

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



## SECTION A GENERAL DISCLOSURE

### i Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	▶	L26940MH1999PLC118229
2.	Name of the listed entity	▶	Nuvoco Vistas Corporation Limited
3.	Year of incorporation	▶	1999
4.	Registered office address	▶	Equinox Business Park, Tower 3, East Wing, 4 <sup>th</sup> Floor, LBS Marg, Kurla (West), Mumbai – 400 070
5.	Corporate address	▶	
6.	E-mail	▶	<a href="mailto:investor.relations@nuvoco.com">investor.relations@nuvoco.com</a>
7.	Telephone	▶	+91 22 6769 2500
8.	Website	▶	<a href="http://www.nuvoco.com">www.nuvoco.com</a>
9.	Financial year for which reporting is being done	▶	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	▶	BSE Limited The National Stock Exchange of India Limited
11.	Paid-up capital	▶	₹357.16 crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	▶	Ms. Shruta Sanghavi Company Secretary and Compliance Officer Equinox Business Park, Tower 3, East Wing, 4 <sup>th</sup> Floor, LBS Marg, Kurla (West), Mumbai – 400 070 E-mail: <a href="mailto:investor.relations@nuvoco.com">investor.relations@nuvoco.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	▶	Standalone

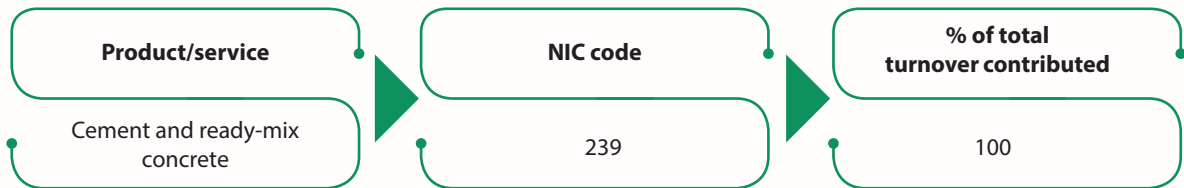


## ii Products/services

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



### 15. Products/services sold by the entity (accounting for 90% of the entity's turnover)



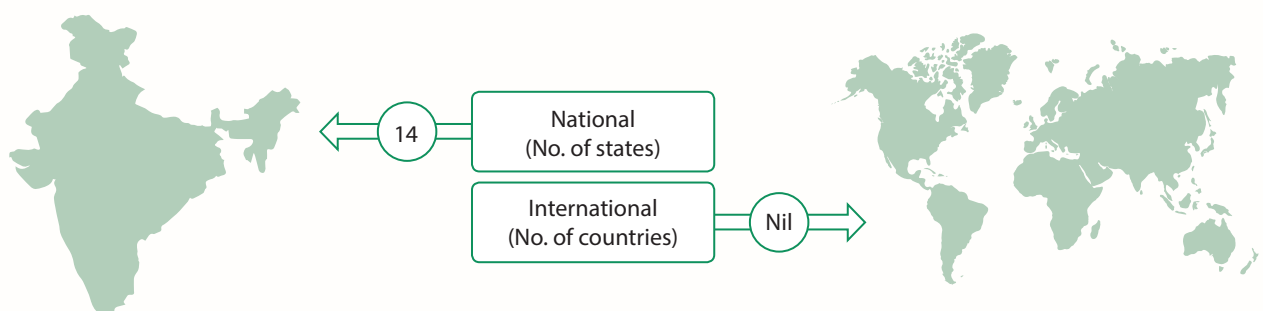
## iii Operations

### 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 - Integrated units 2 - Grinding units 1 - Blending unit 51 - RMX plants <b>58- Total manufacturing units</b>	1 - Head office 15 - Regional sales office 1 - Construction development and innovation centre <b>17- Total offices</b>	<b>75</b>
International	Nil	Nil	<b>Nil</b>

### 17. Markets served by the entity

#### a. Number of locations



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

Nil

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

The Company caters to a diverse range of customers, from Individual Home Builders to Small Housing Contractors, Entities undertaking Turnkey Projects and Infrastructure Companies.

**iv Employees**

**18. Details as at the end of financial year**

**a. Employees and workers (including differently-abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	2,662	2,570	96.54	92	3.46
2.	Other than permanent (E)			Nil		
3.	<b>Total employees (D + E)</b>	<b>2,662</b>	<b>2,570</b>	<b>96.54</b>	<b>92</b>	<b>3.46</b>
<b>Workers</b>						
4.	Permanent (F)	287	287	100	Nil	N.A.
5.	Other than permanent (G)	5,178	5,016	96.87	162	3.13
6.	<b>Total workers (F + G)</b>	<b>5,465</b>	<b>5,303</b>	<b>97.04</b>	<b>162</b>	<b>2.96</b>

**b. Differently-abled employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently-abled employees</b>						
1.	Permanent (D)	5	5	100	Nil	N.A.
2.	Other than permanent (E)			Nil		
3.	<b>Total differently-abled workers (D + E)</b>	<b>5</b>	<b>5</b>	<b>100</b>	<b>Nil</b>	<b>N.A.</b>
<b>Differently-abled workers</b>						
4.	Permanent (F)					
5.	Other than permanent (G)			Nil		
6.	<b>Total differently-abled workers (F + G)</b>					



## 19. Participation/inclusion/representation of women

	No. and percentage of females		
	Total (A)	No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Managerial Personnel	4	2	50.00

## 20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current financial year)			FY 2021-22 (Turnover rate in previous financial year)			FY 2020-21 (Turnover rate in the year prior to the previous financial year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent employees	20.37	12.50	14.56	10.53	13.23	10.56	4.80	9.40
Permanent workers	13.55	Nil	13.55	7.52	Nil	7.52	6.51	Nil	6.51

V

## Holding, subsidiary and associate companies (including joint ventures)

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Niyogi Enterprise Private Limited ("NEPL")	Holding	59.92*	No
2.	NU Vista Limited	Wholly-owned subsidiary	100	No
3.	Wardha Vaalley Coal Field Private Limited	Joint venture	19.14	No

\*Held by NEPL in the Company

vi

## CSR details

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

(ii) **Turnover (in ₹):** ₹8,581.52 crores

(iii) **Net worth (in ₹):** ₹8,983.84 crores

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has a mechanism in place for periodic meetings with community members to discuss the progress of projects and also to receive feedback on outcomes of the project	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	Complaint can be lodged by the investors and shareholders on the SEBI SCORES Platform ( <a href="http://www.scores.gov.in">www.scores.gov.in</a> ) and by email on our investor relations email id: <a href="mailto:investor.relations@nuvoco.com">investor.relations@nuvoco.com</a>	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders		9	Nil	N.A.	139	Nil	N.A.
Employees and workers	The Company has a Vigil Mechanism and Whistleblower Policy for employees which can be accessed at <a href="http://www.nuvoco.com/Policies/Vigil-Mechanism-and-Whistleblower-Policy">www.nuvoco.com/Policies/Vigil-Mechanism-and-Whistleblower-Policy</a>	20	Nil	N.A.	11	Nil	N.A.
Customers	The Company's customer service team is solely responsible for the complaint-handling process. Customers can register their issues/feedback/queries through various modes like dealers, employees, Company's website, and contact center	2,116	36	N.A.	1,707	37	N.A.
Value chain partners	-	22	Nil	N.A.	11	Nil	N.A.
Others (please specify)	-	Nil	Nil	N.A.	Nil	Nil	N.A.

**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.

Please refer '*Enriching sustainability with growth*' of the <IR>

## 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.

Sr. no.	Disclosure questions	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	b. Has the policy been approved by the Board? (Yes/No)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
	c. Web-link of the policies, if available.	<a href="http://www.nuvoco.com">www.nuvoco.com</a>								
2	Whether the entity has translated the policy into procedures. (Yes/No)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	-	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company expects its value chain partners to adhere to the listed policies in all their dealings.								
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.	ISO 14001; ISO 9001; OHSAS; BIS; United Nations Sustainable Development Goals ("SDGs"); Global Reporting Initiative ("GRI") standards; Green Product Certification Standard by CII - Godrej GBC								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainability related goals, commitment and targets are mentioned in ESG Section. <i>Please refer to 'Championing sustainability with strong commitment' of the &lt;IR&gt;</i>								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The performance of each of the principles is reviewed periodically by the sustainability team along with the senior management team.								
<b>Governance, leadership and oversight</b>										
7	Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<i>Please refer 'Managing Director's Communique' of the &lt;IR&gt;</i>								
8	Details of the highest authority responsible for implementing and oversight the Business Responsibility Policy(ies).	Mr. Jayakumar Krishnaswamy Managing Director E-mail: <a href="mailto:investor.relations@nuvoco.com">investor.relations@nuvoco.com</a>								
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.	Mr. Jayakumar Krishnaswamy Managing Director E-mail: <a href="mailto:investor.relations@nuvoco.com">investor.relations@nuvoco.com</a>								

10	Details of Review of NGRBCs by the Company:																	
Subject for review	Indicate whether the review was undertaken by Director/Committee of the Board/any other Committee									Frequency (annually/half yearly/quarterly/any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9

Performance against the above policies and follow-up action	The Company's business responsibility policies are reviewed by the senior leadership team, including the Managing Director, periodically or when needed. During these assessments, the effectiveness of the policies is evaluated, and any required modifications to the policies and procedures are made.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is compliant with applicable rules and regulations on an ongoing basis.

11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									
	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	
	No									

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

Questions	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	
The entity does not consider the principles material to its business (Yes/No)	N.A.									
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)										





## 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

Growing with resilience involves adapting to changing circumstances, overcoming challenges, and sustaining long-term success. The Company demonstrated resilience throughout all interactions by upholding ethical principles, honesty, and fairness. The Company strives for transparency, avoiding deceptive practices and providing accurate and reliable information to its stakeholders. In addition, the Company has implemented clear accountability mechanisms, ensuring that roles and responsibilities are clearly defined, and decision-making processes are transparent.

#### ESSENTIAL INDICATORS

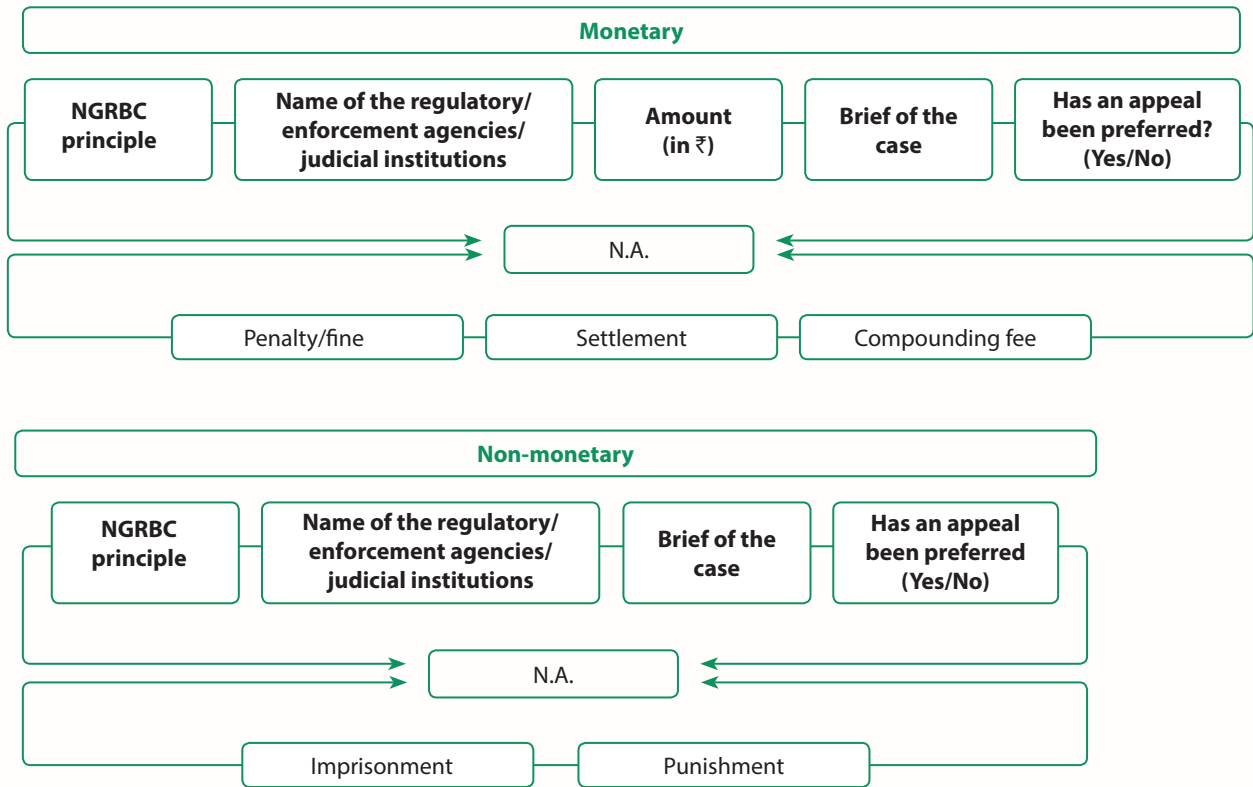
#### 1. Percentage coverage by training and awareness programs on any of the principles during the financial year

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness program
Board of Directors	21	During the year, the Company's Board of Directors (including Committees) have invested time on various updates comprising matters relating to the business, economy, industry, health and safety, risk management framework, IT processes, environmental, social and governance, legal and regulatory parameters, among others.	100
Key Managerial Personnel (KMPs)	23	<ul style="list-style-type: none"> <li>POSH</li> <li>COBC</li> </ul>	100
Employees other than BOD & KMPs			100
Workers	3	<ul style="list-style-type: none"> <li>POSH</li> <li>COBC</li> </ul>	100

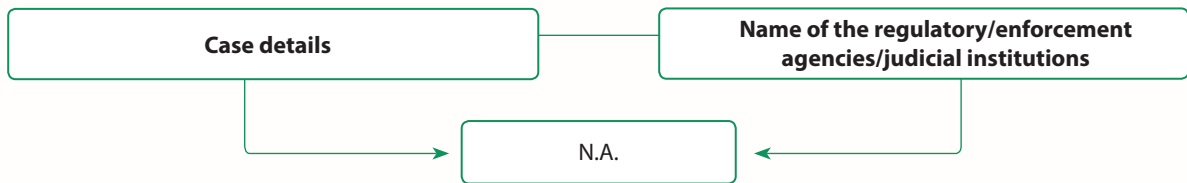


**2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity’s website):**

During FY 2022-23, no fines/penalties/punishments/awards/compounding fees/settlement amount were paid in proceedings by the Company or by Directors/KMPs with regulators/law enforcement agencies/judicial institutions.



**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.**



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

**Yes.** The policy states that all stakeholders are strictly prohibited from providing or offering any improper financial or non-financial benefits, either directly or indirectly through intermediaries, to public and/or private officials. Engaging in such activities is against the law, and any stakeholder found guilty of bribery while fulfilling their duties may face legal consequences, civil or criminal liabilities, and disciplinary actions, including termination of employment. It is imperative to avoid obtaining information through illegitimate methods, such as bribery or espionage targeting the Company’s competitors.

Web-link: [www.nuvoco.com/Policies/Code-of-Business-Conduct](http://www.nuvoco.com/Policies/Code-of-Business-Conduct)



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

There were no charges of bribery/corruption against the Directors/KMPs/employees/workers.

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
<b>Directors</b>	Nil	Nil
<b>KMPs</b>		
<b>Employees</b>		
<b>Workers</b>		

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

There were no complaints concerning conflict of interest against Directors/KMPs.

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Number of complaints received in relation to issues of conflict of interest of the Directors	-	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	-	-

**7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/ law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.**

**Not applicable**, since no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest. The Company has established policies, processes and systems, through which compliance is reviewed regularly. Through regular trainings and workshops, the same is reinforced.

*For more details, please refer to 'Staying True to Our Purpose, with Persistence' of the <IR>*

Principle

2

**BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.**

By investing in capacity expansion, targeting new markets, encouraging innovation within our increasingly sustainable product portfolio, and maintaining its commitment to sustainability and safety, the Company is "Growing with Resilience". As part of its business strategy, the Company incorporates sustainability, fosters innovation, manages risks, and collaborates with stakeholders, to provide products and services that meet the evolving needs of the industry in a safer, smarter and sustainable manner.

**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 (in %)	FY 2021-22 (in %)	Details of improvements in environmental and social impacts
<b>R&amp;D</b>	2.71	2.25	Kindly refer to Board's Report for the details on the conservation of energy
<b>Capex</b>	19.38	45.14*	

\* Captive power plant projects were undertaken in FY 2021-22

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

**Yes**, the Company has a sustainability program called Protect Our Planet (“POP”), with the goal of achieving environmental and social sustainability through participation from cross-functional teams. As part of this initiative, the Company has created an Environmental, Social, and Corporate Governance (“ESG”) framework that will guide the activities undertaken to accomplish the project’s objectives. Sustainable sourcing is one under the key agenda under the POP program.

Given the rising rates of industrial waste generation, the treatment and disposal of such waste have emerged as crucial economic and environmental concerns. The Company has implemented a waste management strategy that involves treating waste as a supplementary resource material or for energy recovery, subject to regulatory approvals from authorities such as the Central Pollution Control Board (“CPCB”) and the Ministry of Environment, Forest and Climate Change (“MoEFCC”). The Company’s recent investments in Chhattisgarh and Rajasthan have enabled the operationalization of waste pre-processing and co-processing facilities.

The Company pursues a sustainability agenda aimed at replacing a portion of conventional fossil fuels with less carbon-intensive materials. Utilization of alternative fuels and raw materials provides a valuable solution that reduces the industry’s reliance on coal and greenhouse gas emissions while effectively addressing local environmental concerns.

AFR, or Alternative Fuels and Raw Materials, involve the extraction of fuel and raw materials from waste sources. The form of the fuel depends on the calorific value of the waste material, while the raw material is utilized in solid form based on the respective acceptance criteria in accordance with CPCB norms for material reuse.

The Company adheres to an essential process characteristic when dealing with hazardous and other wastes, ensuring that these wastes are appropriately fed to the kiln through designated feed points.

**Co-processing operates on 2 (two) fundamental principles:**

1. Avoiding any additional emissions or negative impacts on human health and the environment
2. Ensuring that the quality of the clinker/cement remains unchanged, with the plant implementing suitable measures to uphold this standard

For packing bags, the Company has selected vendors located near its cement plants based on the Company’s capabilities and capacity. Purchasing PP bags from vendors located near the plants has resulted in a reduction in fuel consumption. The Company has undertaken an initiative to reduce plastic waste as part of its sustainability agenda. It has resulted in 8% reduction in the plastic component of packing bags compared with the previous composition. Further, the Company is exploring the possibility of using reprocessed plastic waste for packing bags replacing the virgin polymers.

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

~9%

This includes the sourcing of alternative fuels, alternative raw materials, packaging materials and waste recovery-based fuel and raw materials.

**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.**

**Plastics  
(including packaging)**



The Company has initiated a program called “**Single-Use Plastic Free NUVOCO**” which aims to reduce Single Use Plastics on all its premises. Other plastic wastes which are recyclable in nature, are collected and stored at designated places for disposal through government authorized vendors. The Company has associations with Municipalities to provide the Refused Derived Fuels (“RDF”) which has end-of-life plastics, to co-process in the high temperature kilns. Processing of RDF and other plastic wastes is being done as per state and central pollution control board standards.

### E-waste



All e-waste is collected, stored at designated places for sorting and sent to authorized vendors. The records are maintained using Form 2 of the E-waste Rules, 2016.

### Hazardous waste



Hazardous waste generated by industries having acceptable calorific value are the source to replace fossil fuels. The Company's Integrated units have taken statutory permissions to co-process these wastes generated by other industries.

Mixed liquid waste is directly fed to the kilns, while the solid waste collected in HW shed (like FMCG, dolochar/charcoal and carbon black) is fed to the kiln through bucket conveyor. The hazardous wastes generated inside the plant is collected, stored and disposed as per the compliance and consent to operate at each site. The collected hazardous waste is sent to recyclers approved by the regulatory agencies.

### Other waste



At the Company owned captive power plants, during the burning of coal to produce electricity, fly ash is generated. 100% of the generated fly ash is reused within the premises to produce pozzolanic cement. Aside from this, other wastes such as canteen waste, horticulture waste, and MSW are collected using colour-coded bins, stored and disposed of in sustainable manners. For example, canteen waste is decomposed in composters and used as manure. Colour-coded bins are placed for the collection of certain categories of waste.

#### 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.

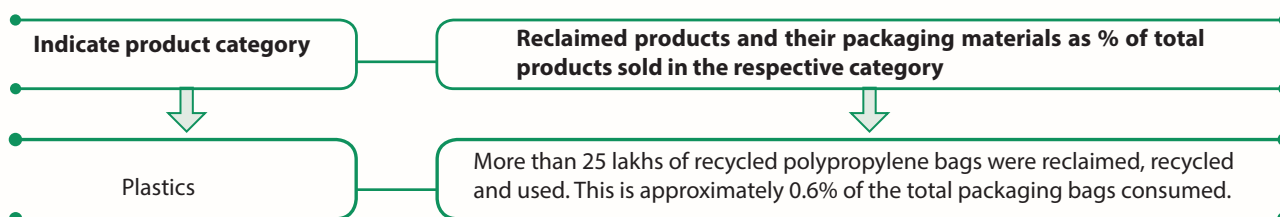
**Yes.** Since the Company is a cement manufacturing Company, EPR is applicable to its activities. The Company's waste management plan is in line with the EPR plans submitted to the Pollution Control Boards.

### LEADERSHIP INDICATORS

#### 1. 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 reused input material to total material	
	FY 2022-23 (Current financial year) (in %)	FY 2021-22 (Previous financial year) (in %)
Slag	13.55	8.16
Fly ash	10.97	10.64
Chemical gypsum	1.43	0.81

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





For more details, please refer to '**Championing sustainability with strong commitment**' of the <IR>

**BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.**

By growing with resilience, the Company prioritises and fosters the well-being of all employees, both within the Organisation and across its value chains through various initiatives. These include promoting employee development, maintaining work-life balance, ensuring health and safety, fostering engagement and support, and providing recognition and rewards. These practices create a positive work environment and enhance employee satisfaction and resilience, ultimately contributing to the Organisation's overall success.



**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)
<b>Permanent employees</b>											
 <b>Male</b>	2,570	2,570	100	2,570	100	Nil	N.A.	2,570	100	Nil	N.A.
 <b>Female</b>	92	92	100	92	100	92	100	Nil	N.A.	Nil	N.A.
<b>+</b> <b>Total</b>	<b>2,662</b>	<b>2,662</b>	<b>100</b>	<b>2,662</b>	<b>100</b>	<b>92</b>	<b>100</b>	<b>2,570</b>	<b>100</b>	<b>Nil</b>	<b>N.A.</b>

**Other than permanent employees**

 Male	Nil
 Female	
<b>+</b> Total	

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
 <b>Male</b>	287	287	100	287	100	Nil	N.A.	287	100	N.A.	
 <b>Female</b>	Nil	Nil	N.A.	Nil	N.A.	Nil	N.A.	Nil	N.A.		
<b>+</b> <b>Total</b>	<b>287</b>	<b>287</b>	<b>100</b>	<b>287</b>	<b>100</b>	<b>Nil</b>	<b>N.A.</b>	<b>287</b>	<b>100</b>		



% of workers covered by											
Category	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)
<b>Other than permanent workers*</b>											
Male	5,016	5,016	100	5,016	100	Nil	N.A.	5,016	100	N.A.	
Female	162	162	100	162	100	162	100	Nil	N.A.		
Total	<b>5,178</b>	<b>5,178</b>	<b>100</b>	<b>5,178</b>	<b>100</b>	<b>162</b>	<b>100</b>	<b>5,016</b>	<b>100</b>		

\*The said benefits are provided by the Independent Contractor

## 2. Details of retirement benefits, for current financial year and previous financial year

Benefits	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	N.A.	100	100	N.A.
ESI*	100	100	Yes	100	100	Yes
Others – please specify	Nil			Nil		

\*Eligible employees and workers

**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.**

The Company acknowledges the significance of inclusivity and accessibility for individuals with disabilities across its operational sites. The Company has implemented specific measures to provide the required support and infrastructure for employees with disabilities, enabling them to navigate the premises with ease.





**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.**

The Company has a Human Rights Policy whereby it commits to ensuring equal opportunity across the Organisation in all matters of employment and creating a workplace free from discrimination on the basis of ethnicity, nationality, region or social origin, social background, social class, lineage, religion, disability, gender, sexual orientation, family responsibilities, marital status, group membership, political affiliation, age, or other status protected by the local laws or laws of other countries. The Policy is available on the Company’s website at [www.nuvoco.com/Policies/Human-Rights-Policy](http://www.nuvoco.com/Policies/Human-Rights-Policy).

**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 (in %)	Retention rate (in %)	Return to work rate (in %)	Retention rate (in %)
 Male	100	100	100	100
 Female	100	100	N.A.	N.A.
 Total	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.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)
 Permanent workers	<p><b>Yes.</b> The Company has implemented a Vigil Mechanism and Whistleblower Policy with the purpose of facilitating the disclosure of any concerns regarding unethical conduct, suspected or confirmed fraud, or breaches of its Code of Business Conduct, and Ethics.</p> <p>The Company also maintains a strict stance against workplace sexual harassment and adheres to the requirements outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The Company is dedicated to addressing every employee and worker grievance in a fair and impartial manner, providing multiple channels for grievance redressal, and safeguarding employees against any potential victimization.</p> <p>The stakeholders can lodge a complaint through an e-mail/letter to the Whistle Officer or directly to the Chairman of the Audit Committee by sending a letter.</p> <p>The Vigil Mechanism and Whistleblower Policy can be accessed at <a href="http://www.nuvoco.com/Policies/Vigil-Mechanism-and-Whistleblower-Policy">www.nuvoco.com/Policies/Vigil-Mechanism-and-Whistleblower-Policy</a>.</p>
 Other than permanent workers	
 Permanent employees	
 Other than permanent employees	


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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Total employees/workers in the 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 the 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		
<b>Male</b>	Nil			Nil		
<b>Female</b>	Nil			Nil		
<b>Total permanent workers</b>	<b>287</b>	<b>287</b>	<b>100</b>	<b>332</b>	<b>332</b>	<b>100</b>
<b>Male</b>	287	287	100	332	332	100
<b>Female</b>	Nil			Nil		

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

Category	FY 2022-23 (Current financial year)					FY 2021-22 (Previous financial year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Male</b>	2,570	2,257	87.82	3,038	-	2,799	2,723	97.28	1,365	48.77
<b>Female</b>	119	119	100.00	90	-	144	144	100	40	27.78
<b>Total</b>	<b>2,689</b>	<b>2,376</b>	<b>88.36</b>	<b>3,128</b>	<b>-</b>	<b>2,943</b>	<b>2,867</b>	<b>97.42</b>	<b>1,405</b>	<b>47.74</b>
<b>Workers</b>										
<b>Male</b>	287	287	100	194	67.60	332	332	100	281	84.64
<b>Female</b>	Nil					Nil				
<b>Total</b>	<b>287</b>	<b>287</b>	<b>100</b>	<b>194</b>	<b>67.60</b>	<b>332</b>	<b>332</b>	<b>100</b>	<b>281</b>	<b>84.64</b>

- Note:
- Total headcount is for the entire FY 2022-23, including exits, and hence, will not be comparable with the head count figures as at March 31, 2023
  - Health and Safety training has been provided to all other than permanent workers, and hence, will not be comparable with the headcount figures as at March 31, 2023
  - The number of employees included in skill upgradation training includes the employees of the subsidiary of the Company



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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	2,570	2,570	100	2,799	2,799	100
Female	92	92	100	68	68	100
<b>Total</b>	<b>2,662</b>	<b>2,662</b>	<b>100</b>	<b>2,867</b>	<b>2,867</b>	<b>100</b>
<b>Workers</b>						
Male	287	287	100	332	332	100
Female	N.A.			N.A.		
<b>Total</b>	<b>287</b>	<b>287</b>	<b>100</b>	<b>332</b>	<b>332</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 of such system?**

**Yes.** The Company has implemented a comprehensive occupational health and safety management system that aligns with both local regulations and industry standards. The Company's primary focus is on ensuring the well-being and safety of its employees and workers in offices and plants across all locations.

To achieve this, the Company has established regular training programs that cover a wide range of areas, including general safety awareness, handling hazardous substances or equipment, emergency response protocols, and periodic refresher courses. These training initiatives aim to equip the workforce with the necessary knowledge and skills to navigate potential risks and respond effectively to various safety situations.

The Company's occupational health and safety management system encompasses various stages, beginning from the initial planning phase to the development of strategies and procedures. By integrating these measures, the Company strives to create a robust framework that promotes a safe working environment for all.

Furthermore, the Company has further extended its commitment to safety beyond its direct employees. The Company ensures that subcontractors working on the Company's premises adhere to the same high health and safety standards that the Company upholds. This approach guarantees a consistent level of safety across all activities taking place within the facilities.

The Company considers the implementation of a robust occupational health and safety management system an integral part of its commitment to its employees and their safety.

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

To thoroughly evaluate the risks associated with the identified hazards, the Company conducts detailed risk assessment. These assessments aim to determine the likelihood and severity of potential harm or adverse effects. The Company prioritises risks based on their level of severity and potential impact on employee health and safety. This helps the Company allocate appropriate resources and prioritize control measures for high-risk hazards that require immediate attention.



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 places a strong emphasis on engaging employees in the process of hazard identification. The Company actively encourages its employees to report any potential hazards or safety concerns they come across during their work activities. By doing so, it fosters a culture of active participation in maintaining a safe working environment.

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

**Yes**

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

Safety incident/number	Category	FY 2022-23	FY 2021-22
		(Current financial year)	(Previous financial year)
Lost Time Injury Frequency Rate ("LTIFR") (per one million-person hours worked)	Employees	Nil	0.49
	Workers	0.18	0.21
Total recordable work-related injuries	Employees	14	10
	Workers	50	61
No. of fatalities	Employees	Nil	Nil
	Workers	1	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	4
	Workers	3	6

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

The Company prioritizes safety and ethical practices in its operations. It has implemented a comprehensive safety management system and adheres to the highest corporate standards in its interactions with employees, consumers, and the community. Robust systems are in place to ensure compliance with regulations and prioritize the well-being of employees. Advanced technology is utilised to enhance safety measures, and employees are encouraged to report near-miss incidents. Regular safety observation rounds and refresher training promote a culture of safety and continuous improvement.

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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	N.A.	N.A.	Nil	N.A.	N.A.
Health and safety						

**14. Assessments for the year:**



*Note: Internal assessment on health and safety practices was 100% and assessment conducted by the third parties was 71%*

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

There were no significant risks identified from the assessments.

**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).**

(A) Employees (officer and non – officer) – Yes

(B) Workers (third party & contract)– No

*For more details, please refer to 'Reinforcing Strength with Conviction' of the <IR>*

Principle

4

**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.**

The Company proactively engages with stakeholders to understand their needs, concerns, and expectations. The Company values and responds to the interests of all stakeholders, fostering strong relationships and building resilience by incorporating their perspectives.

By mitigating risks, aligning strategies, and embracing stakeholder input, the Company enhances its long-term success and sustainability while delivering value to its stakeholders.



## ESSENTIAL INDICATORS

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

Key stakeholders are those who contribute value to the Company's business and significantly influence it. The Company's key stakeholders include employees, shareholders/investors, distributors, customers, channel partners, research analysts, vendors, suppliers, regulators, and government agencies. The identification of these key stakeholders is carried out by considering both financial resources (capital) and the influence of stakeholders in relation to their duties, obligations, and the provision of discretionary assistance and services.

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

Please refer to 'Enhancing Engagement with Integrity' of the <IR>

## LEADERSHIP INDICATORS

### a. 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 consultation process begins with conducting awareness sessions at the local level, followed by meetings. These sessions and meetings aim to engage stakeholders and gather their input on several topics. The insights, feedback, and information obtained from these interactions are then compiled and summarised. This summary is then communicated to the management, ensuring that they receive a comprehensive overview of the discussions, concerns, and perspectives expressed by the local stakeholders.

### b. 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.** A materiality assessment is conducted by engaging with internal and external stakeholders, which aids in identifying and addressing significant environmental and social issues. The Company's environmental and social policies are the result of continuous engagement with employees, the government and regulatory authorities, distributors, suppliers, and the local community.

### c. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

The Company actively engages with vulnerable and marginalised stakeholder groups, including women, children, unemployed youth, and marginal farmers, through its CSR initiatives. For instance, through Project TARA, the Company provides essential healthcare services and nutritional support to women and children. Additionally, the Company equips government schools attended by economically disadvantaged children with advanced educational technology like smart classes. Through initiatives like Project NUVO Mason and Project Daksh, the Company offers skill development opportunities to youth, improving their employability and quality of life. Lastly, Project Samriddhi focuses on collaborating with marginal farmers, helping them adopt new agricultural technologies to reduce expenses and enhance productivity.



For more details, please refer to 'Enhancing Engagement with Integrity' of the <IR>

The Company demonstrates growth with resilience by embracing individuals' inherent values and fundamental rights. It upholds the principles of non-discrimination, equality, and human dignity across all aspects of its operations. This includes treating employees, customers, and stakeholders fairly, respectfully, and with dignity, regardless of race, gender, religion, or other protected characteristics. The Company strongly emphasises fair labour practices, maintaining a safe and healthy workplace, providing fair wages, reasonable working hours, and upholding its employees' freedom of association and collective bargaining rights.

### ESSENTIAL INDICATORS

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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2,662	2,376	89.26	2,943	2,867	97.42
Other than permanent	Nil	Nil	N.A.	Nil	Nil	N.A.
<b>Total employees</b>	<b>2,662</b>	<b>2,376</b>	<b>89.26</b>	<b>2,943</b>	<b>2,867</b>	<b>97.42</b>
<b>Workers</b>						
Permanent	287	287	100	332	332	100
Other than permanent	5,178	7,178	-	4,651	7,503	-
<b>Total workers</b>	<b>5,465</b>	<b>7,465</b>	<b>-</b>	<b>4,983</b>	<b>7,835</b>	<b>-</b>

Note: Training has been provided to all the other than permanent workers, and hence, will not be comparable with the headcount figures as at March 31, 2023

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

Category	FY 2022-23 (Current financial year)					FY 2021-22 (Previous financial year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>2,662</b>			<b>2,662</b>	<b>100</b>	<b>2,867</b>			<b>2,867</b>	<b>100</b>
Male	2,570	Nil	N.A.	2,570	100	2,799	Nil	N.A.	2,799	100
Female	92			92	100	68			68	100
<b>Other than permanent</b>										
Male	Nil					Nil				
Female										



Category	FY 2022-23 (Current financial year)					FY 2021-22 (Previous financial year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

**Workers**

<b>Permanent</b>	<b>287</b>	<b>78</b>	<b>27.18</b>	<b>209</b>	<b>72.82</b>	<b>332</b>	<b>90</b>	<b>27.18</b>	<b>242</b>	<b>72.82</b>
Male	287	78	27.18	209	72.82	332	90	27.18	242	72.82
Female	Nil					Nil				
<b>*Other than permanent</b>	Nil					Nil				
Male	Nil					Nil				
Female	Nil					Nil				

\*Note: The remuneration to contractual workers is paid by the independent contractor

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

	Male		Female	
	Number	Median remuneration/salary/wages of the respective category (in ₹)	Number	Median remuneration/salary/wages of the respective category (in ₹)
Board of Directors (BoD)	5	19,75,000	1	19,75,000
Key Managerial Personnel (KMPs)	2	5,15,29,649	2	2,02,92,650
Employees other than BoD and KMPs	2,568	9,77,094	90	9,28,055
Workers	287	11,79,144	Nil	N.A.

- Note-
- Remuneration of Non-Executive Directors includes sitting fees and commission
  - Remuneration of MD has been included in KMPs

**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.** The management of the Company is responsible for overseeing human rights issues and their impacts. The Chief of Human Resources assumes direct responsibility for establishing mechanisms and addressing risks associated with human rights impacts, with a focus on their elimination.

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

To ensure the reporting of human rights concerns, a dedicated grievance channel has been established for individuals, including employees, suppliers, and external stakeholders. Complaints are thoroughly investigated, and necessary actions are taken to address and minimise any negative impact on human rights. The Company maintains a zero-tolerance policy against retaliation towards those who bravely report potential human rights violations in good faith.

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

Category	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Sexual harassment</b>	4	Nil	NA	1	Nil	NA
<b>Discrimination at workplace</b>	Nil			Nil		
<b>Child labor</b>	Nil			Nil		
<b>Forced labor/involuntary labor</b>	Nil			Nil		
<b>Wages</b>	Nil			Nil		
<b>Other human rights related issues</b>	Nil			Nil		

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

The Company incorporates a section in its Vigil Mechanism and Whistleblower Policy and Code of Business Conduct that emphasises safeguarding the complainant's identity. Additionally, the Company strictly prohibits any form of retaliation against individuals who exercise their right to file a complaint in good faith.

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

No



**9. Assessments for the year:**

**% of your plants and offices that were assessed  
(by entity or statutory authorities or third parties)**

- Child labour
- Forced/involuntary labour
- Sexual harassment
- Discrimination at workplace
- Wages
- Others – please specify

100% of the Company's offices and plants were assessed internally for the mentioned issues.

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

Not Applicable

*For more details, please refer to 'Reinforcing Strength with Conviction' of the <IR>*

**Principle 6 BUSINESSSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

The Company is growing with resilience by making conscious efforts to protect and preserve the environment. The Company not only showcases its dedication to environmental stewardship but also enhances its capacity to tackle environmental challenges and flourish in the long run. The Company implements environmentally sustainable practices as a testament to its commitment. Moreover, the Company recognizes the significance of preserving biodiversity and ecosystems, taking measures to adapt to climate change, and supporting community initiatives that promote climate resilience within its operational areas.

**ESSENTIAL INDICATORS**

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

Parameter	FY 2022-23 (Current financial year) (in GJ)	FY 2021-22 (Previous financial year) (in GJ)
Total electricity consumption (A)	25,97,102	22,04,006
Total fuel consumption (B)	2,55,60,409	2,47,38,220
Energy consumption through other sources (C)	1,722	1,425
<b>Total energy consumption (A+B+C)</b>	<b>2,81,59,233</b>	<b>2,69,43,651</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees crores)	3,244	3,613
Energy intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency- Yes, as per GRI Standards by KPMG Assurance & Consulting Services LLP ("KPMG")**



- 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.

All the Company's integrated units have been categorized as Designated Consumers under the PAT scheme, which focuses on enhancing energy efficiency. Notably, these units have successfully met the targets established in the previous PAT cycles, demonstrating the Company's dedication to conserve energy and optimize resource consumption.

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	10,42,565	12,52,458
(ii) Groundwater	8,43,191	8,24,900
(iii) Third party water	3,61,345	3,28,068
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	4,02,402	3,86,467
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>26,49,503</b>	<b>27,91,893</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>26,49,503</b>	<b>27,91,893</b>
<b>Water intensity per rupee of turnover (Revenue taken in ₹ crores)</b>	<b>305</b>	<b>374</b>
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency-Yes, as per GRI standards by KPMG**

- 4 Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

**Yes**, the implementation of Sewage Treatment Plants ("STP") ensures zero liquid discharge. The treated water from these plants is efficiently utilized for plantation purposes and dust suppression, contributing to sustainable water management and environmental conservation.

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

Parameter	Please specify unit	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
NOx	tonnes/year	12,175	12,830
SOx	tonnes/year	871	1,599
Particulate matter (PM)	tonnes/year	1,024	1,235
Persistent organic pollutants (POP)	N. A.	Nil	Nil
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency- Yes, as per GRI Standards by KPMG**



**6 Provide details of greenhouse gas emissions (scope 1 and scope 2 emissions) & ITS intensity in the following format:**

Parameter	Unit	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total scope 1 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	61,47,691	65,75,572
Total scope 2 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	3,85,866	3,98,872
Total scope 1 and scope 2 emissions per rupee of turnover in crores	Metric Tonnes/₹ crores	753	935
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	Nil	Nil

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency- Yes, as per GRI Standards by KPMG**

**7 Does the entity have any project related to reducing Green House Gas (“GHG”) emission? If yes, then provide details.**

The Company has initiated various projects to reduce greenhouse gas (“GHG”) emissions, which are outlined below:

- The Accelerated addition of Alternative Fuel Resource at Arasmeta Cement Plant aims to achieve a 3.6% Thermal Substitution Rate (“TSR”) by increasing the utilization of alternative fuels
- The Nimbol Cement Plant (“NCP”) project focuses on increasing AFR TSR % by installing new feeding system, and storing of various alternate fuels at premises
- The Sonadih Cement Plant (“SCP”) project involves implementing the MRSS (Multi-reactive Smart System) for automatic reactive power management; additionally, it includes measures to reduce specific power consumption in Raw Mill-2 and Raw Mill-1

The Company has developed many programs including those listed above that collectively contribute in its efforts in mitigating GHG emissions and fostering environmental sustainability.

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
<b>Total waste generated (in tonnes)</b>		
Plastic waste (A)	204.40	157.69
E-waste (B)	10.66	4.70
Bio-medical waste (C)	0.21	0.20
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	4.19	6.74
Radioactive waste (F)	Nil	Nil
Other hazardous waste. Please specify, if any (G)	46.39	62.54
Other non-hazardous waste generated (H)-	4,20,861	4,44,730.9
Fly ash from Captive Power Plant		
<b>Total (A+B + C + D + E + F + G+H )</b>	<b>4,21,126.85</b>	<b>4,44,962.77</b>

**FY 2022-23**                      FY 2021-22  
(Current financial year)      (Previous financial year)

<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	10.16	Nil
(ii) Re-used	4,20,861	5,24,461
(iii) Other recovery operations	Nil	65,941
<b>Total</b>	<b>4,20,871.16</b>	<b>5,90,402</b>

**FY 2022-23**                      **FY 2021-22**  
(Current financial year)      (Previous financial year)

<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	Nil	Nil
(iii) Other disposal operations	1,020	Nil
<b>Total</b>	<b>1,020</b>	<b>Nil</b>

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency- Yes, as per GRI Standards by KPMG**

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

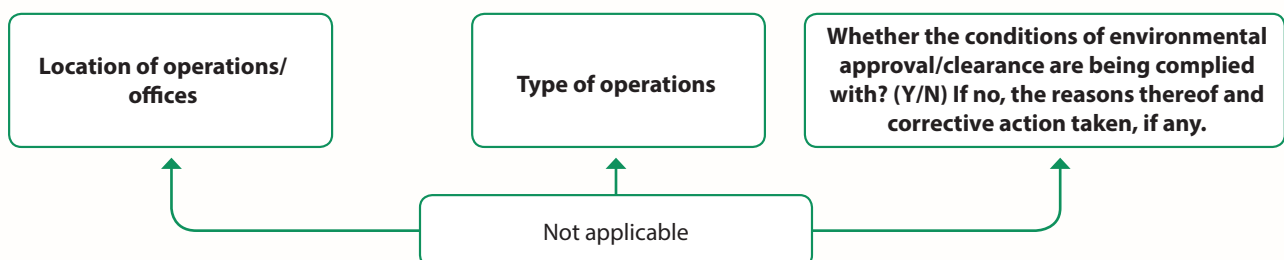
The Company has employed various strategies for reducing usage of hazardous and toxic chemicals and managing waste. The practices adopted include:

- Blended fly ash (a by-product) into the cement for manufacturing Pozzolana Portland Cement ("PPC"), minimizing waste and utilizing resources efficiently
- Processed incinerable waste is co-processed to generate energy, contributing to renewable energy generation
- Dispatched hazardous waste (that necessitates specialized treatment) responsibly to authorized vendors for proper disposal, ensuring compliance with environmental regulations
- Engaged in research and development efforts to replace hazardous materials used in operations with safer alternatives, promoting a safer working environment and minimizing the potential environmental risks associated with hazardous substances

These practices highlight the Company's commitment to sustainable practices and responsible waste management.

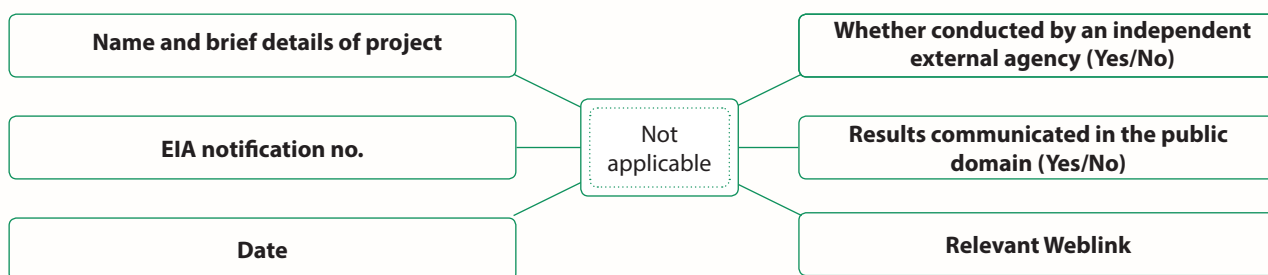
**10 If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in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

The Company does not have any offices or operations in or around ecologically sensitive areas.





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



**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 law/regulations/guidelines in India.

Specify the law/regulation/guidelines which were 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.	N.A.	N.A.	N.A.

**LEADERSHIP INDICATORS**

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

Parameters	FY 2022-23 (Current financial year) (in GJ)	FY 2021-22 (Previous financial year) (in GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	6,39,411	6,07,061
Total fuel consumption (B)	13,23,531	5,18,532
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>19,62,942</b>	<b>11,25,593</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	19,57,691	15,96,945
Total fuel consumption (E)	2,42,36,878	2,42,19,688
Energy consumption through other sources (F)	1,722	1,425
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,61,96,291</b>	<b>2,58,18,058</b>

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency- Yes, as per GRI Standards by KPMG

For more details, please refer to 'Championing sustainability with strong commitment' of the <IR>

**BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.**

The Company is actively engaging with regulatory policies in a responsible and transparent manner. The Company also demonstrates the commitment to apply responsible and forward-thinking practices, ultimately contributing to the long-term viability and resilience of its operations.

**ESSENTIAL INDICATORS**

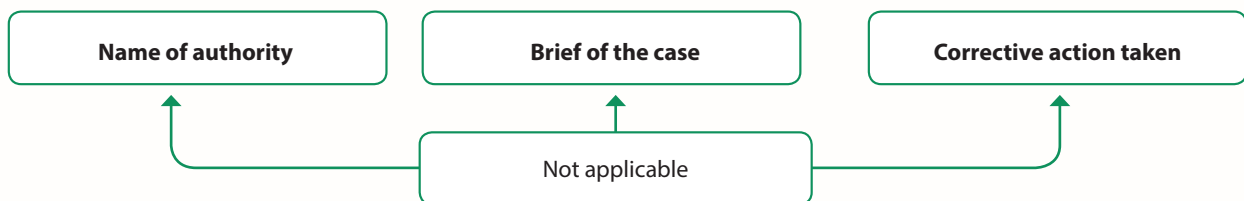
**1. a. Number of affiliations with trade and industry chambers/associations.**

The Company has affiliations with 3 (three) trade and industry chambers and associations.

**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.**

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (state/national)
Cement Manufacturing Association	National
Confederation of Indian Industry	National
Global Cement and Concrete Association (GCCA - India)	Global

**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.**



**BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.**

The Company is promoting inclusive growth and equitable development through its emphasis on supplier diversity and local sourcing practices. By actively collaborating with a diverse range of suppliers, including those from under-represented groups, and supporting local businesses, the Company creates equal opportunities for small and minority-owned enterprises. This approach contributes to local economic development and resilience, fostering inclusive growth. Further, the Company actively engages with communities to better understand their needs and priorities and channel its social investments accordingly. The Company works closely with small producers, MSMEs, and the community to achieve its own sustainable growth and empower and strengthen them to achieve their own resilience.



## ESSENTIAL INDICATORS

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

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/ No)	Results communicated in the public domain (Yes/No)	Relevant web-link
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Not applicable

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

Name of the project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Not applicable

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

The Company maintains a structured communication process with community members through periodic meetings. These gatherings serve as a platform to update the community on project progress and gather their valuable feedback on project outcomes. Based on this feedback, appropriate corrective measures are implemented during project execution, or new projects are designed in-line with Company's CSR Framework and undertaken to address any concerns raised by the community. These actions are carried out within the approved budget framework, with the aim of addressing grievances and meeting community expectations.

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

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Directly sourced from MSMEs/small producers	14%	10%
Sourced directly from within the district and neighboring districts	-	-

Note: The Company gives priority to suppliers in local community for sourcing of input material.

## LEADERSHIP INDICATORS

### 1. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Shikshit Bharat	7,905	100
Swasth Bharat	1,200	100
Saksham Bharat	1,395	100
Sangrahit Bharat	12,000	25
Sanrachit Bharat	48,800	24

Note: The Company conducts all its CSR activities under Programme mode. The information has been provided regarding the CSR Programmes.

For more details, please refer to 'For our communities' of the <IR>

**BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.**

The Company is growing with resilience by providing value to consumers in a responsible manner. The Company focuses on quality, sustainability, customer engagement, innovation, and contemporary marketing to meet the evolving needs of its customers while maintaining its position as a trusted partner.

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

Providing excellent customer service is an integral part of the Company's operational philosophy derived from its core value of operational excellence. To ensure that, customer needs are addressed with expertise and personalised assistance, the Company has formed a specialised team comprised of experienced professionals who provide onsite support and demonstrations.

For handling customer complaints, the Company has developed a comprehensive and streamlined process, encompassing all stages, from initial logging to comprehensive investigation, resolution, and closure. There are multiple channels through which customers may register their concerns, provide feedback, or seek assistance, including dealers, employees, the company's website, and the company's contact center. The Company is committed to responding to and resolving each query within 72 hours, ensuring efficient and timely customer service.

The Company is committed to customer satisfaction, which is evident in its formal complaint closure documentation, ensuring that all complaints are resolved to the fullest customer satisfaction. Moreover, the Company has a customer care center that actively solicits feedback from its customers after any transaction, whether it is a product query or a complaint.

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

Environmental and social parameters relevant to the product

Safe and responsible usage

Recycling and/or safe disposal

100%  
of the products conform to all applicable  
statutory parameters.

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

	FY 2022-23 (Current financial year)			FY 2021-22 (Previous financial year)		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
<b>Data privacy</b>						
<b>Advertising</b>						
<b>Cyber security</b>						
<b>Delivery of essential services</b>		Nil			Nil	
<b>Restrictive trade practices</b>						
<b>Unfair trade practices</b>						
<b>Other</b>						



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

	Number	Reasons for 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? (Yes/No) If available, provide a weblink to the policy.

**Yes.** The Company has Cyber Security Policy which also handles the risks related to data privacy. The Policy forms part of its internal documentation.

#### 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 the safety of products/services.

Not applicable

### LEADERSHIP INDICATORS

#### 1. Channels/Platforms where information on products and services of the entity can be accessed (provide weblink, if available).

The Company's products and services can be accessed using these links and details:

- [www.nuvoco.com](http://www.nuvoco.com)
- [www.nuvonirmaan.com](http://www.nuvonirmaan.com)
- Indiamart: Details on RMX MBM & Cement
- Individual Toll-Free numbers for NuvoNirmaan & cement bags to solve/share information with channels and customers

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

The Company diligently monitors the quality of its products to uphold the highest standards. This involves conducting daily tests to verify compliance with approved quality parameters, measuring coefficients of variation at regular intervals (three-day and 28-day), assessing clinker quality, and conducting application-oriented testing of the products. Additionally, the Company conducts random market samples testing, performs mason panel testing, and evaluates the bag quality index to ensure comprehensive quality assurance across its product range.

The Company's products fully adhere to the statutory requirements mandated by the Bureau of Indian Standards ("BIS") and weights and measures regulations. The Company's bags prominently display contact information for customers to report any complaints, observations, or queries they may have. Detailed information about the Company's products, including specifications, scope, usage guidelines, and other relevant details, can be found on the Company's website. The Company also provides test reports for the cement it manufactures and supplies, which can be shared with customers upon request.

The Company has established a NABL-accredited in-house facility - Construction Development & Innovation Centre ("CDIC"), which constantly assesses changing market needs to steer inquiries backed by robust research, enabling us to understand the products and help improve its performance and develop even greater innovations. It also offers third-party external testing services; customers can be assured that the products and solutions provided have passed the highest standards and are valid globally.

To ensure utmost customer satisfaction, the Company maintains a dedicated Business Development & Technical team across all its operational states. These professionals possess extensive knowledge about the Company's products, application techniques, and guidelines. They actively educate consumers on the safe usage and application of the products, providing valuable insights and recommendations throughout the construction processes.



**3. 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)**

The Company is compliant with all the statutory requirements mandated by the Bureau of Indian Standards (BIS) as well as all weights and measures norms. As a statutory compliance, the Company's bags display the contact details for customers to communicate any complaint, observation, and query. Product quality complaints are managed through a customer complaint handling system accessed through a toll-free number, printed on all packs. The test report on the cement supplied is available and produced on demand for the customers. The Company also has a professional Business Development & Technical team across all its operating states that works with customers to address their concerns.

Driven by engaging communication, customer engagement initiatives, superior product quality, and strong technical support for consumers, the Company has consistently tried to retain the trust of its customers. The Company has carried out a brand health study across various states covering both urban and rural markets. The study is conducted by a globally renowned research agency - Kantar, for tracking performance of brands on various metrics across multiple segments (consumers and channel partners). The Company also conducts an in-house satisfaction study for its supplier partners and B2B customers. These studies are carried out to better understand its target viz; customers, dealers, retailers, individual house builders, suppliers and customers and identify areas in which the Company can further increase their engagement and positive disposition towards it. The Company continuously refines its customer strategy based on insights from surveys, market feedback and research reports.

**4. 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



For more details, please refer to '**Driven by Customers Guided by Excellence**' of the <IR>