

ELECTROSTEEL CASTINGS LIMITED

H.O. : G.K. Tower, 19, Camac Street, Kolkata 700 017, India
Regd. Office : Rathod Colony, Rajgangpur, Sundergarh, Odisha 770 017
Tel : +91 33-2283 9900, 7103 4400
CIN : L27310OR1955PLC000310
Web : www.electrosteelcastings.com



16 August, 2022

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai – 400 001

National Stock Exchange of India Limited

Exchange Plaza,
Bandra Kurla Complex,
Bandra (E),
Mumbai – 400 051

Scrip Code: 500128

Symbol: ELECTCAST

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report- Financial Year 2021-22
(ISIN INE086A01029)

In compliance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed the Business Responsibility and Sustainability Report for the Financial Year 2021-22, submitted on a voluntary basis.

This is for your information and records.

Kindly acknowledge receipt.

Thanking you,

Yours faithfully,

For Electrosteel Castings Limited

Indranil Mitra
Company Secretary

Follow the Electrosteel Group on



Annexure – 7

Business Responsibility & Sustainability Report

for the year ended 31 March, 2022

Section A: General Information about the Company

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L27310OR1955PLC000310
2.	Name of the Company	Electrosteel Castings Limited
3.	Year of incorporation	1955
4.	Registered address	Rathod Colony, Rajgangpur, Sundergarh, Odisha 770 017
5.	Corporate address	G. K. Tower, 19, Camac Street, Kolkata – 700017
6.	E-mail ID	companysecretary@electrosteel.com
7.	Telephone	+91 33 2283 9990
8.	Website	www.electrosteel.com
9.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited
10.	Paid-up Capital	594605247
11.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ashutosh Agarwal (Whole Time Director & CFO) 033-22839990/71034400 ashutosh@electrosteel.com
12.	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
13.	Financial Year reported	2021-22

II. Products/services

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

14.	S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
		Manufacturing	Metal and Metal Products	77.76

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

15.	S. No.	Product/Service	NIC Code	% of total Turnover contributed
	1.	Ductile Iron Pipes	24311	70.51
	2.	Cast Iron Pipes	24311	2.33
	3.	Ductile Iron Fittings	24311	4.93



Business Responsibility & Sustainability Report (Contd.)

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	5	10	15
International	NIL	18	18

17. Markets served by the entity: The Company's products have national as well as global presence.

a) Number of locations

Locations	Number
National (No. of States)	The Company's products have national as well as global presence.
International (No. of Countries)	The Company's products have national as well as global presence.

b) What is the contribution of exports as a percentage of the total turnover of the entity? 23.37%

c) A brief on types of customers

CUSTOMER PROFILE

	Type of customer	Approximate percentage
1.	Direct State Govt. departments like PHED/Water supply	20%
2.	Direct Central Govt departments like MES/Railways etc.	5%
3.	Govt./ Semi Govt. City Water supply / Sewerage boards (like KMDA)	10%
4.	City/Town municipalities/or Municipal corporations	5%
5.	Private small local contractors who work for Govt. Semi Govt. agencies	10%
6.	Big Turn-key contractors like L&T, Megha, NCC etc.	50%

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)	1300	1281	98.54%	19	1.46%
2.	Other than Permanent (E)	19	19	100%	NIL	NIL
3.	Total employees (D + E)	1319	1300	98.55%	19	1.45%
WORKERS						
4.	Permanent (F)	1580	1580	100.00	0	0
5.	Other than Permanent (G)	10693	10692	100.00	1	0.00
6.	Total workers (F + G)	12273	12272	100.00	1	0.00

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)	3	3	100	0	0
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total employees (D + E)	3	3	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5.	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6.	Total workers (F + G)	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	18	4	22.22%
Key Management Personnel	6	3	50%

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

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.25%	25%	16.72%	11.66%	7.14%	11.66%	6.58%	16.66%	6.82%
Permanent Workers	4.36%	0	4.36%	2.63%	0	2.63%	2.55%	0	2.55%

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.	Electrosteel Europe S.A.	Subsidiary	100%	No
2.	Electrosteel Algeria Spa	Subsidiary	100%	No
3.	Electrosteel Castings (UK) Limited	Subsidiary	100%	No
4.	Electrosteel USA, LLC	Subsidiary	100%	No
5.	Waterfab LLC	Subsidiary of Electrosteel USA, LLC	100%	No

**Business Responsibility & Sustainability Report** (Contd.)

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)
6.	Electrosteel Trading, S.A.	Subsidiary	100%	No
7.	Electrosteel Doha for Trading LLC	Subsidiary	49%	No
8.	Electrosteel Castings Gulf FZE	Subsidiary	100%	No
9.	Electrosteel Brasil Ltda Tubos e Conexoes Duteis	Subsidiary	100%	No
10.	Electrosteel Bahrain Holding W.L.L	Subsidiary	100%	No
11.	Electrosteel Bahrain Trading W.L.L	Subsidiary of Electrosteel Bahrain Holding W.L.L	100%	No
12.	North Dhadhu Mining Company Private Limited	Joint Venture	48.98%	No
13.	Domco Private Limited	Joint Venture	50%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - **Yes**
(ii) Turnover (in Rs.) : 501482.77 Lakhs
(iii) Net worth (in Rs.) : 398742.77 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22 Current Financial Year			FY 2020 -21 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	0	0	0	Nil	0	0	Nil
Investors (other than shareholders)	NA	NA	NA	Nil	NA	NA	Nil
Shareholders	Yes As per SEBI LODR Regulations	17	0	Nil	11	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22 Current Financial Year			FY 2020 -21 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
Customers	Customer complaint is handled as per the documented procedure PCC-01 in accordance with clause 8.2.1 of ISO 9001:2015.	7	0	Nil	11	0	Nil
Value Chain Partners	0	0	0	Nil	0	0	0
Other (please specify)	NA	NA	NA	Nil	NA	NA	NA

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Economic Performance	Risk		The Company has taken various steps including backward integration which comprises brownfield expansions, e.g., Sinter Plant, Sponge Iron Plant, Coke Oven Plant, Power Plant from waste heat recovery, Ferro Silicon Plant, upgrading and expanding manufacturing capacities, exploring alternate source for procurement of critical raw material in case of delay in mining planned earlier, managing resources to meet financial obligation, and increasing efforts on research and development. In addition, cost control measures are on an ongoing process.	The Company is in process of analysing and calculating the Financial implications of the identified risks or opportunities

**Business Responsibility & Sustainability Report** (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Competition	Risk and Opportunity	Ductile Iron (DI) Pipe Industry is a technology intensive industry. Staying in tune with customers' need is vital to the sustainability of any company; the same can be safely said about the competition. With the entry of new players and the inevitable competition from other alternative industries, the Company constantly analyses the competitors from both marketing and strategic point through the assessment of strength/weakness of each competitor, which helps to identify the opportunities and threats.	The Company continues to focus on increasing its market share and taking marketing initiatives that help customers in taking informed decisions. The quality improvement, global presence through its subsidiaries, and product enhancement efforts have established the brand image of the product as the most preferred brand with the customers. With the thrust given by Government of India on water and water related projects and due to the anticipated growth in water requirement in India, the demand of DI Pipes is expected to grow substantially in the next few years and the Company is confident of retaining its market share	The Company is in process of analysing and calculating the Financial implications of the identified risks or opportunities
3	Labour Management	Risk		The Company continues to pay sincere attention on people development by evolving a continuous learning human resource base to help them in improving their potential and fulfilling their aspiration. It is essential to have employees engagement in various spheres to create a congenial, conducive and healthy work culture. In the process, the Company gives utmost priority to community services, sports, education and medical services to the employees as well as the locality. The Company undertakes development program to enhance the competency of the employees by imparting required training to make them multiskilled, thereby increasing the job opportunity and scope for redeployment.	The Company is in process of analysing and calculating the Financial implications of the identified risks or opportunities

Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.electrosteel.com/investor/code_of_conduct_and_policies.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	N	N	N	N	N	N	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N	N	N	N	N	N	N	N	N
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)									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sunil Katial, Chief Executive Officer and Whole-time 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.	Response to this question is the same as to question no. 8								
10. Details of Review of NGRBCs by the Company:	Attached as Annexure A								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company carries out external and internal audits from time to time in accordance with the regulatory and statutory requirement. However, specific independent audit on the NGRBC principles has not yet been carried out.									

Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.



Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors / Key Managerial Personnel	During this financial year, the Board of Directors and KMPs were familiarized on topics like ESG, Human Rights, Ethical business conduct through various awareness programmes as and when required.		100%
Employees other than BoD and KMPs	55 Covid 19 (2 nd Wave) Refresher Training Program	16 topics + Covid 19 (2 nd Wave) Refresher Training Program, Covid-19 Awareness & SOP, Welfare under factories Act - Chapter V, Electrical Safety & Energy Conservation, 7QC Tools, EMS Hydraulic Basic. Fire Fighting & Rescue, First Aid, Fire Prevention & Protection, Critical Equipment Operations, Safe Handling of Gas Cylinders	100%
Workers	4864	Covid-19 Awareness & SOP, Welfare under factories Act-Chapter V, Electrical Safety & Energy Conservation, 7QC Tools, EMS Hydraulic Basic. Fire Fighting & Rescue, First Aid, Fire Prevention & Protection, Critical Equipment Operations, Safe Handling of Gas Cylinders, QMS, EMS & Safety Awareness	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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been
Penalty/ Fine	NIL				
Settlement					
Compounding fee					

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

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

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

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

The Business Responsibility Policy as approved by the Board of Directors of the Company prohibit inducements and require compliance with the anti-corruption and anti-bribery laws. Copy of the Business Responsibility Policy is available on the website of the Company in the link <https://www.electrosteel.com/admin/pdf/1608017904business-responsibility-policy.pdf>

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

	FY 2021-22	FY 2020-21
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
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: **NA**

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year: None

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL



Business Responsibility & Sustainability Report (Contd.)

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 Company has adopted the Code of Conduct, which is applicable to the Board Members and Senior Management explaining the circumstances to avoid that may likely lead to conflict of interest. For more details please refer to the link: https://www.electrosteel.com/investor/code_of_conduct_and_policies.php

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.04%	0.03%	Nil
Capex	0.73%	0.51%	Nil

2. a. Does the entity have procedures in place for sustainable sourcing? **Yes**
 b. If yes, what percentage of inputs were sourced sustainably? **90%**
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 : **Not Applicable**
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same : **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? **No**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same : Not applicable

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

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

Name of Product / Service	Recycled or re-used input material to total material	
	FY 2021-22	FY 2020-21
	Nil	Nil

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: (SWPL)

	FY 2021-22			FY 2020-21		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						2 MT
E-waste			0.80 MT			0.90 MT
Hazardous waste						
a) Zinc Dust			550.7 MT			392.46 MT
b) Waste/Used Oil	9.013 KL		5.84 KL	1.783 KL		
c) Lead Acid batteries			309 Nos			78 Nos
Other waste						
Sinter return		77111 MT			63151 MT	
BF Slag		47501 MT			39680 MT	
Magnesium Oxide		50 MT			38.6 MT	

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Nil

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	1391	1199	86.20%	1391	100%	0	0	0	0	0	0
Female	23	23	100%	23	100%	0	0	0	0	0	0
Total	1414	1222	86.42%	1414	100%	0	0	0	0	0	0
Other than Permanent employees											
Male	26	26	100%	26	100%	0	0	0	0	0	0
Female	0	0	100%	0	0	0	0	0	0	0	0
Total	26	26	100%	26	100%	0	0	0	0	0	0



Business Responsibility & Sustainability Report (Contd.)

1. 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 employees											
Male	1579	1336	84.61%	1515	95.95%		0		0		0
Female	0	0	0	0	0		0		0		0
Total	1579	1336	84.61%	1515	95.95%		0		0		0
Other than Permanent employees											
Male	9430	5720	60.66%	7889	83.66%		0		0		
Female	0	0	0	0	0		0		0		
Total	9430	5720	60.66%	7889	83.66%		0		0		

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

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify						

3. Accessibility of workplaces

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

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

The company provides opportunity for physically challenged persons and has in place a Social Accountability Policy in the following link https://www.electrosteel.com/admin/pdf/1608019883Social_Accountability_Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Initiatives like Meet your COO; Meeting COO with prior appointment;
Other than Permanent Workers	
Permanent Employees	Representing issues through Division heads, HOD AND HR department
Other than Permanent Employees	NIL

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

Category	FY 2021-22			FY 2020-21		
	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	0	0	0	0	0	0
- Male	0	0	0	0	0	0
- Female	0	0	0	0	0	0
Total Permanent Workers	1588	1588	100%	1583	1583	100%
- Male	1588	1588	100%	1583	1583	100%
- Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2021-22					FY 2020-21				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1164	1164	100%	823	70.70%	1208	1208	100%	488	40.40%
Female	16	13	81%	1	6.25	18	15	83.33%	0	0
Total	1180	1177	99.75%	824	69.83%	1226	1223	99.76%	488	40.40%
Workers										
Male	7275	2201	30.25%	3083	42.37%	7049	2184	30.99%	2170	30.79%
Female	0	0	0	0	0	0	0	0	0	0
Total	7275	2201	30.25%	3083	42.37%	7049	2184	30.99%	2170	30.79%

**Business Responsibility & Sustainability Report** (Contd.)

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	583	159	27.27%	1322	825	62.41%
Female	7	0	0	21	12	57.14%
Total	590	159	26.95%	1343	837	62.32%
Workers						
Male	5147	621	12.06%	5033	467	9.27%
Female	0	0	0	0	0	0
Total	5147	621	12.06%	5033	467	9.27%

10. Health and safety management system:

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

Yes – All the employees working in the plant including contract workmen are covered under this system as per ISO 45001:2018 & SA 8001:2014.

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

Hazard Identification & Risk Assessment (HIRA).

In addition to this the company is also following the Safety Observations tool.

- c) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **Yes**

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.7	0
	Workers	10.28	7.76
Total injury recordable	Employees	02	0
	Workers	25	24
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	0	0

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

1.	Conducting Tools box	19.	Weekly safety meetings with middle management
2.	Safety induction	20.	Monthly Review meeting on safety with top management.
3.	Safety Trainings	21.	PPE
4.	Safety Committee Meeting	22.	Display of sign boards like slogans, Dos & Don'ts, Posters, SOPS
5.	Safety Promotional Activities like Road safety week, NSW, FSW	23.	Emergency equipments
6.	Safety Team Building with Divisional Safety officers -8, Safety leaders -40	24.	Accident investigation, root cause analysis & corrective action implementation all around the plant
7.	Fire extinguishers & Fire buckets	25.	Safety Inspections
8.	Smoke & fire detection systems	26.	Issuing Safety Booklets & leaf lets
9.	Manual emergency siren	27.	Legal compliance related safety
10.	Following check list for portable equipments	28.	Provided CO & O2 detectors
11.	Provided Fire hydrant system	29.	Contract safety management
12.	Fire Tanker for fire fighting	30.	Penalty system for safety vacillations as per company policy
13.	Work permit system	31.	LOTO
14.	Method Statement	32.	Work Zone Monitoring
15.	Safety Observation system by Executives	33.	Plant Safety Inspection
16.	Night duty officers for safety observations	34.	External Audit
17.	24 Hrs safety members are available	35.	Internal Audit
18.	Safety Internal audit		

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

	FY 2021-22			FY 2020-21		
	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	11	2	Nil	10	0	Nil
Health & Safety	14	4	Nil	11	3	Nil

13. Assessments for the year:

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



Business Responsibility & Sustainability Report (Contd.)

14. 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.

1.	Providing Proxy sensor to the Tipper while lifting the body for unloading, it will alarm to the driver in cabin- Under Progress
2.	Damaged roof sheets to be closed on shed at cold zone and Hot zone in Dip section - Under Progress
3.	Ensure Vehicle not to park on road side in all divisions -Taken decision to shift PGI, Now it in in progress
4.	Counter weight Limit switch to be provided to all the cranes even if sequence changed limits to act in DIP division -Work in Progress

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, ESIC / Group Insurance

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners: Statutory compliance check list relating to all the Departments will be periodically reviewed by the concerned Departments and timely remittance is ensured.

Not Applicable for OH&S Department

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

	Total no. of affected employees/workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	0	0	0	0
Workers	1	1	1	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? **(Yes/ No) No**

Yes. The Company encourage its employees through a broad range of initiatives directed towards their holistic growth. It believes in continuous learning and keeping abreast of the latest technologies and processes.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%
Health and safety practices	50% of major value chain partners
Working Conditions	50% of major value chain partners

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:

1.	Water Points required at identified places - Rectified
2.	Drainage problem at PCM area - Rectified
3.	There Is no sitting provision at Main gate for Transport drivers - Under Progress
4.	There Is no Toilet and washing point at Main gate for Transport drivers -Under Progress
5.	Fumes extraction system for quenching system - Under Progress
6.	Dedusting system for AF-03, socket cleaning area - Yet to implement
7.	Heat resistant suit for Owken workmen working at Over Area - Yet to procure
8.	Sufficient toilets for workmen at COP- CPP area -under Progress
9.	Ensuring use of personal protective equipment by them.

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
The Company has mapped its internal and external stakeholders.
- 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
Customers	No	Letters, emails, website of the Company and stock exchanges, newspaper advertisements, meetings	Ongoing basis – as and when required	Business related matters
Shareholders	No	As needed: Press releases email advisories; facility visits; in-person meetings; investor conferences; conference calls	<p>Quarterly: Financial statements in IndAS and IFRS; earnings call; exchange notifications; press conferences</p> <p>• Half Yearly: CEO message on half-yearly financial performance and summary of significant events</p> <p>• Continuous: Investors page on the ECL website</p> <p>• Annual: Annual General Meeting; Annual report</p>	<ul style="list-style-type: none"> • Educating the investor community about ECL integrated value creation model and business strategy for the long term • Helping investors voice their concerns regarding company policies, reporting, strategy, etc. • Understanding shareholder expectations
Employees	No	Letters, emails, website of the Company, pamphlets, intranet, notice board	Ongoing basis – as and when required	<ul style="list-style-type: none"> • Human resource policies and rules • Career management and growth prospects • Work culture, health and safety matters



Business Responsibility & Sustainability Report (Contd.)

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.

There is no formal direct consultation process between various stakeholders and the Board. The senior management of the Company maintains a constant and proactive engagement with the stakeholders on various matters including economic, environmental and social matters.

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.

No

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

Not applicable

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 2021-22			FY 2020-21		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	619	619	100%	32	32	100%
Other than permanent	0	0	0	0	0	0
Total Employees	619	619	100%	32	32	100%
Workers						
Permanent	662	269	40.63%	673	362	53.79%
Other than permanent	4069	81	1.99%	3923	124	3.16%
Total Workers	4731	350	7.39%	4596	486	10.57%

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

Category	FY 2021-22					FY 2020-21				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	565	0	0	555	98.23%	539	0	0	539	100%
Female	6	0	0	6	100%	6	0	0	6	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	1483	0	0	1483	100%	1476	0	0	1476	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	4069	195	4.79%	3874	95.20%	3923	194	4.95%	3729	95.05%
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	14	1739783	4	1574783
Key Managerial Personnel	3	3844106	3	2093757
Employees other than BoD and KMP	1351	511152	14	476492
Workers	1590	324216	-	-

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

The employees can raise their concerns related to human rights issues with the HR function.

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

For any grievances on human rights issues, the employees can reach out to Human Resources team. The grievances are duly addressed and corrective measures deemed fit are taken.

**Business Responsibility & Sustainability Report** (Contd.)

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

	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

The Company has in place an appropriate Policy on Prevention of Sexual Harassment of Women at Workplace in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to prevent sexual harassment of its employees. The Company has also put in place a robust Grievance Redressal process for investigation of employee concerns

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)
Child labour	The Company follows the laws, as applicable. Although no assessment was done by the Company, no complaints were received.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Leadership Indicators

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

There were no human right issue during the year and no business process being modified/introduce to this.

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

Nil

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, all premises and offices are accessible to differently abled visitors.

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	NIL
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not applicable

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

Essential Indicators

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

Parameter	FY 2021-22	FY 2020-21
Total electricity consumption (A)	1697.56 TJ	1746.98 TJ
Total fuel consumption (B)	2162.98 TJ	1864.78 TJ
Energy consumption through other sources (C)	0.064 TJ	0.059 TJ
Total energy consumption (A+B+C)	3860.604 TJ	3611.819 TJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

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.

Yes. However the process for achievement of targets set under the PAT Scheme is being carried out.

**Business Responsibility & Sustainability Report** (Contd.)

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

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	1303660 KL	1196209 KL
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others SEWAGE WATER	1139264 KL	875482 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2442924 KL	2071691 KL
Total volume of water consumption (in kilolitres)	971053 KL	1392770 KL
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation : **No**
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	mg /Nm ³	115.53	121.16
SOx	mg /Nm ³	118.76	114.30
Particulate matter (PM)	mg /Nm ³	54.37	53.73
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency : **Monitoring is carried out quarterly by WBPCB APPROVED AGENCY (M/S Envirocheck)**

SWPL unit have appointed 3rd party external agency **M/s Care Labs** (MOEF& CC authorized and NABL accredited) for quarterly monitoring.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:
Not Applicable

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
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)	<i>Metric tonnes of CO₂ equivalent</i>	N.A.	N.A.
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)	<i>Metric tonnes of CO₂ equivalent</i>	N.A.	N.A.
Total Scope 1 and Scope 2 emissions per rupee of turnover		N.A.	N.A.
Total Scope 1 and Scope 2 emission intensity (<i>optional</i>) – the relevant metric may be selected by the entity		N.A.	N.A.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Yes, Installation of solar panel, BF gas boiler, Use of BF gas as a clean fuel.
8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2021-22	FY 2020-21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	–	2
E-waste (B)	1.3	2.4
Bio-medical waste (C)	0.1129	0.1016
Construction and demolition waste (D)	–	–
Battery waste (E)	0.75	0.50
Radioactive waste (F)	Nil	Nil

Other Hazardous waste. Please specify, if any. (G)	Zn Dust - 520 Spent Oil – 13 Waste Oil – 1 ETP Sludge – 34 Used asbestos- 3 Flue Dust- 0.1 Waste paint- 3 Discarded container-8	Zn Dust -550 Spent Oil -10 Waste Oil -0.5 ETP Sludge – 35 Used asbestos- 2 Flue Dust- 0.1 Discarded container-8
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Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Granulated Slag-115380 Cement Slurry - 8950 Coke Fines-6130 Iron ore Fines-40000 GCP Sludge-7200 Metal Scrap-15450 Ladle Slag- 3000	Granulated Slag-98000 Cement Slurry -6200 Coke Fines-4900 Iron ore Fines-22500 GCP Sludge-6300 Metal Scrap-14000 Ladle Slag-2600
Total (A + B + C + D + E + F + G + H)	196694.26	155110.60
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	57942	39297
(ii) Re-used		
(iii) Other recovery operations		
Total	57942	39297
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling		
(iii) Other disposal operations	580*	605*
Total		

*Disposed to authorized reprocessor

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency; **West Bengal Pollution Control Board/CPCB**

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.

For Hazardous wastes it is disposed to authorized reprocessor of WBPCB. For Non Hazardous wastes it is stored in designated places and some of the wastes recycled or reused in the process and rest sold or disposed to outside agency.

Operation Control Procedures(OCP) and legal directives are followed to reduce usage of Hazardous and toxic chemicals in products and process.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: **Not Applicable**

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

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable

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

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: **No non-compliances reported as per the applicable laws stated above.**

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Nil	Nil	Nil	Nil

Leadership Indicators

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

Parameter	FY 2021-22	FY 2020-21
From renewable sources		
Total electricity consumption (A)	64 GJ	59 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	64 GJ	59 GJ
From non-renewable sources		
Total electricity consumption (D)	1697.56 TJ	1746.98 TJ
Total fuel consumption (E)	2162.98 TJ	1864.78 TJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	3860.54 TJ	3611.76 TJ

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

No

**Business Responsibility & Sustainability Report** (Contd.)

2. Provide the following details related to water discharged:

Parameter	FY 2021-22	FY 2020-21
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NIL	NIL;
- No treatment		
- With treatment – please specify level of treatment	108620.0 KL	106249.0 KL
(ii) To Groundwater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	108620.0 KL	106249.0 KL

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

Yes. WBPCB approved external agency M/s. Envirocheck, Kolkata

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format

Parameter	FY 2021-22	FY 2020-21
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water		
(ii) Groundwater	–	–
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others((Sewage water)	–	–
Total volume of water withdrawal (in kilolitres)	–	–
Total volume of water consumption (in kilolitres)	–	–
Water intensity per rupee of turnover (Water consumed/turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NIL	NIL;
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	NIL	NIL

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

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:
Not applicable

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs)	<i>Metric tonnes of CO₂ equivalent</i>	N.A.	N.A.
Total Scope 3 emissions per rupee of turnover		N.A.	N.A.
Total Scope 3 emission intensity <i>(optional)</i> – the relevant metric may be selected by the entity		N.A.	N.A.

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

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



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

Sr. No	Initiative undertaken	Details of the initiative (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
1	LDO Consumption reduction	Replacing existing oil burners with dual fuel burners in DIW Main annealing Furnace and replacing LDO with Blast Furnace Gas (a process By-product) as fuel	LDO Consumption has been reduced by 4 KL/Day

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
No
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 : Not Applicable

PRINCIPLE 7 : Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations : 3 (Three)
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Engineering Export Promotion Council	National
3	Indian Chamber of Commerce, Kolkata	National

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

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

Leadership Indicators

1. Details of public policy positions advocated by the entity: Not applicable

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available

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

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

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

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

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

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

The company has systems in place to receive and redress grievances of various stakeholder groups. The stakeholders can register their grievances through various modes as listed in the website. The Company has a mechanism in place to monitor the implementation of the CSR projects and the concerns of the beneficiary community.

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

	FY Current Financial Year(21-22)		FY Previous Financial year (20-21)	
	MSME	SMALL PRODUCER	MSME	SMALL PRODUCER
Directly sourced from MSMEs/ small producers	0.71%	1.86%	0.69%	1.37%
	Within District	Neighboring District	Within District	Neighboring District
Sourced directly from within the district and neighbouring districts	6.18%	25.91%	3.06%	26.49%

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.

Details of negative social impact identified	Corrective action taken

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



Business Responsibility & Sustainability Report (Contd.)

Please refer to the Annexure 4 relating to Annual Report on CSR

S.No.	State	Aspirational District	Amount spent (In INR)
			NIL

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- (b) From which marginalized /vulnerable groups do you procure? Not applicable
- (c) What percentage of total procurement (by value) does it constitute? Not applicable

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:

NIL

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

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

Name of authority	Brief of the Case	Corrective action taken

6. Details of beneficiaries of CSR Projects:

Please refer to the Annexure 4 relating to Annual Report on CSR

S.No.	CSR Project	No. of persons benefitted	% of beneficiaries from vulnerable and marginalized groups

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

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback:** Customer complaint is received vide verbal or electronic communication by the concerned subsidiary or sales or territory in-charge. Depending upon the nature and severity of the complaint, they solve the issue or forward it to the technical team. Technical team analyses the problem to probe in to the root cause and proposes correction and corrective action accordingly. After receiving the satisfactory customer feedback the complaint is considered as closed.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Our products are made predominantly of iron and cement that are environmentally safe. They are used mainly for transmission of drinking water that is essential for life, hence they have a deep social impact.
Safe and responsible usage	100% Note: Our product does not have any hazardous aspect. It is fully safe while recommended conditions of use are maintained.
Recycling and/or safe disposal	75%. Our product contains lining and coating materials (like cement mortar and paint) which is about 25% by weight. Rest is ductile iron which can be re-melt and reused.

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

	FY 2021-22		Remarks	FY 2020-21		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	
Forced recalls	0	

5. Does the entity have a framework/policy on cyber security and risks related to data privacy: **Yes, we have a framework/policy on cyber security and risk in place.**

Web Link: <https://s3-ap-south-1.amazonaws.com/empwin-live-new/documents/1653562039.PDF>

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



Business Responsibility & Sustainability Report (Contd.)

The following Cyber Security & Data Privacy measures are implemented at Electrosteel.

- 1) Implementation of Perimeter Security (Firewall) in between external network (Internet) & internal corporate network (LAN)
- 2) Implementation of End Point Security Protection (Anti-Virus) for each & every Server & Workstation connected to corporate LAN
- 3) Blocking of USB Ports for end user's workstation (End Point DLP)
- 4) Web Filtering & Application Control
- 5) Active Directory & Domain Authentication for all Electrosteel Users
- 6) O365 Corporate Email Service with Multi Factor Authentication (MFA)
- 7) Implementation of Cloud Email Security to protect Electrosteel Users & Computers from Ransomware, Phishing Attacks, Business Email Compromise (BEC), Advanced Persistent Threats (APT) and Spam Protection.
- 8) Restriction on Cloud Data Storage Access & Public Email Service for personal use.
- 9) Secure Remote Access (SSL VPN) with Multi Factor Authentication (MFA)
- 10) Implementation of Security Patch Updates Software for Servers & Workstations.
- 11) Enforcement of IT Security Policies throughout the Organization.
- 12) Cyber Security Awareness Program & Email Circulation (Dos & Don'ts) on Cyber Security for End Users.

** As on date, no penalty / action taken by regulatory authorities on safety of products / Services

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available) : www.electrosteel.com
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:
 - We provide Technical data sheet (TDS), Standard operating procedure (SOPs) , user's guide, Brochures, video related to safe handling, installation etc.
 - Information related to safe and responsible use of products are also available @our official website (www.electrosteel.com).
 - We also impart training to the customers.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Not applicable
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. 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) : Not applicable
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact : The number of instances of data breaches along-with impact is "Zero".
 - b. Percentage of data breaches involving personally identifiable information of customer : The Percentage is 0%.

Annexure A

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																		
	<table border="1"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9	<table border="1"> <tr> <td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td> </tr> </table>	P1	P2	P3	P4	P5	P6	P7	P8	P9
P1	P2	P3	P4	P5	P6	P7	P8	P9												
P1	P2	P3	P4	P5	P6	P7	P8	P9												
Performance against above policies and follow up action	As a practice, BR policies of the Company are reviewed periodically or on a need basis by department heads, business heads and Executive Directors.																			
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Statutory compliance certificate on applicable laws is provided by the CEO & Company Secretary to the Board of Directors	Quarterly																		