

## मॉयल लिमिटेड

(भारत सरकार का उपक्रम)

मॉयल भवन, 1ए काटोल रोड, नागपुर - 440 013

☎ : 0712-2806100, 2806182/216

ई मेल : [compliance@moil.nic.in](mailto:compliance@moil.nic.in)

वेबसाइट: [www.moil.nic.in](http://www.moil.nic.in) टेलीफेक्स: 0712-2591661

सी.आय.एन नं.: L99999MH1962GOI012398



## MOIL LIMITED

(A Government of India Enterprise)

MOIL Bhavan, 1A, Katol Road, Nagpur - 440 013

☎ : 0712-2806100, 2806182/216

E-Mail : [compliance@moil.nic.in](mailto:compliance@moil.nic.in)

Website: [www.moil.nic.in](http://www.moil.nic.in) Telefax: 0712-2591661

CIN No: L99999MH1962GOI012398

CS/NSE-BSE/2024-25/ 133

Date: 17.08.2024

To,  
The G.M. (Listing)  
National Stock Exchange of India Ltd.  
Exchange Plaza, Plot No.C-1, G Block,  
Bandra Kurla Complex, Bandra (East)  
Mumbai – 400053

To,  
Listing Department  
BSE Limited,  
Phiroze Jeejeebhoy Towers  
Dalal Street,  
Mumbai – 400001

**Sub: Submission of Business Responsibility and Sustainability Reporting (BRSR) for the Financial Year ended March 31, 2024.**

Dear Sir/Madam,

Please find attached herewith Business Responsibility and Sustainability Report as per the regulation 34(2)(f) of SEBI (LODR) Regulations 2015.

Thanking you,

Yours faithfully/भवदीय

For MOIL Limited/ कृते मॉयल लिमिटेड

Neeraj Dutt Pandey/

(नीरज दत्त पाण्डेय)

(Company Secretary & Compliance Officer)/

(कम्पनी सचिव सह अनुपालन अधिकारी)

## Annexure-V

# Business Responsibility and Sustainability Report for 2023-24



### A step towards ESG Alignment

In recent times, there has been a notable trend in the business realm towards adopting environmental, social, and governance (ESG) principles. ESG embodies a framework urging companies to evaluate their environmental impact, stakeholder relations, and overall governance and ethical standards. This heightened awareness has prompted MOIL to take tangible actions towards integrating ESG strategies. We are now prioritizing sustainable initiatives such as minimizing carbon footprints, adopting renewable energy sources, and optimizing resource consumption. Moreover, we are increasingly dedicated to cultivating inclusive and diverse workplaces, ensuring equitable labour practices, and fostering community engagement. Furthermore, we are enhancing governance structures with transparent reporting and accountability mechanisms. These endeavours towards ESG signify a broader acknowledgment of the intertwined nature of business prosperity and environmental and social welfare.



MOIL is one of the public sector enterprises in the country known for its continuous excellent performance. The Company has been getting national / regional recognition for its good work in various spheres of activities. The following are some of the recognitions received by the company in 2023-24:

- 5 Star rating for Gumgaon mine by Ministry of Mines for best practices and sustainable mine management for the year 2021-22.
- Nine mines of MOIL bagged awards in different categories during 32<sup>nd</sup> Mines Environment & Mineral Conservation (MEMC) week organized by Indian Bureau of Mines,
- The Ministry of Labour & Employment, DGMS awarded National Safety Awards (Mines) for 2021 to the Balaghat, Tirodi, Sitapatore, and Chikla mines.
- MOIL's AVIGHNA QC, Balaghat mine, PARAKH QC & Tirodi mine won Super gold awards in case study presentations and multiple accolades in the 34<sup>th</sup> Chapter Level Convention CCQC -2023 at Nagpur.
- Runner up trophy at the 52<sup>nd</sup> All India Mines Rescue Competition 2023, Telangana.
- Second highest GST payer award for Nagpur Region in FY 2022-23 by State GST Department, Nagpur.
- Best in Diversity & Inclusion management award from Top Rankers Management at New Delhi.
- Best Strategic Central PSE Award -Manganese Ore Mining Award at the 6<sup>th</sup> IPSE Awards 2024, New Delhi.
- Two awards for MOIL Bharti magazine and Best implementation of Hindi official language from Vishwa Hindi Parishad, New Delhi.
- PRCI Awards 2023 in 4 different categories at the 17<sup>th</sup> Global Communication Conclave, PRCI Awards 2023.
- Exploration & Extraction Innovation, HR Excellence, CMD Leadership, HR & CSR Leadership award conferred by Governance Now at 10<sup>th</sup> PSU Awards.
- CSR Leadership Award from Governance Now at the 10<sup>th</sup> PSU Awards.



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## Section A

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## Section A

### General Disclosures

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1962GOI012398						
2.	Name of the Listed Entity	MOIL Limited						
3.	Year of incorporation	1962						
4.	Registered office address	1-A, Katol Road, Nagpur, Maharashtra, 440013, India						
5.	Corporate address	1-A, Katol Road, Nagpur, Maharashtra, 440013, India						
6.	E-mail	<a href="mailto:compliance@moil.nic.in">compliance@moil.nic.in</a>						
7.	Telephone	0712-2806182						
8.	Website	<a href="http://www.moil.nic.in">www.moil.nic.in</a>						
9.	Financial year for which reporting is being done	2023-2024						
10.	Name of the Stock Exchange(s) where shares are listed	<table><tr><th>Name of the Exchange</th><th>Stock Code</th></tr><tr><td>Bombay Stock Exchange</td><td>533286</td></tr><tr><td>National Stock Exchange</td><td>MOIL</td></tr></table>	Name of the Exchange	Stock Code	Bombay Stock Exchange	533286	National Stock Exchange	MOIL
Name of the Exchange	Stock Code							
Bombay Stock Exchange	533286							
National Stock Exchange	MOIL							
11.	Paid-up Capital	203,48,52,110						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	VR Parida, Jt.GM(Mines) Env. & Tech. <a href="mailto:vrparida@moil.nic.in">vrparida@moil.nic.in</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).	The disclosures made under this report are made on a standalone basis for MOIL.						
14.	Name of assurance provider	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.						
15.	Type of assurance obtained	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.						

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Mining	Mining of Manganese Ore	93.80
2.	Manufacturing	Manufacturing of Ferro Manganese, Electrolytic Manganese Dioxide	5.72
3.	Power Generation	Wind Power Turbine Generator	0.48

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manganese Ore	7293	93.80
2.	Electrolytic Manganese Dioxide	24209	1.35
3.	Ferro Manganese	24104	4.37
4.	Electricity Units	35106	0.48





### III. Operations

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

Location	Number of plants*	Number of offices	Total
National	12	2	14
International		NIL	

\*The company has total 10 mines and 2 Plants.

#### 19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	NA

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

Nil. The company does not export its products.

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

As a prominent manganese ore mining Company, MOIL plays a vital role in providing top-notch manganese ore, a crucial ingredient in steel and ferroalloy manufacturing. MOIL serves primarily steel companies, processors, and ferroalloy producers involved in ferroalloy production. MOIL stands out as the sole producer of Electrolytic Manganese Dioxide in India, fulfilling the needs of pharmaceuticals, batteries, and chemical sectors. Steel companies depend on MOIL's consistent and dependable manganese ore supply to improve the strength, durability, and corrosion resistance of their steel products. Ferroalloy producers benefit from MOIL's high-quality manganese ore to create essential ferroalloys, vital for enhancing steel properties. Furthermore, processors engaged in value addition to MOIL's offerings cater to the rising demand for specialized alloys in diverse sectors like automotive, construction, and infrastructure.

### IV. Employees

#### 20. 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)	2090	1972	94.35	118	5.65
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total employees (D + E)	2090	1972	94.35	118	5.65
WORKERS						
4.	Permanent (F)	3390	2685	79.20	705	20.80
5.	Other than Permanent (G)	4726	4071	86.14	655	13.86
6.	Total workers (F + G)	8116	6756	83.24	1360	16.76

##### 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)	17	11	64.70	6	35.30
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	17	11	64.70	6	35.30
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)			Nil		
6.	Total differently abled workers (F + G)					

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	3	33.33
Key Management Personnel	3*	0	0.00

\*2 out of 3 KMPs are part of Board of Directors.

**22. Turnover rate for permanent employees and workers**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.83	0.85	3.57	4.06	7.41	4.25	2.91	2.41	2.62
Permanent Workers	2.50	1.86	1.61	2.97	0.14	2.41	0.77	0.72	0.48

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (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)
Nil. The company does not have any holding / subsidiary / associate companies / joint ventures.				

**VI. CSR Details****24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

- a. Turnover (in ₹ In crores) – 1449.42
- b. Net worth (in ₹ In crores) – 2453.07

**VII. Transparency and Disclosures Compliances****25. 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)	FY 2023-24			FY 2022-23		
	(If Yes, then provide web-link for grievance redress policy*)	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	Yes	0	0	No Remarks	12	0	No Remarks
Investors (other than shareholders)				NA			
Shareholders	Yes <a href="https://www.moil.nic.in/userfiles/MOIL's%20Investor%20Grievance%20Redressal%20Policy.pdf">https://www.moil.nic.in/userfiles/MOIL's%20Investor%20Grievance%20Redressal%20Policy.pdf</a>	4	0	All grievances were promptly resolved.	6	0	No Remarks
Employees and workers	Yes	0	0	No Remarks	0	0	No Remarks
Customers	Yes	52	0	All grievances were promptly resolved.	63	0	All grievances were promptly resolved.
Value Chain Partners	Yes	0	0	No Remarks	0	0	No Remarks
Other (please specify)				NA			

\*The grievances/feedbacks could be reported at <https://www.moil.nic.in/>

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

S. No.	Material issue identified <sup>1</sup>	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.	Incident management	Risk	Inadequate handling and resolution of incidents may lead to significant repercussions, including legal penalties, harm to reputation, and financial setbacks.	MOIL possesses a strong incident management framework that actively recognizes and minimizes risks, prioritizes the well-being of its staff, adheres to industry regulations, and protects its operations and long-term viability.	Negative * No negative impact in the reporting year
2.	Employee Health & Safety	Risk	Mining operations encompass numerous risks such as collapses, machinery mishaps, contact with hazardous materials, and respiratory ailments. Neglecting to emphasize and uphold a robust culture of health and safety can precipitate workplace incidents, bodily harm, and occupational health issues, leading to heightened absenteeism, diminished efficiency, and potential legal liabilities.	The company allocates resources to comprehensive safety protocols, training initiatives, and preventative actions to safeguard its employees, mitigate hazards, and uphold a secure work environment.	Negative * No negative impact in the reporting year
3.	Waste management	Opportunity	Adhering to proper waste disposal procedures in accordance with existing laws would underscore the company's dedication to enhancing environmental conservation.	-	Positive
4.	Water management	Opportunity	Through the adoption of sustainable water management tactics, MOIL can streamline water usage, decrease consumption, and lessen its environmental impact. Consequently, this effort can bolster the company's image as a conscientious and environmentally aware entity. Furthermore, effective water management can yield financial benefits by reducing water-related costs and enhancing operational efficiency.	-	Positive
5.	Human rights and community relations	Opportunity	Showing dedication to human rights and community well-being can improve the company's standing and draw socially conscious investors and collaborators. Moreover, by engaging with local communities on projects related to social development, education, and skill enhancement, MOIL can play a role in fostering sustainable development and prosperity in the areas where it conducts its operations.	-	Positive
6.	Labor practices	Risk	Neglecting fair and ethical labor standards can provoke employee discontent, labor disputes, strikes, and operational disruptions. Breaches of labor regulations may incur legal consequences, fines, and harm to the company's image.	MOIL places importance on offering fair compensation, ensuring safe work environments, and upholding employee rights to cultivate a motivated and efficient workforce while mitigating potential risks related to labor matters.	Negative * No negative impact in the reporting year



S. No.	Material issue identified <sup>1</sup>	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)
7.	Safety hazards	Risk	Presently, 70% of the mines operated by MOIL are situated underground, contributing to 65% of the overall production. MOIL is intensifying its efforts to increase production and uphold ore quality by delving deeper into existing mines and constructing new vertical shafts for entry and capacity augmentation. However, this strategy may present safety risks for workers employed in these mines.	MOIL guarantees the implementation of adequate safety standards to prevent accidents and conducts fire safety audits across all its mines and plants.	Negative * No negative impact in the reporting year
8.	Climate Change & Energy Management	Opportunity	Investing in renewable energy sources and improving energy efficiency can reduce operational costs and carbon footprint, enhancing MOIL's sustainability profile and compliance with regulations.		Positive
9.	Regulatory Compliance	Risk	Non-compliance with mining regulations, environmental laws, and labor standards can result in legal penalties, fines, and damage to reputation.	Regular audits, compliance training, and adherence to legal requirements. (to be confirmed what measures are used)	Negative * No negative impact in the reporting year
10.	Environmental Impact and Sustainability	Risk	The extraction and processing of manganese ore can have significant environmental impacts, including habitat destruction, soil erosion, water contamination, and air pollution. Increasing regulatory scrutiny and growing societal expectations for sustainable practices pose risks for mining companies that do not adequately address environmental concerns.	Non-hazardous waste (rocks used for landfilling and backfilling) is reused by the entity.  Plantation area is maintained by watering the area regularly around all the mine sites.  The entity generates electricity through renewable energy sources such as Solar panels and Wind mills. Also, all the mining sites and the head office have vast areas dedicated to plantation activities.  The organization has effectively established a Zero Liquid Discharge mechanism across all its mines, encompassing Sewage Treatment Plants and Effluent Treatment Plants. The treated water is repurposed for gardening, plantation, green belt maintenance, and dust suppression purposes. Additionally, the head office is equipped with a Sewage Treatment Plant, and the treated water is utilized for gardening and plantation.	Negative * No negative impact in the reporting year
11.	Technological and Process Innovation	Opportunity	The manganese ore industry can benefit significantly from advancements in mining technologies and processing techniques. Innovations such as automated mining equipment, advanced ore beneficiation methods, and energy-efficient processing technologies can improve productivity, reduce costs, and enhance the quality of manganese ore products. MOIL should invest in research and development to adopt and integrate the latest technologies and processes, thereby maintaining competitive advantage and operational efficiency.		Positive

## 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	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.	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available									
All the SEBI mandated policies could be found at: <a href="https://www.moil.nic.in/content/148/Policies">https://www.moil.nic.in/content/148/Policies</a>									
1. MOIL's Investor Grievance Redressal Policy- <a href="https://www.moil.nic.in/userfiles/MOIL's%20Investor%20Grievance%20Redressal%20Policy.pdf">https://www.moil.nic.in/userfiles/MOIL's%20Investor%20Grievance%20Redressal%20Policy.pdf</a>	P 2,								
P 3, P 4, P 5, P 8									
2. Determination of Materiality of Events or Information and Disclosure thereof- <a href="https://moil.nic.in/userfiles/file/InvRel/Disclosure%20and%20Events/Policy_website.pdf">https://moil.nic.in/userfiles/file/InvRel/Disclosure%20and%20Events/Policy_website.pdf</a>	P 1, P 4								
3. MOIL code of fair disclosure and code of conduct for prevention of Insider Trading, 2015: <a href="https://www.moil.nic.in/userfiles/MCFDC2015.pdf">https://www.moil.nic.in/userfiles/MCFDC2015.pdf</a>	P 1								
4. Investors Relation Policy- <a href="https://www.moil.nic.in/userfiles/Investor_Relation_Policy.pdf">https://www.moil.nic.in/userfiles/Investor_Relation_Policy.pdf</a>	P 1, P 4								
5. Dividend Policy- <a href="https://www.moil.nic.in/userfiles/Dividend_Policy_MOIL.pdf">https://www.moil.nic.in/userfiles/Dividend_Policy_MOIL.pdf</a>	P 3, P 4								
6. Policy on record retention and destruction- <a href="https://www.moil.nic.in/userfiles/Policy_on_Record_Retention_Destruction.pdf">https://www.moil.nic.in/userfiles/Policy_on_Record_Retention_Destruction.pdf</a>	P 1, P 9								
7. Code of Business conduct and Ethics- <a href="https://www.moil.nic.in/userfiles/coc.pdf">https://www.moil.nic.in/userfiles/coc.pdf</a>	P 1								
8. Related party transaction policy: <a href="https://www.moil.nic.in/userfiles/Related_Party_Transaction_Policy.pdf">moil.nic.in/userfiles/Related_Party_Transaction_Policy.pdf</a>	P 1, P 4, P 7								
9. Whistle blower policy- <a href="https://www.moil.nic.in/userfiles/Whistle_Blower_Policy_of_MOIL.pdf">https://www.moil.nic.in/userfiles/Whistle_Blower_Policy_of_MOIL.pdf</a>	P 1, P 3								
10. CSR Policy- <a href="https://www.moil.nic.in/userfiles/CSR_and_Sustainability_Policy_of_MOIL.pdf">https://www.moil.nic.in/userfiles/CSR_and_Sustainability_Policy_of_MOIL.pdf</a>	P 4, P 8								
11. Risk management policy- <a href="https://www.moil.nic.in/userfiles/Risk%20Management%20Policy.pdf">https://www.moil.nic.in/userfiles/Risk%20Management%20Policy.pdf</a>	P 1, P 2								
12. Information Policy: <a href="https://www.moil.nic.in/userfiles/InformationTechnology_Policy-MOIL-FinalB.pdf">https://www.moil.nic.in/userfiles/InformationTechnology_Policy-MOIL-FinalB.pdf</a>	P 9								
13. Fraud prevention policy- <a href="https://www.moil.nic.in/userfiles/fpp2017.pdf">https://www.moil.nic.in/userfiles/fpp2017.pdf</a>	P 1								
14. Safety Policy- <a href="https://www.moil.nic.in/userfiles/safety_policy.pdf">https://www.moil.nic.in/userfiles/safety_policy.pdf</a>	P 4, P 5								
15. Environment Policy- <a href="https://www.moil.nic.in/userfiles/Environment_Policy.pdf">https://www.moil.nic.in/userfiles/Environment_Policy.pdf</a>	P 2, P 6								
2. Whether the entity has translated the policy into procedures.	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?	A few of our policies are extended to our value chain partners as well. These are as follow: <ul style="list-style-type: none"> <li>• Safety Policy</li> <li>• Fraud Prevention Policy;</li> <li>• IT policy</li> </ul>								
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.	1) ISO 45001: 2018 for Occupational Health and Safety Management Systems (OHSAS) taken for all mines 2) ISO 14001:2015 for Environmental Management System (EMS) taken for all mines 3) ISO 9001:2015 for Quality Management System (QMS) taken for all mines 4) SA 8000 for Social Accountability International Standard Certificate taken for all mines 5) Certification in accordance with GRI Standards for Sustainability Report for the mines in Balaghat, Bhandara and Nagpur district								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As part of its ESG (Environmental, Social, and Governance) efforts, MOIL aims to establish short, medium, and long-term objectives for sustainability Key Performance Indicators (KPIs) concerning climate change, energy usage, water conservation, waste management, air emission reduction, greenhouse gas (GHG) mitigation, and biodiversity preservation.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

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

In our dedication to ESG principles, we acknowledge the ever-changing landscape of sustainable business practices. Challenges like climate change, resource scarcity, and socio-economic inequalities require proactive measures. Our goals involve transitioning to renewable energy sources, fostering innovation to minimize environmental harm, and collaborating with stakeholders to promote sustainability across our value chain. We are committed to transparency, accountability, and ethical behaviour, ensuring human rights are upheld throughout our operations and supply chain.

As a responsible corporation, we value strong governance practices that prioritize integrity and fairness. We continually refine our governance structures to comply with laws and regulations while nurturing a culture of diversity, inclusivity, and ethical conduct among our workforce.

Our achievements are a result of collective efforts from our teams, stakeholders, and partners who share our vision for a sustainable future. Recognition for our community contributions, including healthcare, education, and skill development initiatives, underscores our commitment to social responsibility.

While we celebrate our successes, we recognize that our ESG journey is ongoing. We are dedicated to engaging with stakeholders, setting ambitious goals, and innovating solutions to address emerging challenges and seize opportunities aligned with our values. Together, we aim to make a positive impact on the environment, society, and the long-term prosperity of our stakeholders, reaffirming MOIL Limited's position as a responsible and sustainable organization.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Smt. Usha Singh, Director (Human Resource), DIN-08307456
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.	The Company has a dedicated committee for CSR, Prevention of Sexual Harassment for Women at the Workplace and Risk management. For the other policies, the Company has adequate internal control on their review and implementation.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against Above policies and follow up action	The Board of Directors, Nomination and Remuneration Committee, Risk Management Committee, and Audit Committee, where applicable, conduct reviews of performance concerning the mentioned policies and subsequent actions. These reviews occur periodically, triggered by the need for updates due to changes in relevant laws.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Operational issues are being addressed on an ‘ongoing basis’ as and when identified. The Company monitors and completes the compliances on timely 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 name of the agency.	Dhir & Dhir Associates, a Law Firm, assessed the implementation and efficacy of policies, focusing on their operational efficiency. Additionally, department heads and business heads periodically review and revise policies, with final approval from management or the board. Processes and compliance measures may undergo scrutiny by internal auditors and regulatory bodies. where applicable.																	

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)					NA				
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

This section is designed to assist organizations in showcasing their ability to incorporate the Principles and Core Elements into critical processes and decisions. The requested information is classified into "Essential" and "Leadership" categories. While all entities required to submit this report are expected to disclose essential indicators, the disclosure of leadership indicators is optional for those entities aiming to advance their commitment to social, environmental, and ethical responsibility.



### Principle **1**

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

Businesses must adhere to principles of integrity, operating in ways that are ethical, transparent, and accountable. Upholding these values fosters trust among stakeholders, enhances reputation, and promotes long-term sustainability. Ethical conduct ensures fairness, transparency builds trust, and accountability demonstrates responsibility towards both society and the environment.



## 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	5	Mining Indaba Conference, Ferro Alloyrnet 24 <sup>th</sup> International Manganese Industry Summit, Ferro Alloy Conference, Orientation Program for Building better Boards etc.,	56%
Key Managerial Personnel	20	Decision Making, Advance Management Program, Green Mining, Preventive Vigilance, Ferro Alloy Summit, Digitization of Mining Process, Ferro Alloy Summit etc.	92%
Employees other than BoD and KMPs	67	Mid-Career Training Program, Induction & Orientation for new joiners, Negotiation skills, Preventive Vigilance, Contract Labor Management, Digitization of Mining process and technology, Public Procurement, Cyber Security, Electrical Safety in mines etc.	95%
Workers	70	Workshop of firefighting and security Awareness, Training Programme on Drone Data in online portal and submission of Mining plan, workshop on procurement contract management, Maintenance of Tata Hitachi Equipment, Pit Safety, Workmen Inspectors Program etc.	36%

### 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 preferred? (Yes/No)
Penalty/Fine	P1	Stock Exchanges	4,318,800	The Company is not complying provisions of Regulation 17(1) of SEBI (LODR) Regulations regarding composition of the Board.	Yes
Settlement				Nil	
Compounding Fee					
Non-Monetary					
Imprisonment				Nil	
Punishment					

### 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
The Company is not complying provisions of Regulation 17(1) of SEBI (LODR) Regulations regarding composition of the Board.	National Stock Exchanges of India Limited (NSE) and BSE Limited (BSE)

### 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.

MOIL's Board of Directors has endorsed a Code of Conduct for Directors and Senior Management, emphasizing the importance of honest, ethical behavior and adherence to relevant laws, regulations, and standards. Anti-bribery and anti-corruption measures are integral to this code. Additionally, the company has implemented a Fraud Prevention Policy to establish procedures for detecting and preventing fraud. The web link to these policies is included in Section B of the BRSR.

**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 2023-24	FY 2022-23
Directors	Nil	Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/ KMPs/ Employees/ Workers in the reporting year.
KMPs	Nil	
Employees	01	
Workers	Nil	

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil. No complaints with regard to conflict of interest were reported.		Nil. No complaints with regard to conflict of interest were reported.	
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.**

- 1) Being a Government company, directors in the company are appointed by the President of India, through the Administrative Ministry (i.e. Ministry of Steel). Thus, appointment of the directors is neither under the purview of the Board of the company nor the company/ its Board is empowered to appoint any director. The Company has been sending letters to the Ministry for making appointments of requisite number of Directors on the Board of the company in order to comply with Regulation 17 of SEBI (LODR) Regulation, 2015.
- 2) The Company has been also applied for waiver of the penalties to the Stock Exchanges as per the policy on “uniform carve outs for SOP fines levied as per the provisions of SEBI’s SOP circular” which prescribes allowable reasons for waiver/reduction of penalty levied under SOP for compliance with Listing Agreement/Listing Regulations.

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	FY 2023-24	FY 2022-23
Number of days of accounts payables	38	33

**9. Open-ness of Business: Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil



## Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value)
Nil. No awareness programmes are currently being held for the value chain partners. However, this will be assessed in the upcoming years and taken up accordingly.		

### 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.

Detailed guidelines on conflict of interest concerning the Board are outlined in the company's Code of Business Conduct and Ethics for board members and senior management. This document elucidates the concept of conflict of interest and enumerates activities that directors and senior management personnel should refrain from. The web link to access this information is available in Section B of the BRSR.



## Principle 2

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

Businesses have a duty to deliver goods and services sustainably and safely. Prioritizing sustainability mitigates environmental impact, conserves resources, and contributes to a healthier planet. Ensuring safety guarantees the well-being of consumers and employees, fostering trust and long-term relationships while upholding ethical standards in business practices.



## 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 2023-24	FY 2022-23	Details of improvements in the environmental and social impacts
R&D	Nil	0.03%	Wildlife conservation measures approved by PCCF Maharashtra and PCCF Madhya Pradesh. These mitigation measures help in sustaining the ecology and biodiversity, quality of floral and faunal species in core and buffer zones of the mine lease areas at Ukwa, Balaghat, Tirodi, Sitapatore, Dongri, gumgaon and Kandri mines. It also contributes towards uplifting of quality of life of dwellers and forest employees and their families.
Capex	6.2	Nil	

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

MOIL promotes a transparent and inclusive tendering process accessible to all across India. While inviting bids from a range of entities, the company prioritizes support for Micro, Small, and Medium Enterprises (MSMEs) and businesses led by women entrepreneurs, given they meet eligibility standards. Certain tenders may necessitate bidders to hold Occupational Health and Safety Assessment Series (OHSAS) or International Organization for Standardization (ISO) certification to uphold safety and quality standards.

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

The Company currently does not record the value or percentage of inputs derived from sustainable sources. However, MOIL intends to evaluate and address this aspect in the forthcoming years.

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.**

MOIL Limited, a mining company, is primarily involved in the exploration, extraction, and production of manganese ore, as well as Manganese Ore, Electrolytic Manganese Dioxide, and Ferro Manganese. Due to the nature of mining operations, where ore is extracted and processed to obtain valuable minerals, there are limited opportunities for reclaiming products for reuse, recycling, or disposal at the end of their life cycle. Unlike certain manufacturing sectors that can recycle or repurpose their products, mining processes often entail the extraction of non-renewable resources, making it challenging to recover and recycle materials at the end of their useful life. Nevertheless, MOIL is committed to implementing sustainable practices in its operations, minimizing environmental impacts, and adhering to responsible mining standards to ensure long-term ecological balance and conservation of natural resources.

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. NA**

Extended Producer Responsibility is not applicable to MOIL.

## 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?

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.
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The company is currently not performing LCA for its products/services. However, the same would be assessed in the coming years and taken up accordingly as per the requirement of the Company.

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
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Not Applicable as the company is currently not performing LCA for its services.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
	Not Applicable	Not Applicable

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable. As mentioned above, the company is not in a position to reclaim the products			Not Applicable. As mentioned above, the company is not in a position to reclaim the products.		
E-waste						
Hazardous Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
	Not Applicable.



## Principle 3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

Businesses must prioritize the well-being of all employees, extending support and respect to those throughout their value chains. By championing fair treatment and creating a positive work environment, companies enhance productivity and foster loyalty.



## Essential Indicators

### 1. a. Details of measures for the well-being of employees:

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance*		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	1972	1972	100.00	1972	100.00	0	0.00	Nil		1972	100.00
Female	118	118	100.00	118	100.00	118	100.00			118	100.00
Total	2090	2090	100.00	2090	100.00	118	100.00			2090	100.00
	Other than Permanent Employees										
Male	Nil										
Female											
Total											

\* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female employees.

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
				Permanent workers							
Male	2685	2685	100.00	2685	100.00	0	0.00	Nil		2685	100.00
Female	705	705	100.00	705	100.00	705	100.00			705	100.00
Total	3390	3390	100.00	3390	100.00	705	100.00			3390	100.00
				Other than Permanent workers							
Male	4071	4071	100.00	4071	100.00	0	0.00	Nil		4071	100.00
Female	655	655	100.00	655	100.00	655	100.00			655	100.00
Total	4726	4726	100.00	4726	100.00	655	13.90			4726	100.00

\* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female employees.

### c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	2.73	2.84

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

Benefits	FY 2023-24			FY 2022-23		
	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	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	MOIL provides free medical treatment to all its employees and workers in the medical facility available at its premises.			MOIL provides free medical treatment to all its employees and workers in the medical facility available at its premises.		



**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 prioritizes inclusivity and strives to create a safe and supportive environment for all employees and workers. As part of this commitment, the company installs ramps, railings, and provides wheelchairs to accommodate differently abled employees and workers. It firmly believes in offering suitable job opportunities to individuals with disabilities, acknowledging their skills and capabilities. Additionally, a dedicated support team is available to provide assistance whenever needed.

**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.**

At MOIL, we offer equal employment opportunities to individuals irrespective of their race, gender, religion, national origin, age, or disability. We are dedicated to fostering a fair and inclusive workplace where every employee feels valued, respected, and has an equal chance to thrive. While it is not formally documented in a policy at present, we are committed to implementing this in the future. Furthermore, the company adheres to the Rights of Persons with Disabilities Act, 2016.

**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	Not Applicable since paternity leave is not provided.			
Female	100.00	100.00	100.00	100.00
<b>Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The company has established a grievance redressal mechanism for all its employees and workers. This machinery includes the nomination of one grievance officer at each unit or mine. The designated grievance officer at the head office coordinates with those at the units or mines to ensure effective performance. Monthly or quarterly grievances are reviewed and addressed by appointed public grievance officers at both the units or mines and the head office, ensuring resolution within the prescribed one-month timeframe. Unit grievance officers submit data pertaining to grievances on a monthly or quarterly basis to the head office, which then examines and forwards the information to the Ministry of Steel.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	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	2090	2090	100.00	1480	1480	100.00
Male	1972	1972	100.00	1387	1387	100.00
Female	118	118	100.00	93	93	100.00
Total Permanent Worker	3390	3390	100.00	4131	4131	100.00
Male	2685	2685	100.00	3415	3415	100.00
Female	705	705	100.00	716	716	100.00

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

	FY 2023-24					FY 2022-23				
	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	1972	Trainings on Health & Safety and Skill upgradation were provided to almost 1448 employees and workers. However, the demarcation of same is not present currently.				Multiple training on safety and skill upgradation were provided to the employees. However, data for the same is not quantifiable for the reporting year. Efforts are underway to provide this from the upcoming years.				
Female	118									
Total	2090									
Workers										
Male	6756	Trainings on Health & Safety and Skill upgradation were provided to almost 1448 employees and workers. However, the demarcation of same is not present currently.				Multiple training on safety and skill upgradation were provided to the workers. However, data for the same is not quantifiable for the reporting year. Efforts are underway to provide this from the upcoming years.				
Female	1360									
Total	8116									

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1972	1972	100.00	1387	1387	100.00
Female	118	118	100.00	93	93	100.00
<b>Total</b>	<b>2090</b>	<b>2090</b>	<b>100.00</b>	<b>1480</b>	<b>1480</b>	<b>100.00</b>
<b>Workers</b>						
Male	6756	6756	100.00	3415	3415	100.00
Female	1360	1360	100.00	716	716	100.00
<b>Total</b>	<b>8116</b>	<b>8116</b>	<b>100.00</b>	<b>4131</b>	<b>4131</b>	<b>100.00</b>

## 10. Health and safety management system:

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

MOIL prioritizes the health and safety of its employees and workers, exemplified by its extensive health camp dedicated to occupational disease checkups. This initiative ensures regular health assessments for the workforce, allowing proactive identification and management of potential occupational health concerns. The program comprises both Initial Medical Examination (IME) and Periodical Medical Examination (PME), with individuals below 45 undergoing assessments every 5 years and those above 45 every 3 years.

Moreover, the company underscores its commitment to the well-being of workers operating heavy vehicles by conducting annual eye checkups for them. Additionally, MOIL is devoted to providing essential life-saving skills to its workers through comprehensive training programs. All employees receive training on rescuing injured colleagues during emergencies, ensuring they are prepared to offer immediate assistance when needed. Furthermore, workers undergo training to effectively respond to critical situations like fires and roof collapses, fostering a culture of safety and preparedness throughout all mining operations.

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

The company emphasizes the reliability and efficiency of its machinery and equipment through meticulous maintenance practices. Regular maintenance checks are conducted to ensure that machines operate optimally, thereby reducing the risk of unexpected breakdowns and minimizing disruptions to operations. Swift repair of any malfunctioning equipment is a priority to swiftly resume operations and prevent potential delays and productivity losses.

To uphold the integrity and safety of operational zones, the company conducts regular pressure tests to assess the structural integrity of equipment and pipelines. This preventive measure helps identify potential leaks or weaknesses before they pose safety risks.

Furthermore, the company utilizes Non-Destructive Testing (NDT) for critical equipment. NDT is a valuable inspection technique that allows the company to assess the condition of essential equipment without causing damage. Through NDT tests, MOIL can detect any defects

or abnormalities in important machinery and make informed decisions about repairs or replacements, ensuring the continuous and safe operation of its mining processes.

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

Each mine is equipped with a telephone in the communication area. In case of an injury or emergency, workers are trained to promptly report the incident to either the senior-most manager of the mine or the mine manager. Alternatively, they can contact any available supervisor on duty.

Upon receiving the report, the mine manager assumes responsibility for the situation and notifies the designated officer responsible for emergency response. The designated officer then follows the established Safe Operating Procedure (SOP) to evaluate the situation and decide on the best course of action for safely and efficiently rescuing the injured worker.

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

The company offers on-site medical facilities for immediate response and treatment of minor injuries or medical emergencies that can be managed within the mine premises.

However, in the case of a significant medical incident or when specialized medical care beyond the capabilities of the on-site facility is necessary, MOIL responsibly refers the affected individual to a hospital outside the mine. The company covers the expenses incurred for this external medical treatment..

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

	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.40	0.51
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	3	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	1
	Workers	3	5

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

The company has the following measures in place to a safe and healthy work place:

- Maintenance of Machines
- Safety briefings
- Refresher training and annual training for Workers
- Training for New Machines
- Personal Protective Equipment (PPE)
- Medical Check-up
- Housekeeping staff to ensure cleanliness and orderliness

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

#### 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

#### 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.

Safety awareness campaign at each mine, Training & retraining on job related safety, regular mock drill for emergency preparedness etc.

## 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, MOIL offers Group Personal Accident Insurance and extends a financial assistance scheme to employees in the unfortunate event of their death while in harness or premature retirement due to incapacitation before reaching 55 years of age. Furthermore, in case of death, each worker contributes a predetermined amount, which is matched by a corresponding contribution from the Company.

The Company also offers a compassionate appointment scheme to support the families of employees or workers who have passed away during their employment. This scheme aims to rehabilitate the kin of the deceased by providing job opportunities, subject to certain terms and conditions.

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

Regarding labor laws, MOIL oversees the Provident Fund (PF) certificates through its personnel officers. In terms of GST compliance, MOIL consistently retrieves reports from the GST portal to verify that vendors have duly paid the GST.

#### 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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	1	Nil	1
Workers	6	7	6	7

#### 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, for both Executive and Non-Executive. MOIL has a consultancy policy in place that provides for Re-engagement of retired executives on Fixed Tenure or Contract basis.

#### 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	The Company is currently not assessing its value chain partners on the mentioned parameters. The same shall be assessed and taken up in the upcoming years.
Working Conditions	

#### 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.

Not Applicable.



## Principle 4

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

Businesses should actively consider and address the needs of all stakeholders, recognizing their role in long-term success. By fostering open communication and responsiveness, companies can build trust and ensure sustainable growth.



## Essential Indicators

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

At MOIL, we engage in a comprehensive stakeholder identification process, which encompasses both internal and external stakeholders, evaluating their impact on our business and vice versa. This approach enables us to prioritize key stakeholders and comprehend their expectations and concerns. We maintain regular communication with stakeholders through diverse channels to strengthen relationships and refine our organizational strategy. Our stakeholder engagement is an ongoing endeavor, characterized by dialogue and collaboration to generate shared value.

By upholding principles of mutual trust, transparency, ethics, and accountability, we have fostered constructive relationships with all stakeholders. Continuous feedback from stakeholders, including Customers, Suppliers, Employees, Shareholders, Government, Regulatory & Statutory Bodies, has facilitated the establishment of sustainable connections. We highly value the perspectives of our stakeholders and remain steadfast in our commitment to meeting their expectations through responsible and collaborative practices.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulatory authorities	No	Email, Letters, Meeting, Presentation project meetings, reviews, due diligence, calls and meetings, conference and seminars, press conferences, media interviews	As and when required	Fair and ethical business practices and Transparency in disclosures
Customers	No	Customer portal and Website (along with Email, Letters, Meeting)	As and when required	Product pricing, Customer relationship management, Innovation, Transparency
Investors	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Company Financials
Employees	No	Employee portal, E-Newsletter, circulars	As and when required	Health information, Knowledge Sharing, Benefits Information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness
Communities	Yes	Newspaper, Website, Pamphlets, Advertisements	As and when required	Community development and Financial inclusion
NGOs	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Share and contribute to insight into public and business concerns



## Leadership Indicators

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

The Company places great importance on stakeholder feedback. When an issue is raised, the Company engages in thorough consultations with the relevant stakeholders, including board-level discussions if necessary. The goal is to implement changes that provide mutual benefits for all parties involved.

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.**

The company does not presently engage with its stakeholders for assistance in identifying and managing environmental and social issues. However, the necessity for such engagement will be evaluated and addressed accordingly.

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

The Company's CSR initiatives target disadvantaged, vulnerable, and marginalized groups within society, aligning with its CSR Policy. Key areas of focus for the Company's CSR efforts include Health, Nutrition & Sanitation, Skill Development, Education, and Rural Development. Even though there were no such instance in the reporting period, in the past years' decisions based on such discussion were taken.



## Principle 5

Businesses should respect and promote human rights

Businesses must uphold and advocate for human rights, safeguarding dignity and equality in all operations. By respecting fundamental rights such as freedom, safety, and fair treatment, companies foster inclusive environments and contribute to societal well-being. Promoting human rights aligns with ethical principles, enhances reputation, and ensures sustainable development.



## Essentials Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2090	Trainings on POSH were provided to almost 779 employees and workers. However, the demarcation of same is not present currently.		This data is not quantifiable for the reporting year.		
Other than permanent	0					
Total Employees	2090					
Workers						
Permanent	3390	Trainings on Health & Safety and Skill upgradation are provided to almost 1448 employees and workers. However, the demarcation of same is not present currently.		This data is not quantifiable for the reporting year.		
Other than permanent	4726					
Total Workers	8161					

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

	FY 2023-24					FY 2022-23				
	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	1972	Nil		1972	100.00	1387	Nil		1387	100.00
Female	118			118	100.00	93			93	100.00
Other than Permanent										
Male	NA					NA				
Female										
Workers										
Permanent										
Male	2685	Nil		2685	100.00	3415	Nil		3415	100.00
Female	705			705	100.00	716			716	100.00
Other than Permanent										
Male	4071	4071	100.00	Nil		3877	3877	100.00	Nil	
Female	655	655	100.00			624	624	100.00		

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

#### a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (per month)	Number	Median remuneration/ Salary/ Wages of respective category (per month)
Board of Directors (BoD)	3	3017931.86	2	1498659.70
Key Managerial Personnel	1	548778.14	0	0
Employees other than BoD and KMP	1972	86816.75	118	99187.31
Workers	2685	49897.56	705	50155.72

\* The figure for BoDs does not include the directors drawing sitting fees and the figure of KMPs does not include the 2 KMPs that are already covered under the BoDs.

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	15.02%	14.42%

**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 Director, Human Resources is a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company is dedicated to preventing discrimination, retaliation, or harassment against any employee who reports concerns through the Vigil Mechanism or participates in investigations. The Whistle blower Policy, Code of Conduct, and Grievance Policy prioritize safeguarding the identity of the complainant and maintaining confidentiality throughout the investigative process.

In accordance with statutory requirements, an Internal Complaints Committee has been established to address and resolve issues related to sexual harassment. Additionally, the Works Committee handles complaints concerning working conditions, safety, and related matters. The Grievance Redressal Policy provides a mechanism for reporting and resolving employee grievances.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	1	0	The complaint was resolved			
Discrimination at workplace	Nil					
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a % of female employees / workers	0.07	
Complaints on POSH upheld	1	

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

The Company is dedicated to preventing discrimination, retaliation, or harassment against employees who report through the Vigil Mechanism or participate in investigations. The Whistle-blower Policy, Code of Conduct, and Grievance Redressal Policy prioritize protecting the identity of the complainant and maintaining confidentiality throughout the investigative process.

In compliance with statutory requirements, an Internal Complaints Committee has been established to address and resolve issues related to sexual harassment. Additionally, the Works Committee addresses complaints concerning working conditions, safety, and related matters, while the Grievance Redressal Policy provides a mechanism for reporting and resolving employee grievances.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes, aspects of human rights form part of business agreements and contracts.

**10. Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The plants/ offices are currently not assessed on the mentioned parameters. However, the company is committed to take relevant steps in incorporating this from subsequent years.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

**11. 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**

The company is dedicated to adapting its processes as needed and maintains an open-door policy for all employees and stakeholders. However, there have been no significant reasons necessitating process modifications during the reporting period.

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

The company currently does not undertake any Human rights due diligence, However, it is open to assessing the relevance of it and implementing it in the upcoming years.

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

The company provides infrastructure support to differently abled visitors i.e., ramps, wheelchair and railings.

**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	The value chain partners are currently not assessed on the mentioned parameters. However, the company is committed to take relevant steps in incorporating this from subsequent years.
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.**

Nil



## Principle 6

Businesses should respect and make efforts to protect and restore the environment

Businesses hold a responsibility to respect, protect, and restore the environment. Implementing sustainable practices reduces ecological footprint, conserves resources, and mitigates climate change. By prioritizing environmental stewardship, companies contribute to biodiversity preservation, enhance resilience, and secure a healthier future for generations to come.





## Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	150,331,100.40	70,469,726.40
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>150,331,100.40</b>	<b>70,469,726.40</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	112,375,292.40	224,644,316.40
Total fuel consumption (E)	64,726,273.90	40,582,870.91
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	177,101,566.30	265,227,187.31
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>327,432,666.70</b>	<b>335,696,913.71</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ turnover in rupees)	0.02	0.03
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.51	0.55
<b>Energy intensity in terms of physical output</b>	This cannot be currently ascertained.	This cannot be currently ascertained.
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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

### 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

Our facilities at MOIL are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India. This means that our sites are not subject to the regulations and requirements set forth by the PAT Scheme, allowing us flexibility in our operations while ensuring compliance with relevant energy efficiency and conservation standards.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	65,325.00	63,295.00
(ii) Groundwater	474,162.00	385,685.00
(iii) Third party water	2,250.00	0
(iv) Seawater / desalinated water	0	0
(v) Others	261,690.00	260,975.00
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) *</b>	<b>803,427.00</b>	<b>709,955.00</b>
Total volume of water consumption (in kilolitres)	359,506.00	360,277.00
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.00002	0.00003
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00056	0.00060
<b>Water intensity in terms of physical output</b>	This cannot be currently ascertained.	This cannot be currently ascertained.
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.

\*There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

#### 4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	10818	9085
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>10818</b>	<b>9085</b>

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

**MOIL Limited has adopted the Zero Liquid Discharge (ZLD) policy, ensuring that no liquid waste is discharged into the environment. This policy is implemented across all 10 mines, where several measures have been put in place to manage both domestic sewage and industrial effluent.**

##### Domestic Sewage Treatment

Adequate capacity Sewage Treatment Plants (STPs) are installed in the mine colonies associated with each of the 10 mines. These STPs utilize Phytorid bed technology, designed by NEERI, Nagpur, to treat domestic sewage. The treated water is then repurposed for land irrigation, including gardening and plantation activities within the mine colonies.

##### Industrial Effluent Treatment

Industrial effluent generated at the mines' workshops is managed through Effluent Treatment Plants (ETPs) of sufficient capacity. The treated effluent is recycled and used for vehicle washing, minimizing the environmental impact and conserving water resources.

##### Protection of Natural Water Bodies

MOIL Limited ensures that intermittent and seasonal streams within the mine lease areas are protected from any mining discharges. Measures such as stone pitching, grassing, and the plantation of native species are practiced to prevent soil erosion and maintain the integrity of these water bodies. These efforts help sustain the natural ecosystem and prevent the degradation of land and water resources in the mining areas.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

The air emissions are currently not quantified.  
The Company shall take this up in the upcoming years.

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.

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

Parameter	unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (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	986.18	616.65
<b>Total Scope 2 emissions</b> (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	64,616.77	56,767.72
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		<b>0.000005</b>	<b>0.000004</b>
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent/rupees	0.00010	0.00009
<b>Total Scope 1 and Scope 2 emissions intensity in terms of physical output</b>		This cannot be currently ascertained.	This cannot be currently ascertained.
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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. There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

MOIL is deeply committed to environmental sustainability, actively integrating renewable energy sources into its operations to minimize its carbon footprint. The company has invested in various renewable energy projects, such as solar power, to ensure a significant portion of its energy needs are met through clean, green energy. Additionally, MOIL has developed and meticulously maintains a vast green belt around its premises. This extensive greenery not only enhances the aesthetic appeal of the area but also plays a crucial role in reducing greenhouse gas emissions by acting as a natural carbon sink.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.015	0.01
E-waste (B)	0.025	0.23
Bio-medical waste (C)	4.333	5.154
Construction and demolition waste (D)	0.6	0.7
Battery waste (E)	0.644	5.49
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	0.89	2.78
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3800	3657
<b>Total (A+B + C + D + E + F + G + H)</b>	3806.507	3671.364
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000003	0.0000003
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.000006	0.000006
<b>Waste intensity in terms of physical output</b>	This cannot be currently ascertained.	This cannot be currently ascertained.
<b>Waste intensity (optional)</b> - the relevant metric may be selected by the entity	-	-
<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		
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
<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		
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

10. 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

**MOIL Limited demonstrates its commitment to environmental preservation by managing waste disposal in accordance with prescribed regulations and relevant statutes. This approach underscores the company's dedication to sustainability and responsible environmental practices.**

#### Non-Hazardous Waste Management

The Company efficiently reuses non-hazardous waste, such as rocks, for landfilling and backfilling purposes. This practice not only reduces waste but also contributes to effective land reclamation and resource utilization.

#### Biomedical Waste Management

All MOIL mines are registered with Superb Hygienic Disposals for the management of biomedical waste. This process adheres to the Bio-Medical Waste Management Rules, 2016 (as amended) and complies with the guidelines set by the Central Pollution Control Board (CPCB).

#### Hazardous Waste Management

MOIL ensures the proper disposal of hazardous waste, such as burnt oil, through vendors accredited by the State Pollution Control Boards (SPCBs). The company regularly submits Hazardous Waste Returns in the prescribed Form-IV to the SPCBs from all its mines. Additionally, Hazardous Waste Manifests are provided to the relevant SPCBs to maintain transparency and compliance with regulatory requirements.

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

S. No.	Location of operations/offices	Types 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.
The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.			

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

Name and Brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable.					

13. 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
Yes, the entity is 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				

## Leadership Indicators

### 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.

Our plants are situated in regions where water stress is not a concern. This deliberate choice of locations is part of our commitment to responsible resource management, ensuring that our operations have minimal impact on water-stressed areas.

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

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

Parameter	unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (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		
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

Scope 3 emissions are currently not quantified. The Company shall take this up in the upcoming years.

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

3. 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.

The company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

4. 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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Afforestation and green belt development	MOIL has undertaken massive afforestation program within and outside of its operational areas. A total of 750 hectares area has been afforested till March, 2024 out of its total 1940.725 hectares operational mine lease area (covering 39% by afforestation). Cumulative 22.5 Lakh plants have been planted till March, 2024	This green belt development is capable of sinking carbon of around 56,000 Tons of CO <sub>2</sub> equivalent against around an average of 68,000 Tons CO <sub>2</sub> equivalent of GHG emission annually. In FY'23-24, a total of 50,000 plants were planted.
2	Waste water treatment	All mine colonies are fitted with adequate capacity of STP (total capacity 1625 CMD) to treat the domestic sewage. Treated water is used for plantation and gardening. Industrial effluent generated from mine workshops are being treated through adequate capacity of ETP installed at all mines (total capacity – 65 CMD).	The treated outlet water is recycled for vehicle washing and sludge generated from treatment units are being disposed of using CHWTSDf.
3	GHG Reduction/ Carbon Footprint reduction projects	MOIL has established 10.5 MW capacity solar power plant and 20 MW capacity wind mill power to contribute towards its total energy consumption from grid.	Around 61% of total energy consumption is provided from renewable resources.

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

In the unlikely event of a disaster, MOIL Limited has established a comprehensive disaster management plan. This plan encompasses not only our mines and plants but also extends to our schools, hospitals, and administrative offices, ensuring a coordinated and efficient response during emergencies.

#### Development and Scope of the Disaster Management Plan

The Disaster Management Plan is formulated based on a thorough analysis of potential threats and risks that the organization may encounter. Its primary objective is to minimize the impact of foreseeable events that could result in property damage or employee injury.

#### Preventive Measures and Response Protocols

The plan outlines preventive measures and response protocols for various emergencies, including accidents, fires, explosions, and natural disasters. It is designed to provide senior management with ample time to take preventive actions to normalize any adverse situation. The plan is flexible and can be implemented either in whole or in part, depending on the specific circumstances.

#### Clear Roles and Responsibilities

The plan clearly defines the roles and responsibilities of management officials, specifying what actions need to be taken during abnormal situations or law-and-order problems. It addresses the key questions of "who needs to be informed," "who needs to do what," and "who needs to be where" to ensure a well-coordinated and effective response.

This structured approach ensures that all personnel are aware of their duties and can act swiftly and efficiently to mitigate the impact of any disaster, thereby safeguarding both human life and property.

6. 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?

Value chain partners are currently not being assessed.

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

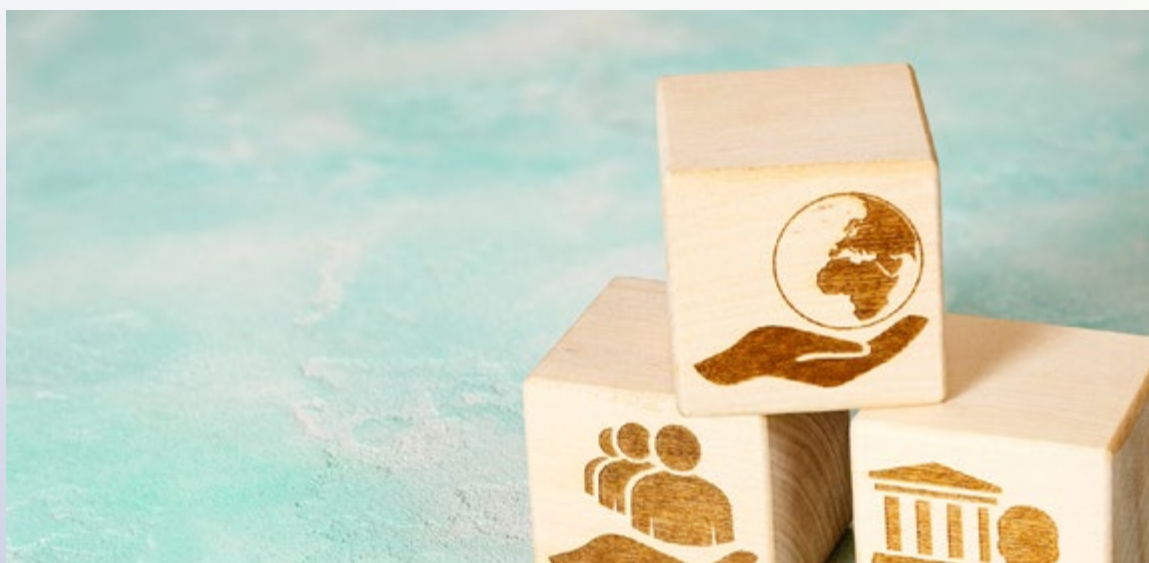
Value chain partners are currently not being assessed.



## Principle **7**

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

Businesses engaging in influencing public and regulatory policy must act responsibly and transparently. Upholding ethical standards ensures fair representation of interests, fosters public trust, and promotes democratic governance. Transparency in lobbying efforts fosters accountability, allowing stakeholders to understand the motivations and potential impacts of policy advocacy.





## Essential Indicators

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Mineral Industries	National
2	Standing Conference of Public Enterprises	National
3	International manganese Institute	National

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

Name of authority	Brief of the case	Corrective active taken
Nil. There were no issues identified related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities hence, this point is not applicable to us.		

## Leadership Indicators

1. Details of public policy positions advocated by the entity:

Sr. 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
Nil					



## Principle 8

Businesses should promote inclusive growth and equitable development

Businesses play a pivotal role in promoting inclusive growth and equitable development. By prioritizing fair employment practices, supporting local communities, and fostering diversity, companies contribute to shared prosperity. Embracing inclusivity ensures that the benefits of economic progress are accessible to all, creating a more just and sustainable society.



## 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
No projects attracting SIA were undertaken in the reporting year.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
No projects attracting R & R were undertaken in the reporting year.						

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

The company acknowledges the imperative to consistently prioritize the safety and well-being of the communities residing in and around its operational area. It is widely recognized and agreed upon that ongoing efforts are necessary to safeguard the lives of these communities. To facilitate communication and address any concerns, members of the community are encouraged to utilize the Public Grievance Portal to voice their grievances.

Web link: <https://www.moil.nic.in/user-feedbacks>

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	67.21	69.21
Sourced directly from within the district and neighbouring districts	100.00	100.00

### 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
Rural	0.00	0.00
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	100.00	100.00

## 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):

Details of negative social impact identified	Corrective action taken
Not Applicable.	

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Nandurbar	23.47 Lakh
2	Maharashtra	Gadchiroli	6.25 Lakh
3	Uttar Pradesh	Chitrakoot	6.25 Lakh

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

Yes, the company has a government mandated purchase preference policy.

- (b) From which marginalized /vulnerable groups do you procure?

As per the preference purchase policy, preference is given to MSMEs, Business owned by Schedule cast/ Schedule Tribes & Women and Class 1 local suppliers (local content of more than 50%).

- (c) What percentage of total procurement

MSME constitute 67.21% of total procurement. SC/ST contribute 4.11% of total procurement and women contribute 4.23% of total procurement.



## Principle 9

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

Businesses should engage with consumers responsibly, prioritizing their well-being and delivering value ethically. Transparent communication, product safety, and fair pricing build trust and loyalty. By addressing consumer needs while considering societal and environmental impacts, companies foster long-term relationships, promote brand reputation, and contribute to sustainable growth.



## Essential Indicators

### 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

MOIL Limited regards consumer complaints and feedback with utmost seriousness, recognizing their significant role in shaping the company's products and services. In order to foster transparent communication with its consumers, MOIL has implemented a specialized platform on its website where individuals can conveniently submit their grievances and offer valuable feedback. This interactive platform enables MOIL to actively engage with customer concerns, swiftly resolve issues, and consistently enhance its offerings by incorporating insights gleaned from customers.

### 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	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24			FY 2022-23		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes. The Corporation has an IT Policy approved by the Board.

As part of the Business Continuity Plan (BCP), the Company maintains a disaster recovery site for its SAP data center in Faridabad to address potential natural or human-induced disasters.

Cyber risk is recognized as a potential threat, and specific control measures have been identified to mitigate this risk.

The Risk Management Committee of the Board of Directors regularly monitors and reviews the current status and actions taken on these key control measures.

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

Not Applicable.

7. **Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches**

Nil

- b. **Percentage of data breaches involving personally identifiable information of customers**

Not Applicable

- c. **Impact, if any, of the data breaches**

Not Applicable

## Leadership Indicators

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

The information on the company's products and services can be found on our website and social media handles. The link to the same are as follows:

Facebook: <https://www.facebook.com/MOILlimited/>

Twitter: [https://twitter.com/i/flow/login?redirect\\_after\\_login=%2FMOIL\\_Limited](https://twitter.com/i/flow/login?redirect_after_login=%2FMOIL_Limited)

Instagram: [https://www.instagram.com/moil\\_limited/?hl=en](https://www.instagram.com/moil_limited/?hl=en)

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

Steps taken to inform and educate consumers about the safe and responsible usage of products and/or services include organizing regular customer meetings to explain the proper usage of products.

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

In such an instance the information would first be disclosed on stock exchange and then the consumers would be emailed individually.

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**

Not Applicable







# Alignment with SDGS

In a developing country like India, where 70% of the population resides in rural settings, the upliftment and development of these communities is of paramount importance. At MOIL, we view CSR activities as a means to build self-sustaining and thriving communities, aligning our efforts with the Sustainable Development Goals (SDGs).



**Clean Water and Sanitation:** We promote healthy and responsible water-saving habits by cleaning 31 Nullahs to enhance water capacity, digging 27 farm ponds for irrigation, and setting up 37 sprinkler units and 68 drip unit sets. Additionally, we provide easily accessible potable water through water purifier systems in local government schools and a water ATM that dispenses clean water 24/7.



**Zero Hunger:** Adopting climate-resilient crop varieties, establishing kitchen gardens, and cultivating high-value crops during fallow seasons significantly benefit the farmer community. We also enhance livestock productivity by organizing 45 veterinary health camps and practicing artificial insemination to ensure higher-yielding and healthier female calves.



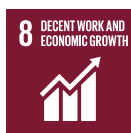
**Life on Land:** We promote sustainability through soil health testing, ensuring that agricultural practices maintain the fertility and productivity of the land.



**No Poverty:** Our initiatives improve livelihoods by increasing agricultural productivity and income. For tribal farmer families in Ukwa, interventions such as promoting climate-resilient crops and high-yield vegetables have significantly enhanced their income and resilience. Supporting women entrepreneurs and enhancing livestock productivity also contribute to poverty reduction.



**Climate Action:** By promoting climate-resilient crops, mitigating adverse weather impacts, and installing biogas units, our efforts contribute to combating climate change and its effects on agriculture.



**Decent Work and Economic Growth:** The establishment of three Farmer Producer Organizations (FPOs) under the Ministry of Agriculture exemplifies our commitment to grassroots transformation. These FPOs set up processing mills, milk collection centers, and organic vermicompost units, generating profits and employment. We also support skill development programs for 60 male candidates in Mechanic Fitter and Mine Electrician trades, and for 30 female candidates in Heavy Earth Moving Machinery (HEMM), ensuring employability and job guarantees. Furthermore, we support women entrepreneurs by helping them set up viable business modules like beauty parlors and stitching boutiques, making 44 families self-sufficient. By equipping girls with nursing qualifications, the Saksham Balika Programme also contributes to economic growth through skilled employment opportunities in the healthcare industry. It supports decent work by preparing participants for dignified and fulfilling careers.



**Affordable and Clean Energy:** The installation of 648 biogas units reduces reliance on coal and wood-fired Chullahs, providing clean fuel for cooking. This initiative not only improves air quality and health but also ensures a sustainable energy source for rural households. Additionally, we have installed rooftop solar systems and solar-powered streetlamps to promote renewable energy, ensuring safety and security for people at any given time of the day and resulting in significant community savings. To mitigate our environmental impact, we're focusing on reducing energy consumption and promoting renewable energy sources. Efforts include upgrading to energy-efficient motors and transformers, and implementing automatic power factor correction (APFC) panels and active harmonic filters to improve power efficiency. We're also procuring energy-efficient light fittings and expanding our use of solar and wind energy. This includes wind farms in Nagda Hills (4.8 MW) and Ratedi Hills (15.2 MW) in Madhya Pradesh, and solar power plants like a 5.0 MW facility in Maharashtra and a 5.5 MW plant in Madhya Pradesh. Additionally, we're installing ground-mounted solar plants and solar trees to further advance our sustainable energy initiatives.



**Good Health and Well-being:** We set up regular medical diagnostic camps, provide ambulances, and sponsor free cataract surgeries, benefiting 7,000 patients. We also supported pediatric surgeries for 450 children. During the pandemic, we established Covid Care Centres with necessary equipment, including a 350-bed facility in Mandla, Madhya Pradesh, and distributed dry rations and cooked food. We organized 33 general healthcare camps offering free check-ups and medicines for common ailments like diabetes, blood pressure, anemia, thyroid, and arthritis. In Nandurbar district, we supported pregnant women during and after their pregnancies with necessary tests and nutrition under the Yaha Mogi program, benefiting over 800 tribal women. In Gadchiroli district, we provided prosthetic limbs and mobility aids to differently abled people, benefiting 250 individuals with the help of ALIMCO.



**Sustainable Cities and Communities:** We contributed to the construction of RCC and Bituminous or tar roads and building systemic drainage systems to ensure accessibility and hygiene. We built community halls for various festivities and celebrations, installed solar-powered street lamps for better visibility and safety during night hours, and fitted grid-connected rooftop solar systems, resulting in community savings of up to ₹ 10 Lakhs. These efforts enhance infrastructure and improve the quality of life in rural areas.



**Quality Education:** By sponsoring economically disadvantaged girls to pursue nursing studies at Apollo College of Nursing, the Saksham Balika Programme promotes inclusive and equitable quality education. It ensures that these girls have access to high-quality education and training, enhancing their skills and opportunities in the healthcare sector. The company has also established a school in collaboration with the DAV Group of Schools in Sitasaongi village, located in the Bhandara district. Additionally, plans are underway to inaugurate another branch of the school in Munsar, situated in the Nagpur district, with the aim of providing high-quality education to students residing in rural regions. Furthermore, the company extends support to numerous schools located near its mining sites.



**Gender Equality:** We focus on women's health by distributing healthcare kits, promoting menstrual health awareness, and early screening for anemia and sickle cell conditions. Nutritional kits with iron-rich superfoods were provided to pregnant women, lactating mothers, and adolescent girls. Additionally, awareness programs on menstrual health and hygiene were organized, and menstrual kits were distributed to girls. To ensure year-round availability of nutritious food, we provided seeds for 13 types of vegetables and 7 types of fruits to 48 marginal families, benefiting over 200 people. We also organized 35 digital literacy camps in 22 villages, teaching women how to make digital transactions via BHIM, UPI, and other means. An "E-Dost," a local banking aide, was appointed to facilitate these transactions, boosting morale and confidence, while making their money safer by raising awareness of banking hazards. Moreover, we organized a training program on Heavy Earth Moving Machinery (HEMM) for 30 female candidates, equipping them for jobs in various organizations. The Saksham Balika Programme empowers girls from families below the poverty line by providing them with educational opportunities in nursing. It promotes gender equality by enabling these girls to pursue careers in healthcare. MOIL, in collaboration with Asha Hospital, Kamptee, organized a "Medicine Diagnostic & Gynecology Camp" at Kandri Mine, MOIL Limited. The camp targeted female employees and their dependents from the mine. Its objective was to enhance awareness of personal health and encourage women to openly discuss sensitive issues. The camp addressed a range of gynecological concerns and imparted knowledge on health, hygiene, nutrition, exercise, and relaxation techniques.



**Reduced Inequalities:** Targeting economically disadvantaged girls from BPL families, the programme aims to reduce inequalities by providing them with access to education and employment opportunities that would otherwise be inaccessible due to financial constraints. MOIL LIMITED and Artificial Limb Manufacturing Company (ALIMCO) have also entered into a Memorandum of Understanding (MoU) to extend support to Persons with Disabilities. The collaboration involves the provision of implants and related assistance in Balaghat, Bhandara, Nagpur, Gadchiroli (Aspirational District), and Chitrakoot (Aspirational District) Districts under CSR initiatives.

9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE

**Industry, Innovation, and Infrastructure:** Our focus on infrastructure development includes constructing roads, drainage systems, and community halls. The installation of rooftop solar systems and solar-powered street lamps promotes renewable energy and sustainable development. These initiatives support industrial growth and innovation in rural communities, contributing to economic and social progress. MOIL has also initiated critical Research and Development (R&D) efforts in collaboration with key institutions like CSIR-Central Institute of Mining & Fuel Research (CIMFR), Visvesvaraya National Institute of Technology (VNIT), National Remote Sensing Centre (NRSC), and Indian Institute of Technology (IIT) Kharagpur. These partnerships aim to implement advanced mining technologies and enhance stope designs. By integrating software, modern technologies, and fostering industry-academia collaborations, MOIL has achieved significant improvements in safety, productivity, and environmental standards across its mining operations.



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The Abbreviations & SDG details are to be used as follows –

### UNSDGs

Goal	Goal statement
Goal 1 : No Poverty	An aim to eradicate poverty in totality
Goal 2 : Zero Hunger	Eliminate starvation and deprivation; set foot towards nutritional health and promote viable
Goal 3 : Good Health & Well Being	Promotes a better and a healthy lifestyle along with well being
Goal 4 : Quality Education	Goal to achieve quality learning, that is open to everyone so that they can have a better future
Goal 5 : Gender Equality	Ensures no bar with respect to gender and focuses upon women/girl empowerment
Goal 6 : Clean Water & Sanitation	Validates water availability in all areas along with sanitation and utmost cleanliness
Goal 7 : Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8 : Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9 : Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10 : Reduced Inequality	Reduce inequality within and among countries
Goal 11 : Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12 : Responsible Consumption & Production	Ensure sustainable consumption and production patterns
Goal 13 : Climate Action	Take urgent action to combat climate change and its impacts
Goal 14 : Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
Goal 15 : Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16 : Peace & Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17 : Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development

### Abbreviations

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	SEBI: Securities and Exchange Board of India
5.	BRSR: Business Responsibility & Sustainability Reporting