, domain and general training programs	100%
Employees other than BoD and KMPs	256	Leadership, soft skill, domain and general training programs	72.6 %
Workers	-	-	-

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website): 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. Not Applicable****4. Does the entity have anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Various policies/rules such as Code of Conduct, Conduct and Discipline Appeal (CDA) Rules and Whistle Blower Policy are applicable to all EIL employees. Copy of CDA Rules is available on the Company webpage <https://www.engineersindia.com/Right-to-Information>

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

As per details available with Disciplinary Cell, no disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption during past two financial years.

	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 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. NOT APPLICABLE**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators****1. Percentage of R&D and capital expenditure (Capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and Capex investments made by the entity, respectively.**

	Current Financial Year (Rs. in Lakhs)	Previous Financial Year (Rs. in Lakhs)	Details of improvements in Environmental and Social impacts
R&D	512.62 (22.62%)	833.61 (39.82%)	Note-A
Capex	213.76 (28.75%)	473.76 (62.22%)	Note-B

Note-A:**Current Financial Year:**

In its long journey of almost six decades, the role of EIL has been instrumental in building nation's energy infrastructure. So far, EIL has developed several innovative technological solutions to address the climate change issues pertinent to its domain industries either on its own or in collaboration with private and public sector entities both in India and overseas. Sulphur Recovery Unit is one of the important units in the oil refinery and EIL has designed several Sulphur Recovery Units (SRU) in the past for its esteemed clients to mitigate emissions. EIL has continued its efforts in this direction in the current financial year as well and developed a unique process for preventing SO₂ slippage into the Tail Gas Treating Unit (TGTU), part of the SRU block. Further, EIL executed collaborative agreements with reputed national laboratories and Oil majors to catapult its efforts towards environment and sustainability. Some of them includes, an agreement with CSIR-IIP and ONGC Energy Centre Trust (OECT) to develop a technology for recovery of rare gas from Natural Gas, Memorandum of Agreement (MoA) with NRL for demonstration of technology for production of aqueous ammonia from ammonia rich sour gases generated in the refinery. These technologies would have a significant impact for mitigating emissions besides generating value added products. In an effort to decarbonize the aviation sector, EIL is providing its services for preparation of Basic Engineering and Design Package (BEDP) of BioATF plant for Mangalore Refinery and Petrochemicals Limited (MRPL). In the era of energy transition, EIL has uniquely positioned itself as carbon conscious knowledge company to address the needs of the energy sector. This can be reflected in its renewed vision "To be a Global Leader Offering Total Energy Solutions for a Sustainable Future" and its commitment to achieve the net zero carbon emission by the year 2035. Innovation and energy efficient technology development shall always remain two key strategic pillars to realize the organizational ESG targets in the upcoming years for the company.



Previous Financial year:

In the previous financial year, EIL has been successful in charting a path in the relatively new territory of Biofuels. Some of the important environment friendly initiatives include collaboration with DBT-ICT for large scale cultivation of Algae and production of value-added products, Biofuels etc.

In addition, EIL has been part of the Gol's Start-up India Initiative (EngSUI) to develop and support the start up ecosystem in India. In the previous year, under EngSUI, EIL invested various environment and social impact projects. For instance, "Vayujal", one of the startups funded by EIL produces water from the atmospheric moisture have a huge potential to be deployed at the water stressed regions of the country to address the challenges associated with the supply of drinking water in those regions. One prototype of this technology has been installed in EIL Gurugram campus. The previous financial year also witnessed execution of Memorandum of Understanding (MoU) between EIL and NRL for joint technology development of various R&D technologies, some of which have huge potential towards decarbonizing the industrial sectors such as projects related to CO₂ capture, Amine purification etc.

Note-B:

EIL is committed to develop environmental friendly technologies that create social impact.

Current Financial Year:

EIL invested in setting up the Particle attrition study pilot plant as part of the project for development of 3D CFD Model for Fluidized bed Coal Gasifier, Laboratory setup for development of solvent for recovering CO₂ from flue gases and upgrade the design of Above ground Sulphur seal which includes fabrication of new float assembly etc.

Previous Financial Year:

EIL invested in development of various technologies such as application of Hydrodynamic cavitation for water treatment. In addition, EIL installed a photo catalytic reactor for hydrogen production from water in its Gurugram R&D campus for undertaking research in the area of green Hydrogen.

- 2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No): NO**
b. If yes, what percentage of inputs were sourced sustainably?: Not Applicable
- 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.**

Due to the nature of our business, solid waste generation is also fairly limited in EIL offices and restricted primarily to municipal solid waste (MSW). A major component of the solid waste generated is paper waste which is sent for recycling. Other wastes include e-waste and a small proportion of wastes like batteries, electrical waste, waste lube oil, etc. Our waste management practices seek to reduce the environmental impact of this limited waste to the extent possible by reduction in generation, segregation at source and proper management including recycling and disposal through authorized recyclers. Other mixed dry waste is sent to scrap dealers or municipal disposal. Also, EIL has state-of-the-art sewage treatment plants at its Gurugram, Chennai and Mumbai offices, wherein the treated sewage is recycled & reused for secondary applications within the office premises. Proper segregation philosophy is used for segregation of municipal wastes and is disposed through third party adopting standard practice as per applicable Municipal Waste handling Rules 2016.

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

Not Applicable, EIL being a consultancy organization

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2346	2346	100	2346	100			2346	100	2346	100
Female	310	310	100	310	100	310	100			310	100
Total	2656	2656*	100	2656	100	310	100	2346	100	2656	100
Other than Permanent employees											
Male	5	5	100	5	100	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	5	5	100	5	100	-	-	-	-	-	-

* All employees are covered under Contributory Medical Scheme.

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

#No worker on EIL Payroll

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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%	-	Y	100%	-	Y
Gratuity	100%	-	N	100%	-	N
ESI	NA	-	NA	NA	-	NA
DCS	100%	-	N	100%	-	N
CPRMCS	100%	-	N	100%	-	N

**3. Accessibility of workplaces**

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

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

Yes, link of policy is available on EIL Website <https://engineersindia.com/Investor/Internal/Policies-and-Codes>

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 %	NA	NA
Female	100 %	100 %	NA	NA
Total	100 %	100 %	-	-

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	-
Other than Permanent Workers	-
Permanent Employees	Yes. For redressal of grievances of all the regular employees of the Company, an online Grievance Management System (GMS) is in place at EIL. In case of any grievance, employees may register their grievance online on 'Grievance Management' portal. GMS consists of structured formal channel for resolution of employee grievances in the following order - Reporting Officer, Head of Department, Grievance Redressal Committee (GRC) and Appellate Authority.
Other than Permanent Employees	The same is dealt by the concerned Department in coordination with the Agency from where such employees are deployed.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (B / A)	Total employees/ workers in respective category	No. of employees / workers in respective category, who are part of association (s) or Union	% (D / C)
	(A)	(B)		(C)	(D)	
Total Permanent Employees	2656	2656	100%	2725	2725	100%
- Male	2346	2346	100%	2402	2402	100%
- Female	310	310	100%	323	323	100%
Total Permanent Workers	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

Note: All of EIL workforce is categorized as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL.

8. Details of training given to employees and workers.

Category	FY-22-23 Current Financial Year					FY-21-22 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)
Employees										
Male	2346	774	32.99	1901	81.03	2402	157	6.54	1524	63.45
Female	310	42	13.55	235	75.8	323	26	8.05	237	73.37
Total	2656	816	30.72	2136	80.42	2725	183	6.72	1761	64.62
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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	2346	2346	100%	2402	2402	100%
Female	310	310	100%	323	323	100%
Total	2656	2656	100%	2725	2725	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

*Directors and CMD not included

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?

An occupational health and safety management system has been implemented by EIL.

The system covers the entire organization.

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

Hazard Identification Risk assessment and Control process and Job Safety Analysis process are used to assess risks on routine and non-routine basis.

- 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	0
	Workers	NA#	NA#



Safety Incident/Number	Category	FY 2022-23		FY 2021-22	
		Current	Financial Year	Previous	Financial Year
Total recordable work-related injuries	Employees	0		0	
	Workers	NA#		NA#	
No. of fatalities	Employees	0		0	
	Workers	NA#		NA#	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0		0	
	Workers	NA#		NA#	

No Workers on EIL rolls.

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

EIL has certified its HSE Management system to ISO 45001 (Occupational Health and Safety Assessment Series) and ISO 14001 (Environmental Management system). An independent department (Corporate HSE) audits the HSE Management system of all divisions/departments including construction sites. The results of these audits are reported to the Management through Management Review Committee Meetings. Apart from other Agenda, the performance of the HSE management system and opportunities for improvement are presented to the Management in these meetings. A number of improvements pertaining to Health, Safety and Environment are triggered and addressed through these meetings. Digitization of employee claims, Organizing Health camps, health talks, improvement in safety processes are few examples.

On the engineering front, HSE aspects that are to be addressed in the design engineering phases are built into the procedures/specifications of various engineering departments. Exhaustive HSE checklists are in place to ensure that these aspects are complied positively during process design and engineering phases.

Being a renowned engineering consultant in the hydrocarbon sector, EIL deploys proven risk assessment methodologies like HAZOP, RRA, QRA and SIL to ensure the process safety of the plants being designed.

On the office infrastructure front, EIL is continuously making efforts to provide a Healthy, Safety and environment friendly work place to its employees.

On the construction front, the specification for HSE Management at construction sites, which specifies the HSE requirements to be complied by construction contractors, has been revised during this year in line with the current trends and to improve the HSE performance. Award to construction sites based on HSE performance, Issue of appreciation certificates in best performing construction contractors, are a couple of other examples of improvements implemented during this year. EIL celebrated National Safety week across its offices and sites and the celebrations were used as a platform for improving safety awareness amongst the employees.

Apart from the rating system for construction sites, EIL has introduced HSE award mechanism for Individuals. The objective of these reward mechanism is to foster and promote the culture of Safety.

To enhance HSE competence, employees have attended various trainings in HSE domain, namely, ISO 45001 auditor certification, ISO 14001 auditor certification and other special trainings specific to construction safety.

A quarterly HSE Newsletter is being issued to all employees to communicate the happenings on the HSE front

13. 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
Working Conditions	880	Nil	-	72	Nil	-
Health & Safety	Nil	-	-	Nil	-	-

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	Locations for audit are covered by the third-party auditors on sampling and rotation basis, every year, typically around 10% of the sites/offices are covered every year.
Working Conditions	Locations for audit are covered by the third-party auditors on sampling basis, every year. Typically, around 10% of the sites/offices are covered every year.

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.

EIL is organizing a daily yoga class through online mode for all its employees. There is a capacity of more than 1000 employees to join the classes.

EIL has introduced individual HSE award scheme for the promoting the HSE culture. Also, EIL site employees have been trained on Behavior Based Safety (BBS) to further strengthen the HSE practices.

Also, EIL has conducted various talks on Health-related topics under the HALE (Health Assessment and Lifestyle enhancement) umbrella. Multiple health check up campaigns have been conducted across various EIL office locations covering different disciplines (e.g. Ayurveda) and specializations (e.g. cancer) of treatment.

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.**

EIL stakeholders include our Investors, Clients, Employees, Vendors/Partners, Government and Local Communities.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customer	No	Email	Quarterly	For collecting customer perception survey. Customers provide their views on EIL's services.
Supplier – (Vendors / Contractors)	No	NIC – CPP Portal, GeM Portal, EIL Tender Portal, E-mails, Contractor/Vendor meetings at EIL-Delhi / Gurugram	Quarterly	To disseminate key information about the Projects and briefly elaborate on key components like Scope of works/services, completion schedules, Conditions of Contract, bidder qualification criteria, HSE , Quality requirements, etc.
Employees	No	Email, Employee Portal EIL Connect	Quarterly	Employees welfare/ working conditions etc.
Shareholders	No	Website	Quarterly	Share price appreciation, dividends, profitability and financial stability, robust ESG, practices, cyber risks, growth prospects

**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: NIL

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	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees						
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Note: All the employees of EIL are out of the purview of payment of Minimum Wages Act.

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)	7	3499745	1	6656543
Key Managerial Personnel	1	3747046	-	-
Employees other than BoD and KMP	2340	2505669	309	2449445
Workers	-	-	-	-

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, for redressal of grievances of all the regular employees of the Company, an online Grievance Management System (GMS) is in place at EIL. In case of any grievance, employees may register their grievance online on 'Grievance Management' portal.

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

For redressal of grievances of all the regular employees of the Company, an online Grievance Management System (GMS) is in place at EIL. In case of any grievance, employees may register their grievance online on 'Grievance Management' portal.

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	-		Nil	-	
Discrimination at work place	Nil	-		Nil	-	
Child Labour	Nil	-		Nil	-	
Forced Labour/ Involuntary Labour	Nil	-		Nil	-	
Wages	2	2	2 nos. carry forward to next year	3	2	2 grievances of previous year resolved, further 2 grievances received in March 23. carry forward to next year
Other human Rights related issues	Nil	-		Nil	-	

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

To prevent adverse consequences to the complainant, immediate Disciplinary action is taken in the matter to appropriately discipline personnel who are involved in harassment. Awareness is also generated among the employees by imparting Training on Sexual harassment from time to time.

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

**9. Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others – please specify	NA

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above : Not Applicable.

PRINCIPLE 6: Businesses should respect and make efforts to protect 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)	361,67,263 MJ	330,90,228 MJ
Total fuel consumption (B)	3,67,798 MJ	4,84,352 MJ
Energy consumption through other sources (C)	5,12,629 MJ	4,29,275 MJ
Total energy consumption (A+B+C)	370,47,690 MJ	340,03,855 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1128 J/₹	1184.64 J/₹
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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - No
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)
Water withdrawal by source (in kilolitres)		
(i) Surface water	---	---
(ii) Groundwater	---	---
(iii) Third party water	85,193 KL	75,185 KL
(iv) Seawater / desalinated water	---	---
(v) Others	---	---
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	85,193 KL	75,185 KL
Total volume of water consumption (in kilolitres)	85,193 KL	75,185 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.0026 L/₹	0.0017050296 L/₹
Water intensity (optional)–the relevant metric may be selected by the entity	-	-

Note (): The Figure for water withdrawal has been revised as per actual.*

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.**

Yes. Zero discharge implemented in EIL Office Complex Gurugram and EIL Mumbai Office.

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	Mg/m3	0.046	0.05
SOx	Mg/m3	0.029	0.02
Particulate matter (PM)	Mg/m3	0.072	0.08
Persistent organic pollutants (POP)	ppm	<0.1	<0.1
Volatile organic compounds (VOC)		---	---
Hazardous air pollutants (HAP)	ppm	<0.1	<0.1
Others –CO,C6H6,NH3,Ozone	Mg/m3	0.673	0.68

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. Yes

Year 2022-23

1. **Newcon Consultant & Laboratories**

A-1/156, Sec-17, Kavinagar Industrial Area, Ghaziabad-201002

2. **WINMET Technologies Pvt Ltd**

Plot No. E-65, Site UPSIDC, Near Radisson Blue Hotel, Greater Noida, UP-201306

Year 2021-22

1. **Newcon Consultant & Laboratories**

A-1/156, Sec-17, Kavinagar Industrial Area, Ghaziabad-201002

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	217 MT CO2e/Yr	139 MT CO2e/Yr
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	7137 MT CO2e/Yr	6802 MT CO2e/Yr
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.000000224 MT CO2e/ ₹ (Turnover)	0.000000242 MT CO2e/ ₹ (Turnover)
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



7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	---	---
E-waste (B)	---	NIL
Bio-medical waste (C)	---	---
Construction and demolition waste (D)	---	---
Battery waste (E)	NIL	---
Radioactive waste (F)	---	---
Other Hazardous waste. Please specify, if any. (G)	0.127	0.471
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	88.979	57.634
Total (A+B + C + D + E + F + G+ H)	89.106	58.105
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	---	---
(ii) Re-used	---	---
(iii) Other recovery operations	---	---
Total	---	---
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	---	---
(ii) Landfilling	---	---
(iii) Other disposal operations	---	---
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.-No

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.

EIL has engaged authorized waste disposal agency for waste management who handle both Hazardous and non-hazardous waste as per Govt. guidelines.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of Environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and Corrective action taken, if any.
NOT APPLICABLE			

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
As per Note below					

Note : EIL being a Consultancy Organization, has not undertaken any EIA study for its own installations. However, as part of its business operations, EIL has undertaken several EIA studies for its clients. Following is the list of projects for which EIA studies have been carried out and environmental clearances have been obtained from MoEFCC during FY 2022-23.

- Bharat Oman Refinery Expansion Project at Bina, Madhya Pradesh
- MRPL's Capacity Expansion Project at Mangalore, Karnataka

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: Yes

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Petroleum Industry	National
2	Standing Conference of Public Enterprises	National
3	Federation of India Chambers of Commerce and Industry (FICCI)	National
4	Confederation of Indian Industry (CII)	National
5	Bureau of Indian Standards (BIS)	National
6	The Institution of Engineers(India)	National
7	Heat Transfer Research Inc. (HTRI)	International
8	University of Manchester Institute of Science & Technology (UMIST)	International
9	The Center for Chemical Process Safety	International
10	Fractionation Research Inc.	International



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
NOT APPLICABLE		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web
As per Note below					

Note: EIL being a Consultancy Organization, has not undertaken any SIA study for its own installations. However, as part of its business operations, EIL has undertaken several Social Studies as part of EIA studies for its clients.

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)
NOT APPLICABLE						

3. Describe the mechanisms to receive and redress grievances of the community. NOT APPLICABLE

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	48.75%	13.28%*
Sourced directly from within the district and neighbouring districts	NA	NA

**Above % shows the overall procurement of goods & services from Micro & Small Enterprises (MSEs) by EIL for client’s projects executed by EIL as a contractor (LSTK/ OBE jobs) as well as for EIL’s Inhouse requirements.*

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.

EIL provides its services to other companies. It does not deal directly with consumers.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: NOT APPLICABLE

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

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

EIL provides its services to other companies. It does not deal directly with consumers.

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. Not Applicable

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