

## Mirza International Limited

A-7, Mohan Coop. Indl. Estate, Mathura Road  
New Delhi - 110044 (India)  
Ph. +91 11 4095 9500 / 9501  
CIN : L19129UP1979PLC004821  
Email : marketing@mirzaindia.com  
Website : www.mirza.co.in

August 26, 2023

**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai 400 001

**Scrip Code: 526642**

**National Stock Exchange of India Limited**

Exchange Plaza, Plot No. C/1, G Block,  
Bandra Kurla Complex, Bandra (East),  
Mumbai 400 051

**NSE symbol: MIRZAINIT**

Dear Sir(s),

**Sub.: Business Responsibility and Sustainability Report for the financial year 2022-23**

This is to inform you that in terms of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for FY 2022-23. The BRSR also forms part of the Annual Report for the FY 2022-23, submitted to the exchange vide letter dated August 26, 2023.

This is for your information and record please.

Thanking you,

Yours faithfully,

For **Mirza International Limited**

**Harshita Nagar**

**Company Secretary & Compliance Officer**

Encl.: As above

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A : GENERAL DISCLOSURES

### I. Details of listed entity

1. **Corporate Identity Number (CIN) of the Company:** L19129UP1979PLC004821
2. **Name of the Company:** Mirza International Limited
3. **Year of Incorporation:** 1979
4. **Registered Office Address:** 14/6, Civil Lines, Kanpur 208 001
5. **Corporate Address:** A-7, Mohan Co-operative Industrial Estate, Mathura Road, New Delhi 110 044
6. **Email:** compliance@mirzaindia.com
7. **Telephone:** 011-40959500
8. **Website:** www.mirza.co.in
9. **Financial Year (FY) for which reporting is being done:** 2022-23
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital:** ₹ 27,64,03,800
12. **Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report:** **Name:** Mr. V. T. Cherian / Ms. Harshita Nagar, Telephone: 011.409.59500  
E-mail Id: compliance@mirzaindia.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**

Mirza International Limited (Standalone basis). Thus all the data reported in this report pertains to MIL Standalone entity. For coverage of plant locations, refer Corporate Governance Report of Integrated Annual Report FY 2022-23).

### II. Products/ Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Leather and Leather Product	Manufacturing and Trading of Leather and Leather Product	100%

#### 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.	Manufacturing of Leather and Footwear	15112, 15113, 15115, 15119	78.80%
2.	Trading of Footwear	15209, 47713	21.20%

**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	4	2	6
International	0	0	0

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

Locations	Number
National	5
International	23

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

83.91%

**c. A brief on types of customers**

Mirza International is acknowledged as a global destination for finished leather and leather footwear. We serve the products to End User and Reseller/Traders.

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	492	480	97.56%	12	2.44%
2.	Other Than Permanent (E)	70	68	97.14%	2	2.86%
3.	Total permanent employees (D + E)	562	548	97.51%	14	2.49%
<b>Workers</b>						
4.	Permanent (F)	1176	1153	98.04%	23	1.96%
5.	Other Than Permanent (G)	-	-	-	-	-
6.	<b>Total Employees (F+G)</b>	1176	1153	98.04%	23	1.96%

**b. Differently abled Employees and workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other Than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	Nil	Nil	Nil	Nil	Nil
<b>Differently Abled Workers</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other Than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	Total differently abled workers (F + G)	Nil	Nil	Nil	Nil	Nil

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	1	8.33%
Key Management Personnel	2	1	50%

## 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	480	12	492	2,334	75	2,409	2,684	90	2,774
Permanent Workers	1,153	23	1,176	2,669	371	3,040	2,904	343	3,247

## 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.	T N S Hotels And Resorts Private Limited	Subsidiary	100%	No. The BRSR is for MIL standalone only.
2.	RTS Fashion Limited	Subsidiary	100%	
3.	Mirza (U.K.) Limited	Subsidiary	100%	

## VI. CSR Details

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

(ii) Turnover (₹ in Lakhs): 62,705.69

(iii) Net worth (₹ in Lakhs): 45,521.33

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has both formal and informal channels of engaging with the communities. All the community grievances are received through the respective manufacturing site Corporate Affairs Team and these are appropriately addressed through both the local and corporate level leadership teams.	Nil	Nil	-	Nil	Nil	-



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<b>Investors (other than shareholders)</b>	The Company has a designated Email-ID: info@mirzaindia.com for investors to enable them to raise their grievances.	Nil	Nil	-	Nil	Nil	-
<b>Shareholders</b>	The Company has a designated Email-ID: compliance@mirzaindia.com for shareholders to enable them to raise their grievances.	111	Nil	-	50	Nil	-
<b>Employees and Workers</b>	All employee grievances are addressed appropriately through multiple channels.	Nil	Nil	-	Nil	Nil	-
<b>Customers</b>	The Company has a designated Email-ID: marketing@mirzaindia.com for shareholders to enable them to raise their grievances.	-	-	-	6,112	Nil	-
<b>Value Chain Partners</b>	Purchase Orders/ Contracts provide dispute resolution mechanism, which stipulates meeting between higher management teams of both sides to resolve the disputes. Vigil Mechanism and Whistle-Blower Policy are available on the MIL website	Nil	Nil	-	Nil	Nil	-

#### 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.	Regulatory Compliance	Risk	Failure to comply with rapidly changing regulatory requirements can result in adverse impact for the Company and erode stakeholders' trust. Evolving environmental and social regulations present a risk of potential non-compliance which, if not met, can result in fines, penalties and adverse impact on brand reputation.	The Company is committed to promote a culture of compliance within the organisation supported by a zero-tolerance policy and has a robust set of environmental, social and governance related policies in place. Disciplinary procedures have been defined and measures are undertaken such as training and awareness generation on Company's Code of Conduct to prevent incidents of non-compliance. Regulatory compliances across businesses are monitored at defined frequencies, including annual third-party audits to identify and correct any non-conformities.	Negative
2.	Health and Safety	Risk	The Company is engaged in manufacturing of leather and leather products. Owing to the nature of operations, health and safety is identified as a potential risk.	Health and Safety is one of the key priorities for MIL. The Company is committed to strengthen health and safety systems and processes for preventing any safety incidents. Safety, Health and well-being programmes and trainings are organized for entire workforce.	Negative
3.	Water and Waste effluents	Risk	The waste effluent released from the processing of leather at our tannery, may have potential risk.	We have implemented sustainable practices at our tannery which is recognised as amongst the most modernised and largest tanneries in India. By using high-quality tanning drums, we have been able to save a substantial amount of water and reduce energy consumption. The effluent treatment plant of 1.65 MLD capacity also ensures efficient effluent collection and 100% recovery of chrome, an effluent that if released can cause health hazards.	Negative



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)
				The exhaust chromeli liquor is processed, sludge is recovered and subsequently sold to authorised chemical vendors to prevent groundwater contamination. The released wastewater is then treated before it is discharged while chrome and other solid waste matter are disposed of in an environmentally safe and efficient manner.	
4.	Energy Efficiency	Opportunity	India has witnessed a rapid growth in green infrastructure driven by Government led policies, incentives and targeted initiatives. Similar trends are observed with several international standards, showing inclination towards sustainable urban infrastructure and energy efficient buildings.	The Company believes in conservation of energy. Thus, installation of energy efficient LED lights by replacing high energy consuming lights. Increasing the awareness of energy saving within the organization to avoid the wastage of energy and Continuously monitoring the energy parameters such as maximum demand, power factor, load factor on regular basis. The Company has installed solar plants with a capacity of 3,750 KW at our plant locations that generate an average of 14,500 units of electricity each day.	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://mirza.co.in/corporate.php?id=po">https://mirza.co.in/corporate.php?id=po</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	The policies are based on NGRBC-guidelines, in addition to conformance to the spirit of international standards like ISO 9000, ISO 14000, UNGC guidelines and principles.								

- |   |  |
|---|--|
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any.                                      | The Company is committed to save a substantial amount of water and reduce energy consumption. The effluent treatment plant of 1.65 MLD capacity also ensures efficient effluent collection and 100% recovery of chrome, an effluent that if released can cause health hazards. The exhaust chromeli liquor is processed, sludge is recovered and subsequently sold to authorised chemical vendors to prevent groundwater contamination. The released wastewater is then treated before it is discharged while chrome and other solid waste matter are disposed of in an environmentally safe and efficient manner. |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | The Company has made significant progress during the reporting period towards achieving the targets.   |

### Governance, leadership and oversight

- |   |  |
|---|--|
| 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) | <p>At Mirza International, caring for the environment and setting new benchmarks as an environmentally-responsible company are imprinted in our DNA. The focus on the 3Rs – reduce, reuse, and recycle – indicates Mirza International's proactive approach to minimising waste and conserving resources. Our tannery has been rated by the LWG (Leather Working Group). LWG promotes sustainable business practices in the leather industry. This rating reflects our adherence to sustainable guidelines and benchmarks.</p> |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).   | <p>Mr. Tauseef Ahmad Mirza<br/>Managing Director<br/>DIN: 00049037</p>   |
| 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.   | <p>At Mirza, 2 Board Committees are responsible for decision making on sustainability related issues:</p> <p>Risk Management Committee<br/>Mr. Tauseef Ahmad Mirza<br/>Mr. Sanjay Bhalla<br/>Mr. Sanjiv Gupta<br/>Mr. V. T. Cherian</p> <p>Corporate Social Responsibility Committee<br/>Mr. Tauseef Ahmad Mirza<br/>Mr. Tasneef Ahmad Mirza<br/>Mr. Nirmal Sahijwani<br/>Mr. Sanjiv Gupta</p>   |

### 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	Y	Y	Y	Y	Y	Y	Y	Y	Y										Quarterly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y										Quarterly





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
	N	N	N	N	N	N	N	N	N

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

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

N.A.

## 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 FY:

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 (BoDs)	6	<ul style="list-style-type: none"> <li>Regulatory Updates, Risk Management and Business Development</li> </ul>	100%
Key Managerial Personnel (KMPs)	3	<ul style="list-style-type: none"> <li>MIL Code of Conduct</li> <li>Prevention of Sexual Harassment at Workplace</li> <li>SEBI (Prohibition of Insider Trading) Regulations, 2015</li> </ul>	100%
Employees other than BoDs & KMPs	5	<ul style="list-style-type: none"> <li>MIL Code of Conduct.</li> <li>Prevention of Sexual Harassment at Workplace</li> <li>Health, Safety, Security and Environment</li> <li>Environment Management</li> <li>Awareness on Standard Operating Procedures for safety</li> <li>Electrical Safet</li> <li>Emergency Response Management.</li> <li>Safety Hazard Identification and Risk Assessment</li> </ul>	100%
Workers	5	<ul style="list-style-type: none"> <li>Prevention of Sexual Harassment at Workplace</li> <li>Health, Safety, Security and Environment</li> <li>Environment Management</li> <li>Awareness on Standard Operating Procedures for safety</li> <li>Electrical Safety</li> <li>Emergency Response Management</li> <li>Safety Hazard Identification and Risk Assessment</li> </ul>	100%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the FY, 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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Y/ N)
Penalty/ Fine	Nil	-	Nil		
Settlement	Nil	-	Nil		N.A.
Compounding fee	Nil	-	Nil		

Non-Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Y/ N)
Imprisonment	Nil	-	Nil		N.A.
Punishment	Nil	-	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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	N.A.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. The Company's policies on Ethics, Transparency and Accountability along with the Code of Conduct, is applicable to all individuals working in the Company and its subsidiaries. For the foreign subsidiary, the code is applicable in line with the local requirements prevailing in the country of operation. The Company encourages its business partners to follow the code. The Anti-Corruption and Anti-Bribery Policy forms part of Company's Code of Conduct and Business Responsibility and Sustainability Policy. <https://mirza.co.in/corporate.php?id=cc>
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

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

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	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. N.A.

**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
4	<ul style="list-style-type: none"> <li>Health, Safety, Security and Environment;</li> <li>Awareness on Standard Operating Procedures for safety;</li> <li>Safety Management System Framework;</li> <li>Electrical Safety;</li> <li>Energy Management;</li> <li>Environment Management.</li> </ul>	80%

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

The Board of Directors of the Company confirm compliance of Code of Conduct wherein affirmation is also obtained to avoid conducting the Company's business with a relative, or with a business in which a relative of a Director is associated in any significant role. Further, the Company's Policy on Related Party Transactions lays down the procedures to be followed for identification, approval and disclosure of all transactions between the Company and related parties. The Policy prohibits any Director who may have a potential conflict of interest in any Related Party Transaction, to participate in discussions or vote on such transactions.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**  
**Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R & D	9.07%	3.09%	Investment in R&D and CAPEX projects like development of high productivity catalyst, installation of solar plants to further reduce and save power energy, sustainability and environmental protection.
Capex	90.93%	96.91%	

**R&D & CAPEX INVESTMENTS**

For FY 2022-23 – ₹ 44,30,10,701

For FY 2021-22 – ₹ 85,48,22,061

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes.
- b. If yes, what percentage of inputs were sourced sustainably? The Company keeps the integration of Social, Ethical and Environmental performance factors for selection of suppliers including transportation. While processing rubber compound, the rejected rubber material are used. It becomes perennial substance. The Company has also established an internal mechanism for continual improvement process towards sustainable excellence and has taken adequate steps for safe transportation, which improves manufacturing system of the Company. The use of appropriate mode of transportation is a continuous part of effective supply chain mechanism and the Company endeavour to reduce transport related environmental impact is an ongoing process. Also, we are trying to work with the vendors registered under GRS to ensure sustainable sourcing for some of our components.

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

The Company has a proper mechanism to recycle products and waste. The Company has agreement and valid licence from Bharat Oil Waste Management for safe environment and scientific disposal of waste. 5% of recycling of products and waste are taking place. Company is RCS certified and it claims 5% of recycled materials on their products. Also, the following are the percentages for recycling specific products:

Soles: from 5% to 15%, Paper and Packaging waste: around 3%

Further, the nearby vendors collect back these waste and they process to make pulp for papers. We have a mechanism to recycle products and waste. The TPR waste that is collected after injecting a batch of soles, is mixed in with the next batch. This is our in-house recycling of TPR and reduces the consumption (we mix around 10% of the recycled TPR). We are currently in the process of obtaining the GRS (Global Recycled Standards) certification which will certify that our product is made of minimum 20% recycled materials. We are in the process of sourcing sustainable materials as well like laces, linings, toe puff and counters.

3. 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.

Yes, the waste collection is in line with the EPR.

#### 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? The Company has not yet conducted LCA for its product

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
N.A.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
N.A.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Soles	5% to 15%	5% to 15%
Paper and Packaging material	3%	3%



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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N.A.			N.A.		
E-waste						
Hazardous waste						
Other waste						

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
	N.A.

**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	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	480	480	100%	480	100%	Nil	-	Nil	-	Nil	-
Female	12	12	100%	12	100%	Nil	-	Nil	-	Nil	-
<b>Total</b>	<b>492</b>	<b>492</b>	<b>100%</b>	<b>492</b>	<b>100%</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	68	68	100%	68	100%	Nil	-	Nil	-	Nil	-
Female	2	2	100%	2	100%	Nil	-	Nil	-	Nil	-
<b>Total</b>	<b>70</b>	<b>70</b>	<b>100%</b>	<b>70</b>	<b>100%</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	1153	1153	100%	Nil	-	Nil	-	Nil	-	Nil	-
Female	23	23	100%	Nil	-	Nil	-	Nil	-	Nil	-
<b>Total</b>	<b>1176</b>	<b>1176</b>	<b>100%</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	-	Nil	-	Nil	-	Nil	-	Nil	-	Nil	-
Female	-	Nil	-	Nil	-	Nil	-	Nil	-	Nil	-
<b>Total</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>	<b>Nil</b>	<b>-</b>

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
P.F.	275	983	Y	562	1,435	Y
Gratuity	562	1,176	Y	2,409	2,409	Y
ESI	15	1,295	Y	850	1,247	Y

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. N.A.

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	N.A.		N.A.	
Female	100%	100%	100%	100%
<b>Total</b>	100%	100%	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	The Company has mechanism for the workers to report their grievances to HR Business Partners assigned to each worker.
Other than Permanent Workers	N.A.
Permanent Employees	Yes, the Company has a Whistle Blower Policy, that provides a formal mechanism for all employees to report any concerns or grievances to the Whistle Blower Committee. The policy aims to ensure that employees are able to report instances of unethical/ improper conduct, as well as any grievances for appropriate corrective actions. Through this policy, the Company provides the necessary safeguards to all employees for making disclosures in good faith, without any fear of retaliation. Additionally, employees can report their grievances to HR Business Partners assigned to each employee.
Other than Permanent Employees	N.A.

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

As on 31 March 2023, none of the employees/workers of MIL were part of any worker association(s) or union(s).

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Permanent Workers</b>	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (B / A)		No. (E)	% (E / A)	No. (F)	% (F / A)
<b>Employees</b>										
Male	548	548	100%	548	100%	2334	2334	100%	2334	100%
Female	14	14	100%	14	100%	75	75	100%	75	100%
<b>Total</b>	<b>562</b>	<b>562</b>	<b>100%</b>	<b>562</b>	<b>100%</b>	<b>2,409</b>	<b>2,409</b>	<b>100%</b>	<b>2,409</b>	<b>100%</b>
<b>Workers</b>										
Male	1,153	1,153	100%	1,153	100%	2,669	2,669	100%	2,669	100%
Female	23	23	100%	23	100%	371	371	100%	371	100%
<b>Total</b>	<b>1,176</b>	<b>1,176</b>	<b>100%</b>	<b>1,176</b>	<b>100%</b>	<b>3,040</b>	<b>3,040</b>	<b>100%</b>	<b>3,040</b>	<b>100%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/CA)
<b>Employees</b>						
Male	548	548	100%	2334	2334	100%
Female	14	14	100%	75	75	100%
<b>Total</b>	<b>562</b>	<b>562</b>	<b>100%</b>	<b>2,409</b>	<b>2,409</b>	<b>100%</b>
<b>Workers</b>						
Male	1,153	1,153	100%	2,669	2,669	100%
Female	23	23	100%	371	371	100%
<b>Total</b>	<b>1,176</b>	<b>1,176</b>	<b>100%</b>	<b>3,040</b>	<b>3,040</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? The Company has implemented health and safety management system across the organisation.
- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** The Company has a well-developed group wide procedure for identification of work-related hazards, on routine and non-routine basis, as defined by its Management System Framework (MSF). Identification of safety related hazards is the responsibility at all levels of leadership in their respective areas of responsibility. Health and safety audits are conducted for the manufacturing units by independent agencies. Risk assessments are reviewed on a yearly basis for any incidents reported, or based on enforcement agency, insurers or auditor's requirement, request received from the safety committee, any changes/ modifications made to the process or safety standards or legal requirement. Recommendations are implemented across the business units to prevent recurrence of similar incidents.
- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)** Yes. The Company has a well-defined Standard Operating Procedure (SOP) for incident reporting, classification and investigation for any incidents related to health and safety. This process allows employees to report any work-related hazards and outlines the mechanism for recording and investigating an incident, recommending corrective and preventive actions and to communicate the lessons learned to prevent recurrence of similar incidents.
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No).** Yes, the Company provides access to non-occupational medical and healthcare services to employees, such as:
- Medical camps are organised in collaboration with healthcare providers;
  - Trainings are organized periodically through HR facilitations on promoting good health and well-being
  - Medical checkup at Mirza Charitable Hospital Limited

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

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

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

The Company upholds health, safety and security as a core value in the conduct of its business and is committed to creating a zero-harm workplace. MIL's commitment to health and safety is reinforced by its Occupational Health and Safety Policy. The policy is applicable to entire operations including all employees as well as contractors.

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

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



**14. Assessments for the year:**

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

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.:** The Company is committed to ensure safety of its employees, and take necessary actions whenever possible.

There were no major safety related incidents or concerns arising from health and safety assessments. However, there were a few near miss incidents and first aid cases which were investigated and closed with necessary Corrective and Preventive Actions.

**Leadership Indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). Yes****2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.** Deposit of statutory dues and filling of returns are done and cross-checked by the Company system with data available on government portals. In case of any deficiency / mismatch, the respective team takes up the issue for review and corrections.**3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	<b>Total no. of affected employees/ workers</b>		<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>	
	<b>FY 2022-23</b>	<b>FY 2021-22</b>	<b>FY 2022-23</b>	<b>FY 2021-22</b>
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:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	100%
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.**

The Company has a robust internal audit process in line with the internal Health and Safety Management System Framework (MSF) and it covers all construction projects, operational buildings and other facilities in the business. All observations and non-conformances are properly recorded and notified for closeout.

**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.**

At Mirza, stakeholder engagement is an integral part of its operations. The Company's objective is to create long-term sustainable value for all the stakeholders associated with its business, including investors, employees, customers, suppliers and business partners, Government and communities. To this end, it is vital for MIL to develop an understanding of the stakeholders' needs, concerns and expectations. MIL strives to achieve this through effective collaboration and regular interaction with all its key stakeholder groups.

During stakeholder identification stage, we consider the Company's positive and negative impacts and which stakeholder groups are either affected by or interested in the same. In the next stage, we prioritise the stakeholder groups that can significantly influence the Company's decision-making process and its operations. We have identified external and internal stakeholders group. Our key external stakeholders include shareholders/ investors, government regulators, customers, local communities, suppliers, and NGOs (Non-Government Organisation), while our key internal stakeholders are comprised of our employees, contractual employees and senior management.

**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
Employee	No	Emails, SMS, Meetings, Surveys, Feedback, Letters, Website	Ongoing, Need-Based	<ul style="list-style-type: none"> <li>To understand employee needs and opinions</li> <li>To keep employees informed about the organisation's plans and procedures</li> </ul>
Investors	No	Stock exchange intimations Newspapers, Investor presentations, emails, SMS and Website, Annual Report, Chairman's speech, NSE Electronic Application Processing System (NEAPS), BSE Listing Centre, SEBI Complaints Redress System (SCORES)	Annually, Monthly, Quarterly, Need based, Real-time	<ul style="list-style-type: none"> <li>To keep investors updated about the organisations performance and other corporate developments</li> <li>Collate queries and feedback from investors to understand their requirements.</li> </ul>
Customers	No	Emails, Phone Calls, Meetings, Surveys, Web Portals, Newspapers	Annually, Monthly, Need-based, Real-time	<ul style="list-style-type: none"> <li>To provide better service to customers and address their commercial and technical issues</li> <li>To sync MIL's plans with customer growth plans</li> <li>Respond to customer demands and expectations</li> <li>Improve customer experience, product and service quality</li> </ul>



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
Suppliers	No	Meetings, Annual Reports or Compliance Filings	Real-time, Need-based	<ul style="list-style-type: none"> <li>To improve service levels from the suppliers and address their commercial issues</li> </ul>
Communities	Yes	Meetings, Field visits by programme teams,	Quarterly, Ongoing	<ul style="list-style-type: none"> <li>Need Assessment</li> <li>Project planning</li> <li>Training and Capacity building</li> <li>Monitoring, reviews and learning</li> </ul>
Government & Regulatory Authorities	No	Website / portal, Emails, Filings	Need-based including calendar-based compliances - quarterly, half-yearly, annually	<ul style="list-style-type: none"> <li>To ensure compliance and seek approval wherever necessary</li> </ul>

### Leadership Indicators

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

The Board of Directors (BOD) through its various committees obtains feedback as well as oversees the implementation of ESG initiatives and performance.

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

Yes, MIL periodically undertakes consultation with key stakeholder groups as part of the materiality assessment exercise. As part of this exercise, consultation is carried out with key stakeholders to seek their feedback for identifying and prioritizing material ESG issues and incorporate their concerns and expectations in the materiality assessment. Therefore, feedback received through stakeholder consultation is analysed to prioritise the ESG issues significant for business.

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

MIL engages with vulnerable and marginalized communities through its social arm – Mirza Foundation and Mirza Charitable Hospital Limited. These social arms periodically undertake need assessment to identify the needs of communities around its area of operations to design CSR and community development programmes. Further, it regularly engages with marginalised communities as part of its programmes to understand their concerns and assess the impact of its interventions, to further strengthen the programmes. Underprivileged communities residing around in the area of operations often lack access to basic healthcare facilities. MIL is therefore, undertaking several initiatives to provide affordable and accessible healthcare services to the marginalised groups such as construction workers, daily wage earners, slum dwellers and underprivileged, in partnership with organizations having domain expertise. As part of these interventions, MIL has organized health camps in various locations in Unnao, Kanpur.

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

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employee</b>						
Permanent	492	492	100%	118	118	100%
Other than Permanent	70	70	100%	Nil	Nil	Nil
<b>Total employee</b>	<b>562</b>	<b>562</b>	<b>100%</b>	<b>118</b>	<b>118</b>	<b>100%</b>
<b>Worker</b>						
Permanent	1176	1176	100%	584	584	100%
Other than Permanent	-	-	100%	430	430	100%
<b>Total workers</b>	<b>1176</b>	<b>1176</b>	<b>100%</b>	<b>Nil</b>	<b>1014</b>	<b>100%</b>

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 wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Employees</b>										
Permanent	492	0	0	492	100%	2,409	0	0	2,409	100%
Male	480	0	0	480	100%	2,334	0	0	2,334	100%
Female	12	0	0	12	100%	75	0	0	75	100%
Other than Permanent	70	0	0	70	100%	102	0	0	102	100%
Male	68	0	0	68	100%	97	0	0	97	100%
Female	2	0	0	2	100%	5	0	0	5	100%
<b>Workers</b>										
Permanent	1176	0	0	1176	100%	3,040	0	0	3,040	100%
Male	1153	0	0	1153	100%	2,669	0	0	2,669	100%
Female	23	0	0	23	100%	3,71	0	0	3,71	100%
<b>Other than Permanent</b>										
Male	-	0	0	-	100%	-	0	0	-	100%
Female	-	0	0	-	100%	-	0	0	-	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ In Crores per annum)	Number	Median remuneration/ salary/ wages of respective category (₹ in Crores per annum)
Board of Directors (BoD)	11	9.45	1	0.00
Key Managerial Personnel	1	0.37	1	0.10
Employees other than BoD and KMP	480	13.08	12	0.71
Workers	1,153	15.17	23	0.70



4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)** The Company has an Internal Complaints Committee (ICC) that is responsible for addressing any incidents and complaints related to sexual harassment.

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

The Company has a formal mechanism that allows for reporting and remediation of all human rights related issues through its Whistle Blower Policy. This allows all stakeholders including employees, suppliers, customers and vendors to report any human right-related concerns. Through this mechanism, the Company provides the necessary safeguards to all complainants for making disclosures in good faith. All violations are dealt with utmost seriousness and confidentiality. Substantiated violations lead to disciplinary actions depending upon severity of the violation and may include warning, penalties, legal action and even termination of employees and business contracts. In addition, the Company has an ICC that is responsible for addressing any incidents and complaints related to sexual harassment. All such incidents can be reported to the ICC as per the process defined in Company's Policy on Prevention of Sexual Harassment.

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

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

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

Company's Whistle Blower Policy allows employees, contractors and vendors to report any human rights related concerns or complaints without fear of retaliation. The policy provides necessary safeguards to all complainants for making disclosures in good faith, through specific guidelines to ensure the protection of the complainant:

- The identity of the complainant is kept confidential at all times, except during the course of any legal proceedings, where a disclosure/ statement is required to be filed to meet the specific requirement of Statutory Bodies,
- The Company, as a policy, strongly condemns any kind of discrimination, harassment or any other unfair employment practice being adopted against the complainant and full protection is granted to him/ her against any reprisal including but not limited to:
  - i. Unfair employment practices such as threat or intimidation of termination/ suspension of services;
  - ii. Disciplinary action including transfer, demotion, refusal of promotion; and
  - iii. Direct or indirect abuse of authority to obstruct the complainant's right to continue performance of his duties during routine daily operations.

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

**9. Assessments for the year:**

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

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

No significant risks or concerns were identified from assessments on human rights related issues.

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

There have been no significant human rights related concerns or grievances. However, the Company has strengthened its procedures to address any potential human rights related risks in owned operations and in the value chain. The Company has a General Conditions of Contract/ Supplier Code of Conduct with human rights related guidelines for all value chain partners, (including suppliers, contractors, vendors, service providers and other business partners). Further, the critical suppliers including contractors engaged in construction of its portfolio, are evaluated on their employment practices, to prevent any potential human rights issues or violations in its supply chain.

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

The Company internally monitors compliances to all relevant laws and policies pertaining to human rights issues, across entire operations. Further, annual audits are conducted through external agencies, covering entire operations, including third party review of its employment practices and assessing compliance to all labour law requirements. This helps in identification of any potential human rights related risks or impacts, which are then addressed with suitable corrective actions and progress on the same is closely monitored.

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

The premises/ offices of Company are accessible to differently abled individuals, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Company has thoroughly implemented various measures to ensure accessibility, safety and convenience for persons with disability in all of its new offices/ premises. Further, requisite steps are being undertaken in its existing offices/ premises to align with the requirements of the applicable regulatory provisions.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	100%
Discrimination at workplace	100%
Child labour	100%
Forced/ involuntary labour	100%
Wages	100%

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

No significant risks or concerns were identified from assessments of value chain partners on human rights related issues.

**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:**

(kVAh)

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1,04,90,158	1,27,06,356
Total fuel consumption (B)	83,389	1,32,171
Energy consumption through other sources (C)	22,42,829	13,42,081
<b>Total energy consumption (A+B+C)</b>	<b>1,28,16,376</b>	<b>1,41,80,608</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

**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.**

N.A.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in cubic mtr.)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,80,211.35	2,97,747.03
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (i + ii + iii + iv + v) (in cubic mtr.)</b>	<b>1,80,211.35</b>	<b>2,97,747.03</b>
<b>Total volume of water consumption (in cubic mtr.)</b>	<b>1,80,211.35</b>	<b>2,97,747.03</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity (optional)- the relevant metric may be selected by the entity</b>	-	-

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. KK Environment Solutions is appointed as external agency. The water audit is carried out and implementation of Smart water saving system is under process to assure quantitative optimization of water.

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

We have ensured state of the art effluent treatment facilities at all our manufacturing sites to meet treated effluent norms prescribed by State Pollution Control Board. In all our major manufacturing sites, treated effluent is recycled to the maximum extent possible.

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

Parameter	Units	FY 2022-23	FY 2021-22
NOx	(Micro gm/ m <sup>3</sup> )	70.33	60.33
Sox	(Micro gm/ m <sup>3</sup> )	28.33	29.36
Particulate matter (PM)	(Micro gm/ m <sup>3</sup> )	361.80	356.20
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	0.12	0.11
Hazardous air pollutants (HAP)	(Micro gm/ m <sup>3</sup> )	0.0013	0.00002

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. KK Environment Solutions

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

Parameter	Units	FY 2022-23	FY 2021-22
Total Scope 1 emissions	CO in microgram/cum	0.20	0.20
Total Scope 2 emissions	microgram/cum	0.032	0.036
Total Scope 1 and Scope 2 emissions per rupee of Turnover	₹/kg	4.00	6.28

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. Aaq & stack emission monitoring is done from NABL approved lab – Virat Labs & others and UPPCB on quarterly basis. Assessment of air quality and emission monitoring is done on monthly basis.

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

The Company has committed to a net carbon zero emission goal by 2040. In this direction, the Company is taking various Green House Gases mitigation initiatives in this year. It includes energy conservation measures to reduce energy consumption, use of energy efficient equipment and renewable energy.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
E-waste (B)	10 Kgs through approved recycler	Nil
Bio-medical waste (C)	N.A.	N.A.
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	ETP SLUDGE-681.275 MT/Y	ETP SLUDGE-791.796 MT/Y
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G + H)	691.275 Kg	NIL
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	Nil	Nil
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	ETP SLUDGE-681.275 MT/Y	ETP SLUDGE-791.796 MT/Y
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	ETP SLUDGE-681.275 MT/Y	ETP SLUDGE-791.796 MT/Y

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. KK Environment Solutions





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

The Company is committed to waste minimisation and promoting efficient use of resources throughout the lifecycle of construction and portfolio management. It undertakes several measures to reduce, reuse or recycle waste generated from the business activities.

- Project-specific plans are put in place for efficient resource use and waste recycling, prior to initiating manufacturing;
- The Company educates its employees, on appropriate waste management techniques and support employees to promote waste management awareness at its development sites, as required; and
- All waste generated from business activities across all operations is recycled, reused, composted, treated for energy recovery, or sent to authorized recyclers for suitable handling.

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: N.A.

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

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: N.A.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
N.A.					

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

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
N.A.				

#### 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: (in kVAh)

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	22,42,829	13,42,081
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>22,42,829</b>	<b>13,42,081</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,04,90,158	1,27,06,356
Total fuel consumption (E)	83,389	1,32,171
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,05,73,547</b>	<b>1,28,38,527</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.

## 2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in cubic mtr)</b>		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	1,37,289	2,31,695
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in cum)</b>	<b>1,37,289</b>	<b>2,31,695</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. The assessment was done through approved Labs.

## 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): 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	FY 2021-22
<b>Water withdrawal by source (in cubic mt)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,78,438	2,96,037
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal</b>	<b>1,78,438</b>	<b>2,96,037</b>
<b>Total volume of water consumption</b>	<b>1,78,438</b>	<b>2,96,037</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	1,37,289 ETP	2,31,695 ETP
(ii) Into Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		



Parameter	FY 2022-23	FY 2021-22
(iii) Into 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 kilolitres)</b>	<b>1,37,289 ETP</b>	<b>2,31,695 ETP</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.

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

Parameter	Units	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover	N.A.	N.A.	N.A.
<b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</b>	N.A.	N.A.	N.A.

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.

- 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. There is no significant impact on biodiversity due to activities at our manufacturing sites. Periodic studies are also undertaken through reputed organisations to study environmental impact.
- 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: The Company is complying with the initiatives taken to improve resource efficiency, and reducing impact due to such emissions.
- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. The Company is focusing on business risks, their mitigation and controls. Compliance issues are also discussed and monitored closely by the leadership team. Regular meetings conducted involving the Business, Site and Logistic teams for transportation safety matters.
- 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. All our units are operating with valid clearance from the authorities after following due process of assessment. There have been no significant adverse impact to the environment arising from our sites. The Company promotes responsible development practices through ensuring compliance to all applicable regulatory requirements, and promoting the use of renewables for energy generation. Any potential environmental impact is identified and assessed at the time of planning and preventive or mitigative measures are undertaken accordingly.
- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. 100%

## 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
- 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	Federation of Indian Export Organisations, Delhi	National
2	Merchants Chamber of Uttar Pradesh, Kanpur	State
3	Federation of Indian Chambers of Commerce And Industries	State
4	Indian Industries Association, Unnao	State
5	Upper India Employer's Association	State
6	Council For Leather Exports, New Delhi	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.

There were no incidents of anti-competitive conduct by the Company during FY 2022-23, hence this is not applicable.

Name of Authority	Brief of the case	Corrective Action taken
N.A.		

### Leadership Indicators

1. Details of public policy positions advocated by the entity

As a responsible corporate, MIL understands its role in advocating policies, which ensures positive impact on the society. We focus on building and sustaining mutually beneficial relationships with government, regulators, trade unions, investors, suppliers and communities for ensuring a smooth governance and enhancing social and environmental conditions.

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

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	Relevant Web Link
N.A.					

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RA	Amount Paid to PAFs in the FY (in ₹)
N.A.						

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

We have both formal and informal channels of engaging with our communities. At all our manufacturing sites, the Corporate Affairs Department personnel engage with the local communities and ensure that our business operations are carried out having regard to the needs of the communities and keeping the larger objective of community welfare in mind. The Company is closely connected with community members through its CSR programmes. The respective programme team engages with the community stakeholders through community meetings and feedback sessions to receive and redress concerns of the communities. Additionally, we also have a corporate whistle blower mechanism which enables proper addressal of all types of grievances.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	6.95%	4.89%
Sourced directly from within the district and neighbouring districts	66.19%	30.71%

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

Sr. No.	State	Aspirational District	Amount spent (₹ In Lakhs)
1	Uttar Pradesh	Unnao	1.27

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

No

**b. from which marginalised/vulnerable groups do you procure? N.A.****c. What percentage of total procurement (by value) does it constitute: N.A.****4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current FY), based on traditional knowledge: There has been no reported instance of deriving or sharing such IPs based on traditional knowledge.****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: There has been no reported instance of deriving or sharing such IPs based on traditional knowledge.****6. Details of beneficiaries of CSR Projects**

Sr. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare	8,400	100%
2	Education	500	100%

**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.**

Customer feedback, questions and complaints are handled in a transparent and timely manner. The resolution on the complaints received is communicated via the contact no./ e-mail through the very first letter of correspondence with a newly on-boarded customer. The Company has implemented a robust complaint management system. Every customer issue is recorded in the system and resolution of that is provided within a defined resolution timeframe.

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

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

	FY 2022-23		Remarks	FY 2021-22		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	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-

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

	Number	Reasons of recall
Voluntary recalls	Nil	N.A.
Forced recalls	Nil	N.A.

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

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.

N.A.

Leadership Indicators

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

[www.mirza.co.in](http://www.mirza.co.in)

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

The Company through the communications educate consumers about the safe and responsible usage of the products. Regular process explanations are offered during visits by Company personnel. Safety awareness programmes are conducted every year to apprise customers of responsible usage.

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

- Customers are informed verbally, through emails and calls if there is a disruption or a possible disruption in any service.
- In case of any stoppage of services, the customer is notified of the expected delays/stoppages/ holidays.
- Major events like Shutdowns are intimated through press releases to the stock exchanges.



4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) – Yes. The information as required with the applicable laws and mandated to be on the product, is displayed. The Company time to time reach out to customers for understanding of their satisfaction and expectations.
5. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches along-with impact – Nil
  - b. Percentage of data breaches involving personally identifiable information of customers- Nil