

Business Responsibility and Sustainability Report (BRSR)

Section A General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L27101PN1991PLC063223
2.	Name of the Company	Kirloskar Ferrous Industries Limited
3.	Year of Incorporation	1991
4.	Registered office address	13, Laxmanrao Kirloskar Road, Khadki, Pune 411003, Maharashtra, India
5.	Corporate office address	13, Laxmanrao Kirloskar Road, Khadki, Pune 411003, Maharashtra, India
6.	E-mail	kfilinvestor@kirloskar.com
7.	Telephone	+ 91 20 66084645 / 66084664
8.	Website	www.kirloskarferrous.com
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11.	Paid-up Capital	₹ 69.48 Crores
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Name: Mr. A S Chakravarthy Associate Vice President, Manufacturing Excellence Email: chakravarthy.as@kirloskar.com Contact Number : +91 8539 286711 Extension : 4409
13.	Reporting boundary	Disclosures made in this report are on a standalone basis and pertains only to Kirloskar Ferrous Industries Limited.

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Pig Iron	Manufacturing & supply of quality Pig iron	60 %
2	Grey Iron Castings	Manufacturing & supply of complex and critical grey iron castings	40 %

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

Sl. No.	Product/Services	NIC Code	% Of total turnover contributed
1	Pig Iron	24101	60%
2	Grey Iron Castings	27310	40%

III. Operations

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

Sl. No.	Location	Number of plants	Number of offices	Total
India				
1	Plants at Koppal, Solapur and Hiriyur Offices at New Delhi, Ahmedabad and Coimbatore	3	3	6
2	Registered Office: Khadki, Pune	Nil	1	1

17. Markets served by the entity

a. Number of locations

Sl. No.	Number of Locations served	Number
1.	National (Number of states)	2
2.	International (Number of countries)	Nil

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

Not Applicable

c. A brief on types of customers

KFIL manufactures pig iron and grey iron casting products. The customers for grey iron castings are companies in automobile sector, tractor manufacturers, construction equipment and industrial engine manufacturers. The pig iron is manufactured in various grades and is widely used by companies in the automobile and textile sector, pump manufacturers, diesel engine and pipe manufacturers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,385	1,377	99.42	8	0.58
2.	Other than permanent (E)	219	203	92.69	16	7.31
3.	Total employees (D+E)	1,604	1,580	98.50	24	1.50
Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	2,155	2,077	96	78	4
6.	Total workers (F+G)	2,155	2,077	96	78	4

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	7	7	100	0	0
2.	Other than permanent (E)	0	0	0	0	0
3.	Total Differently abled employees (D+E)	7	7	100	0	0
Differently abled Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total Differently abled workers (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	12	1	8.33
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

Category	FY 2023			FY 2022			FY 2021		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	15	19	16	13	0	13	12	17	12
Permanent workers	0	0	0	0	0	0	0	0	0

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

21. Names of holding / subsidiary / associate companies / joint ventures

Sl. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Kirloskar Industries Limited	Holding	50.84	No
2.	ISM Limited	Subsidiary	51.25	No

VI. CSR details

22.

- I. Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes
- II. If yes, Turnover (₹ In Crores) - 4149.42
- III. Net worth (₹ In Crores) - 1,606.47

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 (NGBRC):

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 2023			FY 2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	Nil	0	0	Nil
Investors	Yes*	24	0	Nil	17	1	Nil
Shareholders	Yes*	0	0	Nil	0	0	Nil
Employees and workers	Yes*	0	0	Nil	0	0	Nil
Customers	Yes*	0	0	Nil	0	0	Nil
Value Chain Partners	Yes*	0	0	Nil	0	0	Nil
Other (please specify)	Yes*	0	0	Nil	0	0	Nil

* Stakeholders of KFIL includes the Investors, vendors/ partners, government agencies, employee and the communities etc. The whistle blower policy is available to redress concerns of all stakeholders and the policy is available at <https://www.kirloskarferrous.com/documents/174991/37c1304f-2893-5323-2ca2-ac03fc782df8>

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

Sl. No.	Material issue identified	Is it 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	Employee, Health & Safety	Risk	<ul style="list-style-type: none"> Non-compliance with safety measures by employees Lack of adequate knowledge on hazards involved in the plant operations. 	<ul style="list-style-type: none"> Adopt and practiced safety standards to avoid safety related incidents. Conduct regular training programs on health & safety. Regular health check-ups for all employees. Implementation of Barrier Health Management and Process Safety Management. 	Negative – <ul style="list-style-type: none"> Any incident / accidents within the premises of the plant may put employees / workers life in danger and also affect the company's reputation
2	Business Ethics	Opportunity	<ul style="list-style-type: none"> Helps in aligning with the business's core values and operates in an ethical manner in compliance to the local laws. 	NA	Positive – <ul style="list-style-type: none"> Transparency in business operations brings success and reputation to the company.
3	Circular Economy (Waste & Water Management)	Opportunity	<ul style="list-style-type: none"> Waste can be used for various industrial applications to reduce the usage of natural resources. Treated waste water can be used for plant operations to reduce the dependency on fresh water. 	<ul style="list-style-type: none"> Implement waste management hierarchy i.e. Reduce, Reuse and Recycle. Ensure the parameters of treated wastewater meets the water quality parameters required for the plant operations. 	Positive – <ul style="list-style-type: none"> Utilization of waste for industrial applications generates additional revenue to the company. Reducing the consumption of fresh water helps in reducing the utility bills and disposal costs of treated waste water.
4	Talent Management	Opportunity	<ul style="list-style-type: none"> Employees and workers with the desired skills meeting the requirement helps in improving the productivity in plant operations. Helps in improving the performance and overall growth of the company. 	<ul style="list-style-type: none"> Skill development programs are conducted for employees. Robust system for hiring employees and workers with required skills. Retaining the talented employees and workers. 	Positive – <ul style="list-style-type: none"> Improves the productivity in the plant operations. Minimizes the material defects. Brings satisfaction to customers. Improves performance of the business.
5	Climate Action	Risk and opportunity	<ul style="list-style-type: none"> Climate change poses significant physical and transition risks to the Company's business. It can also impact the well-being of KFIL and customers as well as the Company's strategy and financial resources. <p>It also offers opportunities arising from innovations in controlling emissions, improving energy efficiency and increasing the percentage of renewable energy in the total energy consumed.</p>	<ul style="list-style-type: none"> Deployment of eco-friendly technologies and processes. Implementation of appropriate mitigation measures addressing the climate related risks. 	Negative – <ul style="list-style-type: none"> Incurs the additional cost to mitigate the impact of climate change

Sl. No.	Material issue identified	Is it 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)
6	Community Relations	Opportunity	<ul style="list-style-type: none"> Conflict with local communities impacts the operations of the business and reputation of the company. 	<ul style="list-style-type: none"> Implementation of Corporate Social Responsibility programs in nearby communities. 	<p>Positive –</p> <ul style="list-style-type: none"> Improves the well being of nearby communities. Creates livelihood opportunities for the people in the communities.
7	Human Rights	Risk	<ul style="list-style-type: none"> Violation of human rights policy and guidelines. 	<ul style="list-style-type: none"> Conduct regular training programs to avoid human rights violations. 	<p>Negative –</p> <ul style="list-style-type: none"> Violation of human rights leads to legal challenges and also affects the reputation of the company.
8	Responsible Supply Chain	Opportunity	<ul style="list-style-type: none"> Strengthens the supply chain system to improve the performance of the company. Optimization of resources in the supply chain. 	<ul style="list-style-type: none"> Adopting of Business continuity plan and risk management plan addresses risks related to supply chain. 	<p>Positive –</p> <ul style="list-style-type: none"> Building resilience in our supply chain has helped us in improving the performance of the company.
9	Sustainable Innovation	Opportunity	<ul style="list-style-type: none"> Innovation helps in producing the products with good quality and strength. Helps in optimization of resources and reducing the operational costs. 	<ul style="list-style-type: none"> Provide required resources and team for conducting research and development for producing new products with improvement in features. 	<ul style="list-style-type: none"> Innovation of new products and selling of the products creates additional revenue leading to growth of the organization. Creates brand value and reputation to the company.
10	Data Privacy	Risk	<ul style="list-style-type: none"> Rising instances of cyberattacks puts the Company's as well as the customer's data at risk. Inadequate prevention, detection, and remediation of data security threats can damage the Company's reputation and thus influence customer acquisition and retention resulting in decreased market share and lower demand for the Company's products. 	<ul style="list-style-type: none"> Implemented multiple controls to ensure data security and privacy including user awareness and training programs, end point and N/W security controls. Proactive monitoring and analysis of any new vulnerabilities and threats ensuring all third parties have adequate data protection measures and procedures in place. 	<p>Neutral –</p> <ul style="list-style-type: none"> Provides adequate assurance and confidence to the customers and employees by protection of their sensitive information / data.

Sl. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Corporate Governance	Risk	<ul style="list-style-type: none"> Robust corporate governance structure that considers stakeholder concerns, oversees business strategies, and ensures accountability, transparency, ethical corporate behavior, and fairness to all stakeholders. 	<ul style="list-style-type: none"> Strong corporate governance mechanism which ensures responsible business conduct and regulatory compliance. Adequate Independent Director representation to protect stakeholders' interests. Robust enterprise risk management framework and consideration of ESG related risks. Implement appropriate systems and measures to prevent corruption and non-compliance. 	Neutral – <ul style="list-style-type: none"> Incorporating various policies and practices ensuring effective corporate governance ensures long term sustainability.
12	Transparent Disclosures	Risk	<ul style="list-style-type: none"> Transparent disclosures are deemed necessary for company's operations, progress and setbacks. 	<ul style="list-style-type: none"> Disclosures in terms of policies, performance of the company and sustainable practices followed by the company through various disclosures. 	Neutral – <ul style="list-style-type: none"> Publicly available disclosures brings transparency in the business.

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. These are briefly as under:

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.

Policy and Management processes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	No	Yes	Yes
1 (b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
1 (c) Web Link of the Policies, if available	1. Vigil Mechanism / Whistle Blower Policy https://www.kirloskarferrous.com/documents/174991/37c1304f-2893-5323-2ca2-ac03fc782df8 2. Dividend Distribution Policy https://www.kirloskarferrous.com/documents/174991/b5334486-ea2b-a8b1-cbf3-abbb1d586371								

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
	3. Policy On Related Party Transactions https://www.kirloskarferrous.com/documents/174991/8c6364dd-f2d4-926c-34f2-85b74f5e3fa6								
	4. Policy For Determination Of Material Events Or Information https://www.kirloskarferrous.com/documents/174991/5588ff7c-ab0a-a84b-d39e-ee08210e735c								
	5. Nomination And Remuneration Policy https://www.kirloskarferrous.com/documents/174991/fedd1cc9-e304-ef7a-4d13-1af866cd1272								
	6. Corporate Social Responsibility (CSR) Policy https://www.kirloskarferrous.com/documents/174991/3c6ddf58-b733-949c-65d9-7686d3987db8								
	7. Code Of Practices And Procedures For Fair Disclosure Of Unpublished Price Sensitive Information https://www.kirloskarferrous.com/documents/174991/7cf1f039-adf2-6d17-d9e3-a0fac1f5a436								
	8. Code For The Board Of Directors And Senior Management https://www.kirloskarferrous.com/documents/174991/d9ca13d2-e666-74cc-0f83-3e0189ab56c8								
	9. Archival Policy https://www.kirloskarferrous.com/documents/174991/4249a19b-4535-4e40-7709-68bb7979c2c2								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	N.A.	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.	KFIL has adopted Integrated Management System (IMS policy) that covers all national, international standards including IATF 16949:2016 (Quality Management System), ISO -14001: 2015 (Environment Management System) and ISO 45001:2018 (Safety Management System) certifications.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	KFIL is committed and working towards the certification of IATF 16949:2016 (Quality Management System) for recently acquired Pig Iron Plant in Hiriyr location and has set to achieve the target within a year from April 2024 onwards.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	KFIL's Environmental Social Governance (ESG) Roadmap with specific commitments, goals and targets is under preparation. It will be published after getting approval from the ESG committee of the Board and monitoring of ESG roadmap implementation will be carried out on an annual basis.								

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)

The Company as a responsible Corporate remains committed to a holistic and an integrated approach towards imbibing ESG principles into its businesses to create impact in the value chain and towards its key stakeholders through its strategic pillar of 'Responsible Corporate Citizenship'.

"ESG Committee at the board level oversees the implementation of ESG / Sustainability initiatives of the company. ESG roadmap with specific goals and targets are under preparation. Once the ESG roadmap is approved by the board, the implementation of roadmap will be monitored against the goals and targets and the status of implementation will be shared to all the stakeholders on a periodical basis."

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

Mr. R V Gumaste – Managing 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, KFIL has set up an ESG Committee for decision making on the sustainability related initiatives and to oversee the implementation of environmental, social, governance and economic related obligations.

KFIL's ESG Committee was aligned with the Kirloskar Group ESG committee and working towards implementation of sustainability related initiatives. The KFIL's ESG committee comprises of core committee with four members, operational committee with seven members and other supporting staff.

10 Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1 Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
2 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1 Performance against above policies and follow up action	Periodical basis								
2 Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Yes, all applicable laws are complied with.								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees. Independent assessment / evaluation of the working of its policies by an external agency will be done on need basis.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1 The entity does not consider the principles material to its business (Yes/No)	Not Applicable						No	Not Applicable	
2 The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							No		
3 The entity does not have the financial or/human and technical resources available for the task (Yes/No)							No		
4 It is planned to be done in the next financial year (Yes/No)							Yes		
5 Any other reason (please specify)							No		

Section C

Principle-wise performance disclosure

Principle 1: Business 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

Sl. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% of persons in respective category covered by the awareness programmes
1	Board of Directors	5	Business ethics, Risk Management, Regulatory Affairs, Health & Safety Practices and Sustainable Business Practices	100 %
2	Key Managerial Personnel	9	Leadership Safety Efforts, Leader Standard Workshop, Personal Profile Assessment, Trait Emotional Intelligence Quote, 360 Degree Feedback, Team Audit Business, Regulatory, Safety, ESG related aspects	100 %
3	Employees other than BOD and KMPs	625	Environmental Occupational health & Safety (EOHS), Safety Excellence Standards, Management Development Program (MDP), Human Resources' (HR) Policies Principles Covered: P1, P2 & P3	100 %
4	Workers	805	Safety Induction and Safety hazards	100 %

Note : Details of Key Managerial personnel have been disclosed in Note no. 44 –Disclosures of transactions with related parties as required by Ind – AS 24.

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2023

Nil

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

Not Applicable

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

The anti-corruption and anti-bribery related aspects are covered under the KFIL's Vigil Mechanism/ Whistle Blower Policy and the weblink of the policy is provided below

<https://www.kirloskarferrous.com/documents/174991/37c1304f-2893-5323-2ca2-ac03fc782df8>

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

Segment	FY 2023	FY 2022
1 Directors	Nil	Nil
2 Key Managerial Personnel	Nil	Nil
3 Employee	Nil	Nil
4 Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

Segment	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
1 Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
2 Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	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.

Nil

LEADERSHIP INDICATORS

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

Nil

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

Yes, the Code of Conduct for Directors and Senior Management has been adopted by the Board of Directors of the Company.

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.

Sl. No.	Segment	FY 2023	FY 2022	Details of improvements in environmental and social impacts
1	R&D	₹ 4.98 Crores	₹ 4.37 Crores	Environment: <ul style="list-style-type: none"> Used for improvement of process efficiency by reducing the production time through optimization of processes. Improvements in yield of the products, reducing the casting weight and minimization of waste which will result in overall energy conservation.
2	Capex	₹ 445.94 Crores	₹ 430.46 Crores	Environment: <ul style="list-style-type: none"> Generation of energy by capturing and utilization of byproduct gases from coke oven plant to produce electricity. Social: <ul style="list-style-type: none"> Employment generation through expansion of project capacity.

2.

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

Yes, it is a prerequisite of all vendors to comply with the KFIL supplier code of conduct confirming the sustainable sourcing practices. KFIL supplier code of conduct covers human rights and working conditions, health safety and environment and business ethics related aspects.

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

90 percent

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

KFIL is having appropriate systems to safely reclaim the products through recycling of plastics (including packaging), e-waste, and hazardous waste in a safe and eco-friendly manner. For disposal of residual waste in safe manner protecting public health and environment, the company has executed contracts with authorised waste management agencies for respective categories of waste.

Also, KFIL has taken several initiatives by optimizing its processes facilitating the recycling and reuse of waste in its operations and thereby the reducing the overall waste generation.

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

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?

Not Applicable

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.

Not Applicable

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 2023	FY 2022
Runner Riser	19.92	23.42
Inhouse Metal Scrap	0.02	0.02
Procured Metal Scrap	58.68	57.35
Reclaimed Core Sand	8.53	9.11

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 2023			FY 2022		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	30.73	Nil	Nil	27.13	Nil
E-waste	Nil	1.42	Nil	Nil	1.45	Nil
Hazardous waste	Nil	103.46	4.18	Nil	112.27	11.73
Other Waste	9,675	1,65,747	Nil	8,419	1,69,084	Nil

Note: Other waste include granulated slag, ungranulated slag, gas cleaning plant dust and rejected moulding sand and sand cores.

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

Not Applicable

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	1,377	1,377	100	1,377	100	0	0	0	0	0	0
Female	8	8	100	8	100	8	100	0	0	0	0
Total	1,385	1,385	100	1,385	100	8	0.6	0	0	0	0
Other than Permanent Employees											
Male	203	203	100	203	100	0	0	0	0	0	0
Female	16	16	100	4	25	2	12.5	0	0	0	0
Total	219	219	100	207	95	2	0.91	0	0	0	0

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

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 Workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than permanent workers											
Male	2,077	2,077	100	574	28	0	0	0	0	0	0
Female	78	78	100	6	8	78	100	0	0	0	0
Total	2,155	2,155	100	580	27	78	4	0	0	0	0

2. Details of retirement benefits for Current and Previous FY

Benefits	FY 2023			FY 2022		
	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.)
1 PF	100	100	Yes	100	100	Yes
2 Gratuity	100	100	Yes	100	100	Yes
3 ESI	23	100	Yes	22	100	Yes
4 Superannuation	0	0	Not Applicable	0.13	0	Not Applicable
5 After Retirement Medi-Claim	Nil					

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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.

Equal opportunity has been provided to differently abled employees. Equal opportunity policy will be adopted in due course.

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

Not Applicable

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

	Yes/No (If yes, then give details of the mechanism in brief)
1 Permanent workers	<ul style="list-style-type: none"> • Yes. Canteen works committee meeting held on monthly basis involving canteen manager, workers representatives and general manager administration to ensure quality, hygiene and healthy food is supplied in the canteen by taking suggestions for improvement. • Works Committee meeting being held on monthly basis involving workers representatives, managerial representative and shop floor managers to improve the working standards, welfare issues, productivity improvement, safety kaizens and to mitigate environmental and safety issues. • Minutes of meeting was circulated to communicate the details related grievances received and addressed. • Apart from the above, standing meeting being held between 9:00 a.m. to 9:15 am every day to review the issues/ productivity/maintenance/facilities and to take appropriate actions for resolving them. • Effective grievance redressal system is in place.
2 Other than Permanent Workers	<ul style="list-style-type: none"> • Works Committee meeting being held on monthly basis involving workers representatives, managerial representative and shop floor managers to improve the working standards, welfare issues, productivity improvement, safety kaizens and to mitigate environmental and safety issues. • Minutes of meeting was circulated to communicate the details on grievances received and addressed. • Apart from the above, standing meeting being held between 9:00 a.m. to 9:15 am every day to review the issues / productivity / maintenance / facilities to take appropriate actions for resolving them. • Effective grievance redressal system is in place.
3 Permanent Employees	<ul style="list-style-type: none"> • Works Committee meeting being held on monthly basis involving workers representatives, managerial representative and shop floor managers to improve the working standards, welfare issues, productivity improvement, safety kaizens and to mitigate environmental and safety issues. • Minutes of meeting was circulated to communicate the details on grievances received and addressed. • Apart from the above, standing meeting being held between 9:00 a.m. to 9:15 am every day to review the issues / productivity / maintenance / facilities and take appropriate actions and resolve them. • Effective grievance redressal system is in place.
4 Other than Permanent Employees	Not Applicable

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

Category	FY 2023			FY 2022		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,604	428	26.68	1,486	456	30.68
Male	1,580	428	27.08	1,468	456	31.06
Female	24	0	0	18	0	0
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers

Category	FY 2022-23					FY 2021-22				
	On Health and Safety Measures			On Skill Upgradation		On Health and Safety Measures			On Skill Upgradation	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,580	1,580	100	848	54	1,473	1,473	100	974	66
Female	24	24	100	9	38	13	13	100	10	77
Total	1,604	1,604	100	1,381	86	1486	1,486	100	984	66
Workers										
Male	2,077	2,077	100	524	25	1,907	1,907	100	469	25
Female	78	78	100	6	8	78	78	100	6	8
Total	2,155	2,155	100	530	25	1,985	1,985	100	475	24

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,580	681	43.10	1,468	655	44.61
Female	24	8	33.33	18	6	33.33
Total	1,604	689	42.95	1,486	661	44.48
Workers						
Male	2,077	0	0	1,907	0	0
Female	96	0	0	78	0	0
Total	2,155	0	0	1,985	0	0

10. Health and Safety Management System

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

Yes. ISO 45001:2018 (Occupational Health & Safety Management System) is implemented through Indian Register Quality System (IRQS) which is a global ISO certification and training body and the contract for implementation is valid till the year 2026.

- 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 and Risk Assessment (HIRA) process is used to identify work related hazards in all routine and non-routine activities. In the absence of Standard Operating Procedures (SOPs), the Job Safety Analysis (JSA) and Permit to Work (PTW) are made mandatory to all activities.

- Hazard and Operability Study (HAZOP) is used for identification and avoiding potential hazards prior to adopting of any new process in the facility. And also, Management of Change (MOC) approval mandated for such projects.
- Barrier Health Management is implemented to identify critical Hazards and various scenarios to ensure preventive and mitigative barriers are in place and maintained monitored in healthy condition.
- Processes Safety Management ensures process technology and management of change.

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

Yes.

- Safety interaction tool is in place to report for reporting of all the incidents including near miss incidents, dangerous occurrences, process incidents and high potential occurrences in Safety Excellence app. Group discussions on safety issues are conducted through toolbox talks done at the beginning of shifts prior to commencement of shift operations.
- Safety Action meetings (SAM) initiative is in place to identify work-related hazards and to rectify such risks. Workmen in the respective areas form as small groups and identify the work related hazards and brainstorm the solutions and implement themselves.
- SAHYOG – An Employee safety related Suggestion scheme in place to receive and implement the suggestions.
- Reward and recognition of the employee for capturing near miss incidents also in place.

d. Do the employees of the entity have access to non-occupational medical and healthcare services? (Yes / No)

Yes.

- Occupational Health Centre (OHC) is available 24X7 inside the plant premises with qualified doctors and necessary nursing staff. OHC is also extended to provide services for no-occupational and health care services. After the annual health checkup camps, specialist doctors are also invited to counsel the focused group of patients.
- The Company has adopted pro-active (Expert Talks, Health awareness Talks, Free vaccinations for Hep-B, Typhoid & COVID), preventive (periodic medical & Eye check-ups, Cardiac Screening, NCD/ICTC) and reactive approach (Weight Reductions Plans for employees with high BMI and reward for achieving healthy weight loss) to ensure health of all stakeholders and 3,373 people got benefitted in the year 2022-23. Health initiatives, viz., organizing various health camps, specialized doctor visits, health seminars, weight reduction challenge are organized to improve the health of the employees.

11. Details of Safety related incidents

Safety Incident/Number	Category	FY 2023	FY 2022
1 Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.55	1.12
	Workers	0.43	
2 Total recordable work-related injuries	Employees	16	8
	Workers	20	12
3 Number of fatalities	Employees	Nil	Nil
	Workers	Nil	1
4 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 workplace

- The management has taken a safety excellence initiative to bring in safety culture by engaging world renowned safety consultants DuPont Sustainable Solutions (DSS+) since September 2021 to implement various standards and process for the safety cultural transformation in all three processing facilities of KFIL.
- Governance structure is framed to implement, monitor and to emphasize the Safety Culture transformation through Apex Committees for implementation and corporate committees to develop, drive and monitor the standards have been formed under the supervision of the Business Steering Committee (BSC).

Implementation of the following standards have been carried out:

1. Safety interactions : Bring the behavioral change of workmen and quick win improvements through Leadership involvement in field rounds to show the concern about employee.

2. Incidents investigation: Establish Incident tracking and reporting to learn from incidents through scientific investigation and take proactive actions for preventing reoccurrence.
3. Barrier Health Management: An accountability driven evaluation, upgradation (as needed) and maintenance of the health of preventive and mitigation barriers for each of the risk scenarios.
4. Process Safety Management: Management systems and controls (programs, procedures, audits, evaluations) applied to a manufacturing process in a way that process hazards are identified, understood, and controlled so that process related injuries and incidents are prevented.
5. Contractor Safety Management : a) To improve overall contractor safety management at KFIL b) Develop qualified contractor pool for KFIL through periodic evaluation and review.
 - Rules and Procedures: To identify all tasks requiring standards, rules and procedures needed to describe safe execution. Standards for high-risk activities like 1. Personal Protective Equipment, 2. Permit to work, 3. LOTO, 4. Material Handling, 5. Road Safety and 6. Work at Heights.
 - Capability Development and communication: Building skills and Competency for consistent Implementation of activities and prioritized standards.

13. Number of Complaints on the following made by employees

Category	FY 2023			FY 2022		
	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	Not Applicable	Nil	Nil	Not Applicable
Health & Safety	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

14. Assessments for the year

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

Note : Assessments on health and safety practices and working conditions was carried out by Health and Safety Department of the Company and also by third parties while conducting audit for ISO certification.

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.

Robust Incidents Investigation procedure is in place. All the incidents including near miss cases are being investigated. Corrective and Preventive Action (CAPA) will be taken for the identified root causes of the safety related incidents. HIRA, JSA and HAZOP outputs were considered for remedial measures.

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. Group Term Life Insurance (GTLI) policy, Workmen’s Compensation (WC) policy and Employee State Insurance (ESI) corporation policy and Employees Death Linked Insurance (EDLI) under Provident Fund act coverage is provided to employees and workers as applicable.

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

100 percent compliance is being assessed. Monthly compliance check is performed along with proof of remittance PF and ESI etc.

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

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)

Yes. KFIL conducts regular meetings with employees after retirement / termination of employment and provides guidance and support for their growth.

5. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	96 %
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.

Audits were conducted on health and safety practices and working conditions of all value chain partners on annual basis and appropriate mitigation measures were implemented in collaboration with the value chain partners for the identified risks.

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

ESSENTIAL INDICATORS

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

The Company recognizes the importance of Stakeholders' involvement and management for sustainable growth of the company. KFIL has put in place a process of identifying Key Stakeholders and their process owners based on the nature of their association with the company. Several formal and informal communication mechanisms are in place to engage with the stakeholders, which help us to understand and respond to their needs. The identified stakeholders were then prioritized under low and high importance considering the power of influence-interest matrix. The identified stakeholders were provided below

Nature of Association	Identified Stakeholder (Process Owner)
Responsibility: Stakeholders towards whom the company has legal, commercial and moral responsibilities.	<ul style="list-style-type: none"> Board / Investors /Shareholders (MD, CFO, CS) Government Agencies (HR Head)
Dependence: Stakeholders who are dependent on the Company's activities, products or services and whom the Company is dependent for its operations.	<ul style="list-style-type: none"> Strategic Suppliers / Partners(President, SBU Heads) Employees (HR Head) Dealers (Marketing HOD) and Suppliers - Materials HOD
Influence: Stakeholders who can impact the Company's strategic decision-making	<ul style="list-style-type: none"> Key Customers (MD, SBU heads, QA & NPD Head and Marketing Head) Society (HR Head) Suppliers (Procurement, SBH Heads)

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
Employees	No	Email, Monthly & Quarterly newsletters on key updates.	Monthly & Quarterly	<ul style="list-style-type: none"> To communicate updates on key events, business related activities.
Customers	No	Email, Customer Visits, Customer meet.	As and when scheduled	<ul style="list-style-type: none"> To share updates on KFIL product related details such as product improvements and technical specifications and business opportunities.
Investors	No	Website - https://www.kirloskarferrous.com/investors	As and when scheduled	<ul style="list-style-type: none"> To share financial results and updates on the performance of the meeting. Scheduling General Body meetings.
Vendors	No	In person / Virtual discussions	As and when scheduled	<ul style="list-style-type: none"> To identify the improvement areas of the performance.
Contractors	No	Contractor Meetings	As and when scheduled	<ul style="list-style-type: none"> To share key updates, to discuss improvement opportunities pertaining to Safety, Health and Environment & statutory requirements.
Technical partners	No	In person / Virtual discussions	As and when scheduled	<ul style="list-style-type: none"> To share updates and understand sustainable innovations in product development
Local Community	No	Community Meetings	As and when scheduled	<ul style="list-style-type: none"> Focus on better community life by developing the model village. Construction of roads and drainages, cleanliness, construction of temples, School, Primary Health Centre, greenery development, Swachh Abhiyan, organizing sports and cultural events.
Government/ Regulatory	No	Email Communication Meetings scheduled by Government bodies	As and when scheduled	<ul style="list-style-type: none"> Align with the rules, regulations and statutory requirements prescribed by the respective government bodies.

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.

Consultations on economic, environmental and social aspects are conducted with the identified stakeholders on periodical basis and the feedback from each stakeholder is taken through focused group discussions, surveys and other modes of communication. Feedbacks and the status of implementation of actions are updated to the board during the board meetings.

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, identification of environmental and social concerns of all stakeholders is carried out through periodical consultations. Most of the environmental and social issues are addressed by incorporating them in formulation of policies and also considered for corporate social responsibility program activities.

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

The issues are addressed with internal stakeholders with proper channel without any escalations.

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 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,385	1,385	100	1,378	1,378	100
Other than permanent	219	219	100	108	108	100
Total employees	1,604	1,604	100	1,486	1,486	100
Workers						
Permanent	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent	2,155	2,155	100	1,985	1,985	100
Total workers	2,155	2,155	100	1,985	1,985	100

2. Details of minimum wages paid to employees and workers

Category	FY 2022-23					FY 2021-22				
	Equal to minimum wage			More than minimum wage		Equal to minimum wage			More than minimum wage	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,377	0	0	1,377	100	1,367	0	0	1,367	100
Female	8	0	0	8	100	11	0	0	11	100
Other than permanent										
Male	203	0	0	203	100	101	101	100	0	0
Female	16	0	0	16	100	7	7	100	0	0
Workers										
Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent										
Male	2,077	2,077	100	0	0	1,907	1,907	100	0	0
Female	78	78	100	0	0	78	78	100	0	0

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

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	12	₹ 4,275,000	1	₹ 1,525,000
Key Managerial Personnel	3	₹ 65,979,798	-	-
Permanent Employees and workers other than BoD and KMP	1,374	₹ 633,510	8	₹ 464,802
Non-Permanent employees*	644	₹ 158,928	16	₹ 197,856

* Non-permanent employees comprises apprentices and trainees.

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

Yes.

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

Grievance committee, Works committee, POSH committee, Ethics committee and Standing Orders are in place for addressing human rights related impacts and issues.

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

Category	FY 2023		FY 2022	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	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

Yes, the complaint committee at each facility of KFIL empowered with powers to conduct investigation on the complaints received and to take necessary action accordingly.

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

Yes

9. Assessments for the year 2022-2023

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	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

Nil

LEADERSHIP INDICATORS

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

Not Applicable

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

Not Applicable

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

Yes

4. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour / 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.

Nil

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity, in the following format

Parameter	FY 2023	FY 2022
Total electricity consumption (A) (GJ)	11,71,674	11,39,129
Total fuel consumption (B) (GJ)	1,62,294	1,80,380
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C) (GJ)	13,33,968	13,19,509
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/Crores)	316.78	365.01

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 2023	FY 2022
Water withdrawal by source (in kiloliters)		
(i) Surface water	17,59,120	14,60,370
(ii) Groundwater	1,19,838	2,16,600
(iii) Third party water	8,416	4822
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	18,87,374	16,81,792
Total volume of water consumption (in kiloliters)	18,87,374	16,81,792
Water intensity per rupee of turnover (Water consumed in KL/ turnover in Crores)	0.000044	0.000046

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, wastewater generated from industrial operations is treated and reused for quenching process in coke oven plant. Domestic sewage wastewater is treated in domestic sewage treatment plant and reused in in gardening and toilet flushing activities.

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

Parameter	Please specify unit	FY 2023	FY 2022
Nox	MT/A	62	13
Sox	MT/A	2062.79	1479.64
Particulate matter (PM)	MT/A	729.47	1075.3
Persistent organic pollutants (POP)	Not Applicable	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	Not Applicable	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	Not Applicable	Not Applicable	Not Applicable

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

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

Parameter	Please specify units	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12,22,690	14,70,444
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	51,955	79,342
Total Scope 1 and Scope 2 emissions per Crores of turnover	Metric tonnes of CO ₂ equivalent	302.69	428.70

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 2023	FY 2022
	Total Waste generated (in MT)	
Plastic waste (A)	30.73	27.13
E-waste (B)	1.42	1.45
Bio-medical waste (C)	0.110357	0.002923
Construction and demolition waste (D)	0	0
Battery waste (E)	2.32	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	107.64	124
Other Non-hazardous waste generated (H). Please specify, if any.	2,90,658	2,47,942
Total (A+B + C + D + E + F + G + H)	2,90,800	2,48,095

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

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2023	FY 2022
	Total Waste generated (in MT)	
(i) Recycled	1,65,883	1,69,225
(ii) Re-used	9,675	8,419
(iii) Other recovery operations	Nil	Nil
Total	1,75,558	1,77,644

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2023	FY 2022
	Total Waste generated (in MT)	
(i) Incineration	4.18	0
(ii) Landfilling	65,943	49,763
(iii) Other recovery operations	0	0

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

Waste generated are segregated at the point of generation, stored securely and disposed off to the Karnataka State Pollution Control Board (KSPCB) authorized waste recyclers / co-processors / re-users / recyclers in line with the Authorization taken under Hazardous and Other Waste Rules 2016. The granulated and un-granulated slag generated is being recycled completely by Cement Industry and other recyclers respectively.

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, specify details in the following format

The Company do not have any offices and facilities in the vicinity of any ecologically sensitive area.

11. Details 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
Expansion of existing Pig Iron Plant of 3 Lac TPA and a 60,000 TPA Foundry by addition of Coke Oven Plant (4.0 Lakhs TPA) and Captive Power Plant (WHRB-30 MW) at Village Bevinahalli, District Koppal, Karnataka	TOR dated 25.10.2010	25.10.2010	Yes	No, Presented in Public hearing before the issue of EC on 24.06.2011	https://environmentclearance.nic.in/Auth/openletter.aspx?EC=3049
Expansion of Foundry unit from 60,000 MTPA to 1,50, 000 MTPA at Village Bevinahalli, District Koppal, Karnataka	TOR dated 25.10.2010	25.10.2010	Yes	No, Presented in Public hearing before the issue of EC on 24.06.2011	https://environmentclearance.nic.in/Auth/openletter.aspx?EC=3091

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:

The Company is in compliant with all the environmental regulations of the country. No monetary fines were levied on the entity in FY 2023 as per the applicable environmental laws, regulations, guidelines in India.

LEADERSHIP INDICATORS

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

Parameter	Unit	FY 2023	FY 2022
From renewable sources			
Total electricity consumption (A)	GJ	63,415	63,388
Total fuel consumption (B)	GJ	Nil	Nil
Energy consumption through other sources (C)	GJ	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	GJ	63,415	63,388

Parameter	Unit	FY 2023	FY 2022
From non-renewable sources			
Total electricity consumption (D)	GJ	11,08,259	10,75,741
Total fuel consumption (E)	GJ	1,62,294	1,80,380
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	13,33,969	13,19,509

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. Provide the following details related to water discharged:

Parameter	FY 2023	FY 2022
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(v) Others		
- No treatment (Used for gardening purposes)	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kiloliters)	Nil	Nil

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

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

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

(i) Name of the area: **Not Applicable**

(ii) Nature of operations: **Not Applicable**

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

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kiloliters)		
(i) To Surface water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Seawater / desalinated water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (in kiloliters)	Not Applicable	Not Applicable
Total volume of water consumption (in kiloliters)	Not Applicable	Not Applicable
Water intensity per rupee of turnover (Water consumed / turnover)	Not Applicable	Not Applicable
Water intensity (optional) - the relevant metric may be selected by the entity	Not Applicable	Not Applicable
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	Not Applicable	Not Applicable
- With treatment - please specify level of treatment	Not Applicable	Not Applicable

Parameter	FY 2023	FY 2022
(ii) To Groundwater		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iii) To Seawater		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kiloliters)	Not Applicable	Not Applicable

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 and its intensity, in the following format:

Parameter	Unit	FY 2023	FY 2022
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not monitored	Not monitored
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Not Applicable

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

- Appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company.
- Monitor and oversee implementation of the risk management policy, including evaluating the adequacy of risk management systems.
- Periodically review the risk management policy, at least once in two years, including by considering the changing industry dynamics and evolving complexity.
- Keep the board of directors informed about the nature and content of its discussions, recommendations and actions to be taken.
- Reviewing the appointment, removal and terms of remuneration of the Chief Risk Officer (if any).
- Coordination of its activities with other committees of the Board, wherever required.
- To seek information from any employee, obtain outside legal or other professional advice and secure attendance of outsiders with relevant expertise, if it considers necessary.

- Such other role / powers as may be assigned to the Risk Management Committee by the SEBI LODR Regulations and the Board of Directors from time to time.
- The Company is in the process of analyzing Cloud services for major ERP systems and file servers. This would increase uptime and business continuity during disasters by bringing scalability and flexibility to IT Hardware sizing and utilization.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

Not Applicable

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

Nil

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:

The Company affiliates with 6 National and 3 State trade and industry chambers / associations.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Pig Iron Manufactures Association	National
2	Association of Mini Blast Furnaces	National
3	Automotive Component Manufacturers Association of India (ACMA)	National
4	Engineering Export Promotion Council of India	National
5	National Safety Council	National
6	The Institute of Indian Foundrymen	National
7	Karnataka Employers' Associations	State
8	Ballari Koppal Regional Industries Safety Events (BKRISE)	State
9	Karnataka Iron & Steel Manufacturers Association	State

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

There was no incident of anti-competitive behavior involving the Company during the financial year 2022-2023.

LEADERSHIP INDICATORS

Details of public policy positions advocated by the entity:

The Company directly and through industrial associations puts forth various suggestions and best practices with respect to the steel industry.

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 FY 2023

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
<ul style="list-style-type: none"> • Installation of RO Plant • Toilets in Schools and community • Rural haat • Kirloskar Vasundhara (KVIFF) • Mega health camp 	CSR 323	11.01.23	Sarvodaya Rural Development Society	No	Published in news papers

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

Not Applicable

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

Regular interaction and discussion were held with the local communities and gram panchayat members / village sarpanch to receive and redress the grievances related to the communities.

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

Category of waste	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	12.22%	11.94%
Sourced directly from within the district and neighboring districts	32.06%	40.03%

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):

Not Applicable

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

Not Applicable

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

No. However, preference is given to purchase from suppliers in the local vicinity.

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

--

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

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

Not Applicable

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Installation of RO water plant in 4 villages (1000 liters per hour) and 10 schools (50 ltrs per hour)	9,000	100%
2	Construction of 80 toilets and urinals in six villages	5,000	100%
3	Four mega health camps were conducted in surrounding villages of the facility. Health check-ups were conducted by specialist doctors and necessary treatment has been provided for critical/higher treatment.	1,000	100%
4	Construction of four school buildings and other development works	600	100%
5	Kirloskar Vasundhara International Film Festival (KVIFF) to create awareness on environmental, social and other sustainability aspects	3,000	100%
6	Rural Haat facilitating local farmers for selling of their produce without intervention of any intermediary agencies	5,000	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.

Robust customer complaint management system is established to collect and resolve the consumer complaints. Heads of the marketing and quality departments take necessary action against the complaints received.

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

Nil

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

Category	FY 2023			FY 2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Cyber-security	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Delivery of essential services	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Restrictive trade practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Unfair trade practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Others	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

4. Details of instances of product recalls on accounts of safety issues

	Number	Reason for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

The Company has formulated the IT policy covering cyber security and risks related to data privacy. The same will be uploaded at the website of the Company is due course.

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

Nil

LEADERSHIP INDICATORS

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

<https://www.kirloskarferrous.com/products>

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end products to the customer, the Company has limited scope for informing and educating the end user about the safe and responsible usage of its products.

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the customer, KFIL has limited scope for informing the end user about the risk of disruption/discontinuation of its essential service.

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)

No

The Company conducts a Customer Satisfaction Survey (CSS) through external professional agency at regular intervals. The survey captures Customer Satisfaction Parameters like eQ Index, Commitment Share and Vulnerable share along with perception for various attributes. The survey is based on direct interviews with customers using a structured questionnaire covering various factors such as brand image, business support, research and development, product, order execution, delivery, packaging and experience with sales team.

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