



Commitment, Reliability & Quality

# Cem ITD Cementation India Limited

Dept. of Corporate Services – Corporate Relationship,  
BSE Limited,  
Phiroze Jeejeebhoy Towers, Dalal Street,  
Mumbai 400 001

National Stock Exchange of India  
Limited,  
Listing Department,  
Exchange Plaza, C-1, Block 'G'  
Bandra-Kurla Complex,  
Bandra (East), Mumbai 400 051

Date	Our Reference No.	Our Contact	Direct Line
05 <sup>th</sup> August, 2024	SEC/08/2024	RAHUL NEOGI	91 22 67680814 <a href="mailto:rahul.neogi@itdcem.co.in">rahul.neogi@itdcem.co.in</a>

Dear Sirs,

**Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2023-24 under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended (SEBI Listing Regulations)**

**Scrip Code: 509496 (BSE) and ITDCEM (NSE)**

Pursuant to Regulation 34(2)(f) of SEBI Listing Regulations, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2023-24.

The Business Responsibility and Sustainability Report is forming the part of the Annual Report for the Financial Year 2023-24.

The Annual Report 2023-24 are available on the Company's website at <https://www.itdcem.co.in/investors/financial/annual-reports/>.

Please acknowledge and take the same on record.

Thanking you,

Yours faithfully,

For ITD Cementation India Limited

(RAHUL NEOGI)  
COMPANY SECRETARY

Encl: As above

ITD Cementation India Limited

**Registered & Corporate Office** : 9th Floor, Prima Bay,  
Tower - B, Gate No. 5, Saki Vihar Road, Powai, Mumbai - 400 072.  
Tel.: 91-22-66931600 Fax : 91-22-66931628 [www.itdcem.co.in](http://www.itdcem.co.in)  
Corporate Identity Number : L61000MH1978PLC020435



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identify Number (CIN) of the listed Entity	L61000MH1978PLC020435
2. Name of the listed Entity	ITD Cementation India Limited
3. Year of incorporation	1978
4. Registered office address	9 <sup>th</sup> Floor, Prima Bay, Tower-B, Gate No.5 Saki Vihar Road, Powai, Mumbai-400072
5. Corporate address	9 <sup>th</sup> Floor, Prima Bay, Tower-B, Gate No.5 Saki Vihar Road, Powai, Mumbai-400072
6. E-mail	<a href="mailto:investors.relation@itdcem.co.in">investors.relation@itdcem.co.in</a>
7. Telephone	+91 22 66931600/67680600
8. Website	<a href="https://www.itdcem.co.in/">https://www.itdcem.co.in/</a>
9. Financial year for which reporting is being done	01-04-2023 to 31-03-2024
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited.
11. Paid-up Capital	₹ 171,787,584
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Manish kumar Tel: + 91 22 66931600/67680600 <a href="mailto:investors.relation@itdcem.co.in">investors.relation@itdcem.co.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).	Standalone basis
14. Name of assurance provider	N.A.
15. Type of assurance obtained	N.A.

### 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.	Construction and Civil Engineering	a) Urban Infrastructure, MRTS and Airports b) Highways, Bridges and Flyovers c) Maritime Structure d) Industrial Structures and Buildings e) Hydro, Dams, Tunnels and Irrigation f) Water and Wastewater g) Foundation and Specialist Engineering	100.00%

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	a) Urban Infrastructure, MRTS and Airports b) Highways, Bridges and Flyovers c) Maritime Structure d) Industrial Structures and Buildings e) Hydro, Dams, Tunnels and Irrigation f) Water and Wastewater g) Foundation and Specialist Engineering	4290	100.00%

### 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	54	8	62
International	2	2	4

## 19. Markets served by the entity:

## a. Number of locations

Locations	Number
Location (No. of States)	14*
International (No. of Countries)	2

\* Includes thirteen states and one Union Territory (Delhi).

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

2.3%

## c. A brief on types of customers

The Company's business is the construction of civil infrastructure. Some of its major clients include State and Central Government departments, Ministries, local municipal bodies and Private Clients as well.

## 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)	2598	2532	97.46	66	2.54
2	Other than Permanent (E)	1470	1445	98.30	25	1.70
3	Total employees (D+E)	4068	3977	97.76	91	2.24
WORKERS						
4	Permanent (F)	34	34	100	0	0
5	Other than Permanent (G)	23060	23060	100	0	0
6	Total workers (F+G)	23094	23094	100	0	0

## 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)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	1	0	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	0	0	0	0	0

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of female	
		No (B)	% (B/A)
Board of Directors	6*	1	16.67
Key Management Personnel	2	0	0.00

\*Executive Vice Chairman and Managing Director are also KMPs and they are included in the Board of Directors.

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	8.46%	12.72%	8.57%	8.83%	5.33%	8.74%	9.4%	11.05%	9.43%
<b>Permanent Workers</b>	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### 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)
1	ITD Cementation Projects India Limited	Subsidiary	100.00%	No
2	ITD-ITD Cem JV (Consortium of ITD-ITD Cementation)	Joint Venture	40.00%	No
3	ITD Cem - Maytas Consortium	Joint Venture	95.00%	No
4	ITD-ITD Cem JV	Joint Venture	49.00%	No
5	ITD Cemindia JV	Joint Venture	80.00%	No
6	CEC-ITD Cem - TPL JV	Joint Venture	60.00%	No
7	ITD Cem - BBJ JV	Joint Venture	51.00%	No
8	ITD Cementation India Limited -Transrail Lighting Limited JV	Joint Venture	72.66%	No

### VI. CSR Details

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

(ii) Turnover (in ₹): 75,01,61,07,925.48

(iii) Net worth (in ₹): 14,93,73,22,946.84

### 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)  (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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, <a href="https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf">https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf</a>	0	0	-	0	0	-
Investors - other than shareholders	NA	0	0	-	0	0	-
Shareholders	Yes, <a href="https://www.itdcem.co.in/investors/investors-grievance/">https://www.itdcem.co.in/investors/investors-grievance/</a>	149	0	-	59	0	-
Employees and workers	Yes, <a href="https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf">https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf</a>	0	0	-	0	0	-
Customers	Yes, <a href="https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf">https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf</a>	0	0	-	0	0	-
Value Chain Partners	Yes, <a href="https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf">https://www.itdcem.co.in/wp-content/uploads/2016/06/FINAL-Whistle_Blower_Policy.pdf</a>	1	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Project Execution: On-time Delivery	O	Timely completion of projects creates opportunities for growth in the Company's business, and helps in building and enhancing Company's reputation, fostering a goodwill of trust and lasting relationship with clients.	<ul style="list-style-type: none"> <li>Regular review of progress at projects, Divisional level &amp; Group Head level</li> <li>Monthly review of progress in progress review &amp; Management meetings.</li> <li>Augmentation of resources and crashing of programme is sometimes considered to make up for the delay.</li> <li>Initiating contractual communication, meetings etc. to mitigate the risk.</li> </ul>	Positive
2	Quality Control	O	Adherence to strict quality control measures ensures continual process improvements, thus helping in fulfilling client aspirations and achieving customer satisfaction translating into increased growth opportunities for the Company's business.	<ul style="list-style-type: none"> <li>Follow Project Quality Plan &amp; work methodologies as specified.</li> <li>Conduct trainings for staff &amp; workmen to deliver quality work.</li> <li>Review/Site visits by HO/ Divisional Quality Manager to overview practices at project sites, check compliances and provide support for continual improvement.</li> </ul>	Positive
3	Administration: Shortage of Qualified Manpower and high attrition rate of workers	R	Shortfall of skilled workers slowdown the execution process resulting in delays in completion of and handing over the projects to the clients.	<ul style="list-style-type: none"> <li>Constant motivation &amp; training of manpower are taken up to prevent high attrition of skilled personnel so essential for the Company's all round success. HR policies are reviewed &amp; revised periodically. Transparency in appraisal &amp; promotions is maintained.</li> </ul>	Negative
4	Capital Risk	R	Capital investment is important for the Company's growth. By identifying this as a risk element, the Company ensures that it leverages its capital resources optimally to finance its operations and strive to maintain a balance between growth and utilisation of its capital resources.	<ul style="list-style-type: none"> <li>Need to balance the Company's investment being made in capital items to ensure that it stays commensurate with the Company's overall financials.</li> </ul>	Negative
5	Cost of Inputs including Material, Labour and Services	R	Increase in cost of inputs often lead to increase in capital expenditure which could affect the Company's business operations and its profitability.	<ul style="list-style-type: none"> <li>To negotiate &amp; ensure the Company gets the most competitive pricing.</li> </ul>	Negative

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	HSE: Occupational, Health and Safety Performance	O	OHS is a critical aspect for ensuring employee welfare, non-compliance of which could have serious consequences. The Company's robust EHS management system showcases the Company's commitment to its employee welfare initiatives and ensuring increased productivity and motivation. EHS management system often enables the Company to pre-qualify under certain stringent tender requirements.	<ul style="list-style-type: none"> <li>Periodic Audits and Inspections at Project sites &amp; Depots. (Daily/ Weekly by sites &amp; Quarterly by Corporate).</li> <li>Reviewing of Unsafe Acts &amp; Conditions - Preventive Measures taken. (Daily/Weekly by sites &amp; Quarterly by Corporate).</li> <li>Creating awareness amongst Staff and Workers (Daily TBT, Weekly/Monthly by sites, Quarterly &amp; Yearly by Corporate).</li> <li>Reviewing Methodology/Risk Assessment. Safety Alerts prepared and circulated to avoid recurrence (after an incident &amp; if there is change in the activity).</li> <li>Training Calendar prepared &amp; circulated for implementation.</li> </ul>	Positive
7	Market Competition	O	Competitive risk is inevitable as aggressive competitors abound posing challenges to the existing players in the market. Healthy market competition provides an opportunity to the Company to improve its own set-up performance and competency.	<ul style="list-style-type: none"> <li>Healthy market competition provides an opportunity to improve the Company's own set-up &amp; performance.</li> </ul>	Positive
8	ISO (9001, 14001 & 45001) Certifications	O	Delivering the product with minimum standard. It helps to deliver the product in an efficient manner. Enhancing the image amongst the customers.	<ul style="list-style-type: none"> <li>Annual Internal Audits</li> <li>Annual External Audits by TUV Nord</li> <li>Regular reporting and monitoring at various levels</li> </ul>	Positive
9	Retention of Skilled Manpower	R	By identifying this as a risk, the Company is ensuring employee well being through proper action plan to motivate and retain the employees.	<ul style="list-style-type: none"> <li>For effective retention of skilled manpower HR policies are constantly reviewed to ensure that the employees are kept motivated. To enhance the skills of the manpower, regular training programmes are organised both in-house &amp; externally.</li> </ul>	Negative
10	Water, Waste & Hazardous Materials Management	R	Ensuring appropriate control measures to minimise the wastes for protecting the environment which is part of the Company's core principles.	<ul style="list-style-type: none"> <li>Compliance with all mandatory &amp; project specifications is ensured at all the Company's work sites.</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Customer Experience & Satisfaction	O	As a business entity, the Company thrives on customer satisfaction which is considered as an opportunity to help grow the Company's business.	<ul style="list-style-type: none"> <li>The Company takes regular customer feedback and corrective actions as per requirements.</li> </ul>	Positive
12	Impact of Economic Slowdown	R	Any economic slowdown has an adverse impact on our business, hence it is prudent to risk and prepared contingency plan for continue growth the Company.	<ul style="list-style-type: none"> <li>The Company works in many diversified fields to minimise risks associated with economic slowdown.</li> <li>The Company is proactively pursuing projects outside the country.</li> <li>The Company monitors opportunities &amp; economical parameters on a regular basis to be able to react in an accelerated manner in case such a threat evolves.</li> </ul>	Negative
13	Cyber security	R	Cyber security, nowadays, has assumed considerable significance as external web/email attacks and unauthorised use of Company's system privileges could expose the Company to loss of vital database on account of data breach thus causing disruption in the smooth operations of the Company's business. It is therefore imperative to have risk mitigation measure in place to ensure continuity of business operations in case of cyber-attack.	<ul style="list-style-type: none"> <li>Adequate policies are in place and implemented across all the locations/sites including Data Centre to prevent breach of data and for all IT stakeholders in the Company.</li> <li>The audits of the IT systems and environments are in place.</li> <li>The Cyber Security framework developed with the vision of a robust security &amp; resilient roadmap of 5 years.</li> <li>Deployed 3 layers of Cyber Security System to protect the IT Environment and made investments in the state of art security platforms.</li> <li>Proper system has been deployed to control and monitor any cyber threat and to plan follow up actions thereof.</li> </ul>	Negative
14	Social engagement & Impact	O	The Company intends to make a difference to the society through its CSR initiatives and contribute its share towards making a positive impact in the lives of the people of the communities by focussing on their local developmental needs across all project sites.	<ul style="list-style-type: none"> <li>The Company strives to provide business/employment opportunities to locals to the extents practicable and takes initiatives through CSR activities which would result in making a positive impact in the society.</li> </ul>	Positive

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	N	Y	Y	Y	N	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.itdcem.co.in/investors/company-policies/">https://www.itdcem.co.in/investors/company-policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	N	N	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 14001	ISO 45001	Indian labour codes	-	ISO 14001	-	-	-
5. Specific commitments, goals and targets set by the entity with defined time lines, if any.	Refer footnotes c, d, e, f, h	Refer footnotes c, e, f, h	Refer footnotes c, d, h	-	-	Refer footnotes c, e, f, h	-	-	-
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Refer footnotes c, d, e, f, h	Refer footnotes c, e, f, h	Refer footnotes c, d, h	-	-	Refer footnotes c, e, f, h	-	-	-

Footnotes:

- Sustainable Growth: 10% increase in last year's Revenue
- Efficiency Increase: 9.5% Cost to Revenue
- Trainings to Employees: 4 Man-hours per Staff; 80% coverage in this year
- Safe Workplace: Accident Incident Rate 5% less than last year's Target
- Measuring Carbon footprint at Batching Plants: Pilot Project - Monitoring Carbon emission in Kg for 5 identified Batching Plants
- Use of Fly ash in Concrete Mix: 20% of cement replacement by fly ash in concrete mix
- Concrete Quality Standard: 90% results should fall below SD value 3.5
- Customer Satisfaction: Customer Feedback rating Target 85.80% (ref format: SR-10)

#### Governance, leadership, and oversight

- Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):
  - The Company attaches considerable significance to bring about improvements in methods, materials

and processes in its areas of construction and operations with unwavering commitment to precision and efficiency. As the Company is aiming to pursue a strong path of growth, the main challenge lies in balancing the growth aspirations with the need to minimise the negative impact of growth on the environment. Aligning the Company's ESG goals with business objectives of the Company to create long term value for all stakeholders is, therefore, the need of the hour.

- The Company's concern for quality, environment, occupational- health and safety make it committed to conduct its operations in a responsible manner through efficient and sustainable use of materials and resources by minimising wastage, recycling/ reusing of materials without compromising on the safety and quality standards. The Company also endeavours to construct projects that are environmentally friendly by using various energy conservation measures such as deployment of fuel-efficient plant and machinery and use of green technologies, optimal use of plant and machinery and increased use of energy efficient lighting systems. The Company continues to increase



use of Fly ash/Ground Granulated Blast Furnace Slag (GGBS) as part replacement of ordinary port land cement (OPC) for concrete mixes. Further, the Company sources raw material and labour locally for its construction sites, thereby minimising transportation costs and reducing carbon footprints. The steps being taken by the Company for utilising alternate sources of energy by way of solar lights are being installed at various marine crafts (barges), mooring buoys, long piled approaches, barricades, cement silos and at one of its Depot establishments for general lighting resulting in savings in non-renewable energy consumption.

- The Company is reporting Scope-1, Scope-2 and Scope-3 greenhouse gas emissions. The Company endeavours to use fly ash/GGBS in concrete mixes wherever applicable. The Company stays focused on Environment, Safety and Health (ESH) principles. It is a matter of pride to be amongst the few construction companies in India to have been accredited with ISO 9001:2015 for Quality Management Systems, ISO 14001:2015 for Environmental Management Systems and ISO 45001:2018 certificates for Occupational, Health and Safety Management Systems by TUV-NORD.
- At the Company, employees' health, safety and morale remain the top priorities enabling creation of an inclusive and productive working environment that encourages dialogue and free exchange of ideas. The Company has been constantly working towards eliminating health and safety concerns of the workforce by creating safety awareness, conducting regular safety trainings and taking proactive measures to prevent accidents and other occupational hazards. This also goes a long way in facilitating the crafting of a talent management system for engagement across the employment life cycle. As a strategic enabler and business partner, the Company's HR strongly focusses on organisational development and employee engagement to accelerate the Company's businesses with ability, agility and adaptability.
- Innovation and alignment of HR practices with business needs, total commitment to the highest standards of corporate governance, performance excellence, business ethics, employee engagement, social responsibility and employee satisfaction have led the Company to become an organisation

that lays emphasis on learning and development, nurtures empowerment, meritocracy, transparency and ownership. Rigorous training and extensive safety measures like job safety assessment and safe construction techniques at project sites have been undertaken by the Company for employees. The Company has established harmonious industrial relations, initiative-taking and inclusive practices with all employee bodies.

- The CSR Policy initiatives encompassing healthcare, livelihood generation, women empowerment, animal welfare, etc. are geared towards benefitting the marginalised sections of society and bring about a positive impact in their lives. The communities in and around which the Company operates, are important and integral to the sustainability initiatives of the Company aimed at creating positive improvements in the lives of the poor and indigent people and contribute to their overall growth and development. The Company identifies communities that require its intervention through various CSR projects in a bid to empower people and make them self-reliant. The Company also makes contribution towards the physically challenged or differently abled, socially and economically backward groups, under privileged students and provide health care and sanitation facilities through its CSR activities and focusing on community development.
  - The Company is committed towards giving a thrust to its sustainability initiatives by balancing its business operations with the need to be responsive to the environment and the society in which it operates.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
- Name: Mr. Jayanta Basu
- Designation: Managing Director
- DIN: 08291114
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.

Yes, the Company's BRSR Committee, CSR committee of the Board and EHS Teams are responsible for sustainability related issues.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Most of the policies of the Company are approved by the Board and reviewed periodically or on a need basis by the concerned Committees. During the review, the effectiveness of the policies is evaluated and necessary amendments to the policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.																	

### 11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

TUV NORD conducts Integrated Management System (ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018) audits for the various processes existing at projects & office locations.

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators

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

Segment	Total number of Training and awareness programmes held	Topic/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	At least 4 times in a year	Business strategy, performance overview, risk management and updation of Laws	100%
Key Managerial Personnel	3	Business strategy, planning, risk management and updation of Laws	100%
Employees other than BoD and KMPs	10	Company policy relating to Code of Conduct	22.56%
Workers	1558	EHS: Working at height, Risk Assessment, Material Handling, permit to work, Waste (Hazardous Waste Management), Resource Conservation, Integrated Management System, Fire Fighting, Emergency Preparedness etc.	100%

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

**Monetary**

	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/no)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

**Non- Monetary**

	NGRBC Principle	Name of the regulatory/enforcement agencies/Judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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
-	-

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

Yes, the Company has in place Codes of Ethical Conduct for Directors, Senior Management and Employees of the Company and a Code of Conduct for Vendors and Suppliers covering anti-corruption and anti-bribery aspects. The objective of these Codes is to serve as a guide for all concerned for ensuing compliance with applicable laws, rules and regulations. They reflect the Company's firm commitment towards maintaining ethical standards of governance and zero tolerance towards any act of dishonesty, corruption or bribery.

<https://www.itdcem.co.in/wp-content/uploads/2016/06/Code-of-Ethical-Conduct-upload-site-final.pdf> and

<https://www.itdcem.co.in/wp-content/uploads/2016/06/Final-ITD-Code-of-Ethical-Conduct-Dirs-n-Employees-approved-9.8.2017-3REV-finaldoc.pdf>

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

	FY 2023-24	FY 2022 -23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Not Applicable

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	87	101

9. Open-ness 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:

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % total purchases	Nil	Nil
	b. Number of trading houses where purchases are 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 RPT's in	a. Purchases (Purchases with related parties/Total Purchases)	0.46%	2.30%
	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 financial year:

Total number of awareness programmes held	Topic/principles covered under the training	% usage of value chain partners covered (by value of business done with such partners) under the awareness programmes
1349	Environment, health and safety awareness and training.	89%

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

Yes, the Company has in place Codes of Ethical Conduct for Directors, Senior Management and Employees of the Company.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe****Essential indicators**

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	100.00%	0.00%	These technologies accelerated construction of diaphragm wall thereby reducing GHG emission by improving the quality of construction.
Capex	0.00%	0.00%	

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

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

The Company has a procedure for sustainable sourcing where vendors and suppliers are evaluated on environment, health & safety and sustainability parameters before taking them on board and doing business with them.

Top 25 vendors (55.26% of total scale) were analysed for this sustainable sourcing criteria, out of which 18 vendors got qualified and this percentage works out to 77.25%.

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.

The Company does not have business of such specific products. However, at the project and operation sites, there are systems in place to reuse and dispose the above waste being generated during course of construction and operation in line with the regulatory requirements.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

**Leadership Indicators**

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

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
4290	Batching plant	Not available	Cradle to Gate	No	No

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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
Batching plant	<p>Our LCA evaluation of concrete production reveals that maximum environmental impact is associated with procurement of primary raw materials and the energy consumption (grid source) associated with the manufacturing process. Other than these, the other contributing factors are as below</p> <p><b>Dust and air pollution:</b> Concrete batching plants produce a lot of dust, especially during the loading and unloading of cement and other materials. This can cause air pollution and can be a health hazard for workers and nearby community.</p> <p><b>Noise pollution:</b> Concrete batching plants generate noise during the operation. This can be a nuisance to workers and nearby community.</p> <p><b>Water pollution:</b> Concrete batching plants use a substantial amount of water for concrete preparation and for cleaning of equipment. Waste water resulting from this operation contains high level of pollutants such as cement, aggregate particles, chemical additives, dust and other contaminants.</p> <p><b>Energy consumption:</b> The production of concrete requires a significant amount of energy, primarily for the production and transportation of cement and other materials. This leads to greenhouse gas emissions and contributes to adverse climate changes.</p> <p><b>Land use:</b> Concrete batching plants require a large amount of space for the storage of raw materials, production equipment and finished products. This can lead to land use conflicts and disturbance of natural habitats.</p>	<ol style="list-style-type: none"> <li><b>Dust and Air pollution:</b> All our plants are equipped with dust collector system and the sites are sprinkled with water at frequent intervals to minimise the generation of dust in the air.</li> <li><b>Noise pollution:</b> Regular servicing and maintenance of equipment help to minimise the noise emission. The workers working in noisy areas are provided appropriate PPE.</li> <li><b>Water Pollution:</b> Construction and maintenance of sedimentation tank for all effluent water coming out from the batching plant is undertaken.</li> <li><b>Proper site selection and planning:</b> Consent to Establish (CTE) &amp; Consent to Operate (CTO) are taken with the idea of minimising adverse environmental impact.</li> </ol>

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
Fly ash & GGBS	1.73%	-

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
Plastic (Including packaging)	N. A	N. A	N. A	N. A	N. A	N. A
E-waste	N. A	N. A	N. A	N. A	N. A	N. A
Hazardous waste	N. A	N. A	N. A	N. A	N. A	N. A
Other waste (Concrete waste)	1430.8	Nil	Nil	Nil	Nil	Nil

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

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

**PRINCIPLE 3 Business should respect and promote the well-being of all employees, including those in their value chains.**

### Essential Indicators

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

		% of employees covered by									
Category	Total (A)	Health insurance		Accident insurance		Maternity Benefit		Paternity benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	2532	2532	100	2532	100	-	-	-	-	-	-
Female	66	66	100	66	100	-	-	-	-	-	-
Total	2598	2598	100	2598	100	-	-	-	-	-	-
Other than Permanent Employees											
Male	1445	97	6.17	1445	100	-	-	-	-	-	-
Female	25	12	48	25	100	-	-	-	-	-	-
Total	1470	109	7.41	1470	100	-	-	-	-	-	-

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

		% of workers covered by									
Category	Total (A)	Health insurance		Accident insurance		Maternity Benefit		Paternity benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	34	-	-	34	100	-	-	-	-	-	-
Female	0	-	-	0	-	-	-	-	-	-	-
Total	34	-	-	34	100	-	-	-	-	-	-
Other than Permanent workers											
Male	23060	-	-	23060	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	23060	-	-	23060	100	-	-	-	-	-	-

- 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 measure as a % of total revenue of the company	0.05%	-

2. Details of retirements 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	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	0	2	Yes	0	6	Yes
Others - please specify	0	0	N.A.	0	0	N.A.

3. Accessibility of workplace

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

Yes, all the offices, depots and project sites are accessible to differently abled employees and workers.

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. –

Yes, the Company has an equal opportunity policy.

[https://www.itdcem.co.in/wp-content/uploads/2016/06/Policy\\_On\\_Equal\\_Opportunity\\_r1.pdf](https://www.itdcem.co.in/wp-content/uploads/2016/06/Policy_On_Equal_Opportunity_r1.pdf)



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### 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	-	-	-	-
Female	-	-	-	-
<b>Total</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	Yes, the Company has a Grievance Redressal Policy explaining how employees can voice their concern faced at the workplace in a constructive way to ensure that their point of view is heard, and the issues are effectively resolved through appropriate action following due process.
Other than Permanent workers	
Permanent Employees	
Other than Permanent Employees	

The grievance redressal mechanism is as follows: -

**Step 1:** The aggrieved employee can register his/her grievance by reaching out to [grievance\\_cell@itdcem.co.in](mailto:grievance_cell@itdcem.co.in)

**Step 2:** The complaint is forwarded to the Grievance Redressal Committee which, in turn, works with the respective leadership team and HR on the next steps.

**Step 3:** The Grievance Redressal Committee initiates the enquiry for further fact-finding.

**Step 4:** The Committee ensures that the entire enquiry is done in a fair, neutral and unbiased manner. Wherever possible, sincere efforts shall be made to establish a dialogue between the concerned parties and/or enable a mediation process. The relevant stakeholders shall be kept informed throughout the process.

**Step 5:** The entire enquiry is to be concluded within 60 days' time from the date of lodging of complaint and the response to be communicated to the aggrieved party. The timeline can also be mutually agreed upon between the aggrieved party and the Committee. It should not, however, go beyond 120 days. The Grievance Redressal Committee shall maintain accurate records.

**Step 6:** If found guilty, the party in question shall be subjected to disciplinary proceedings based on the severity of the complaint. The decision of the Committee is final and binding on both the parties.

### 7. Membership of employees and worker in association(s) or Unions recognised 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)
<b>Total Permanent Employees</b>	<b>2598</b>	<b>0</b>	<b>0</b>	<b>2398</b>	<b>0</b>	<b>0</b>
Male	2532	0	0	2340	0	0
Female	66	0	0	58	0	0
<b>Total permanent workers</b>	<b>34</b>	<b>34</b>	<b>100</b>	<b>42</b>	<b>42</b>	<b>100</b>
Male	34	34	100	42	42	100
Female	0	0	0	0	0	0

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

Category	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)
<b>Employees</b>										
Male	2532	2532	100	691	27	2340	2340	100	647	27.65
Female	66	66	100	54	81	58	58	100	22	37.93
<b>Total</b>	<b>2598</b>	<b>2598</b>	<b>100</b>	<b>745</b>	<b>29</b>	<b>2398</b>	<b>2398</b>	<b>100</b>	<b>669</b>	<b>27.90</b>
<b>Workers</b>										
Male	23094	23094	100	5911	25.60	10981	10981	100	3609	32.87
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>23094</b>	<b>23094</b>	<b>100</b>	<b>5911</b>	<b>25.60</b>	<b>10981</b>	<b>10981</b>	<b>100</b>	<b>3609</b>	<b>32.87</b>



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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	2532	2060	81.36	2340	2054	87.78
Female	66	49	74.24	58	51	87.93
<b>Total</b>	<b>2598</b>	<b>2109</b>	<b>81.17</b>	<b>2398</b>	<b>2105</b>	<b>87.78</b>
<b>Workers</b>						
Male	23094	34	0.15	10981	42	0.38
Female	-	-	-	-	-	-
<b>Total</b>	<b>34</b>	<b>34</b>	<b>100</b>	<b>42</b>	<b>42</b>	<b>100</b>

## 10. Health and safety management system:

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

Yes, the Company is certified for ISO 45001: 2018 which is an internationally well recognised and accepted Occupational Health and Safety (OHS) Management System Standard, implemented at all its projects and depots. These certified locations constitute 100% of office footprint and 100% of people footprint operating from these locations. The Company has a well-defined Occupational Health and Safety Management Systems which includes IMS Policy and supporting processes to ensure well-being of its employees and workers.

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

**1. Procedure P22 (Occupational Safety & Risk Assessment)** – This procedure is being followed for Safety (OH&S) Risk & Opportunities Assessment to:

- Identify hazards associated with all routine/non-routine activities and arising out of potential emergency.
- Assess risks (OH & S and other risks) to personnel, equipment, material and property arising out of identified hazards and
- Decide appropriate control measures to reduce risk to acceptable levels.

**2. Procedure P3 Environmental Aspects** – This procedure is being followed for Environmental Risk Assessment (ERA) involving:

- Identification of the environmental aspects of the Company's activities that interact or can interact with the environment.
- Determination of aspects which have or can have significant impact on the environment.

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

Yes, the Company has SHOP 26 - Stop Work Programme (SWP). It is developed to support operational controls required as part of the EHS implementation. It is designed to provide the employees and workers with the responsibility and obligation to stop work when perceived unsafe condition or behaviour is observed.

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

Yes, The Company recognises that overall physical and mental well-being of its employees are integral to its success and growth aspiration. The Company has a people focussed approach by involving, consulting and training employees and workers on physical health, mental health and well-being. The Company takes a holistic approach to well-being of its employees and workers. The employees have various health benefits including medical insurance, free doctor consultation which ensure their physical and mental well-being. Regular health campaigns/awareness sessions are conducted in worker camps by qualified doctors. Regular medical check-ups for workers are organised. The Company has implemented "Alcohol and Drug Abuse Policy" at all its projects and depots.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury frequency rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.12	0.11
Total recordable work-related injuries	Employees	0	0
	Workers	6	2
No. of fatalities	Employees	0	0
	Workers	2	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	9	1

\* including in the contract workforce

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

Hazard identification and risk assessment process is conducted to identify each risk and ensure proper mitigation measures are put in place to create a healthy and safe work environment. A similar approach for hazard identification is followed at our projects and depots where commonly encountered OHS risks include:

- Fall of person/Material
- Working at height
- Manual and Mechanical material handling
- Electrical and Mechanical hazards
- Fire
- Collapse of Soil/Scaffolding/structure
- Failure of equipment/machinery
- Slip and trip
- Poor air quality
- Noise pollution
- Inadequate illumination etc.

Mitigation measures include:

- Enhancing awareness through induction and OHS trainings
- Deployment of competent work force
- Implementation of preventive measures as per HIRA for each activity
- Adopting safe work methods
- Adopting zero tolerance to OHS violations
- Implementation of disciplinary and reward programme etc.
- Mock drill for fire and medical emergencies
- Conducting periodic inspections and audits
- Monitoring of air quality at project sites at the Company level as well as through external agencies to ensure emission within permissible limits.
- Regular training on occupational health & safety matters to sensitise employees on OHS aspects and to inculcate a culture of safety.

### 13. 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
Working Condition	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

**14. Assessment for the year**

	% of your plants and offices that are assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of heavy plants, equipment and lifting tools & Tackles
Working condition	100%

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

The Company's Corporate EHS team and Senior Management undertake a joint investigation and review of any incident that has occurred and suggest control measures based on the data gathered through respective Project Site Management. EHS site inspection visits and EHS Audits help to provide relevant data on unsafe conditions/unsafe behaviours. The data received enables identification of any hazard involved and assess key areas of involved risks that guide projects and depots to proactively manage and have proper controls to avoid any untoward incident.

Various steps have been taken including:

- Implementation of EHS Audit Rating through checklist (SCL-12).
- Developing EHS training modules based on high-risk activities, as per Safety Walk About (SWA) analysis.
- Safety Alerts prepared on critical incidents and communicated to project sites and depots to create awareness and implement lessons learnt to prevent any harm to man and material.
- Creation of safety awareness through technical training by external faculty.
- Periodic site visits and mentoring project site management team by Senior Management, follow EHS requirements and enhance safety culture.
- Preparation of action plans to enhance safety culture with higher degree of EHS awareness. This helps upgrade skill set of employees to achieve EHS excellence in their respective workplace by aligning their actions accordingly.

**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, the Company extends life insurance benefits and/or compensation package in the event of death of Employees and Workers.

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

The sub-contractors are required to submit valid PF and ESIC registration and copies of attendance & wage registers, Workmen Compensation Policy and challans as a proof of payment of statutory dues on an ongoing basis.

**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 or 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 member have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	2	1	0	0

**4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No) – No****5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	21% (based on top 100 value chain partners)
Working condition	21% (based on top 100 value chain partners)

**6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners. – N.A.**

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

#### Essential Indicators

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

The business of the Company is primarily EPC (Engineering, Procurement and Construction) and civil construction work. Hence, in line with its business models, the Company has identified the following as key stakeholder groups:

Stakeholder	Basis of identification
Suppliers/ Contractors	EPC and civil construction have significant dependence on supply chain partners for i) Sourcing of key raw materials e.g. fuel, cement, aggregates, steel and other materials for construction projects and high-grade metals, subcomponents and other inputs for construction business. ii) Outsourcing of business activities e.g. low-end civil works in construction projects, and certain specialised activities. To maintain sustainable growth, designers, consultants, suppliers/contractors are key elements in meeting the desired product and cost objectives for various contracts.
Government	Government (central and state) orders contribute ~49% of the current orderbook. Additionally, orders from Government owned enterprises (PSU's) contribute ~18% of the orderbook. Combined they are the largest customers for the Company and play a crucial role in the future growth plans of the Company.
Customers	Private sector currently contributes 33% of the total orderbook. The Company has strong brand recall amongst its diversified customer base and act as partners in developing new solutions or business offerings.
Employees and Workforce	Construction is a labour-intensive activity and the Company employs over 23,094 workers in addition to 4,068 of its own employees (including Project sites, Depots and offices). Hence, the Company plays important role in their skills development, health and well-being, for the Company's ongoing and future operations.
Regulatory bodies	Various business units of the Company operate in variety of sectors, each of which are governed by specific regulatory bodies the Company understands requirements of these agencies and ensures that they are complied with to maintain desired compliance levels.
Shareholders and investors	Shareholders and investors play both direct and indirect role in the Company's operations, providing finance, governance and controlling various aspects of a business. The Company actively engages with them for the smooth conduct of business operations.
Media	Media is one of the important communication channels for the Company to showcase its business performance, visibility, responsible changes for the benefit of society, environment and bridges the communication gap if any amongst its stakeholders.
Communities	The Company helps catalyse socio-economic development of communities around its premises at various locations across the Country. Focus is on under-privileged and marginalised of the society to bring them on-par with others.

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

Sl. No	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half-yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders and investors	No	Press Releases, Quarterly Results, Annual Reports, Newspaper publications, Analyst/Investor meet and Conferences, Investor presentation, Concall, audio link and transcripts, Stock Exchange filings, Annual General Meetings, E-mail communication and Company's website as per Law and Regulations	Periodically and event based	To provide update on Company's financial and operational performance, addressing investor queries and any event-based announcement filed with the stock exchanges.
2	Media	No	Press Releases, Investor Presentation, Annual General Meetings and Media interactions	Periodically and event based	To provide update on Company's financial and operational performance and any event-based announcement filed with the stock exchanges.
3	Customers	No	Business interactions, client satisfaction surveys	At convenient intervals	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.
4	Government	No	Press Releases, Quarterly Results, Annual Reports, Sustainability Reports, Stock Exchange filings, subject specific meetings, representations	As and when required	Reporting requirement, other requirement (specified by client/ employer), statutory compliance, support from authority and resolution of issues.

Sl. No	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half-yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
5	Employees	No	<ul style="list-style-type: none"> <li>• Circular and messages from corporate and line management</li> <li>• Corporate social initiatives</li> </ul>	As and when required	Employees' growth and benefits, their expectations, career growth, professional development, leadership skills and team building, Interpersonal Relationship, communication and presentation skills and continuing education and training, etc.
6	Suppliers/ Contractors	No	Regular supplier and dealer meets. Business interactions	As and when required	Identifying need and expectation, schedule, supply chain issue, creating awareness and imparting other training, their regulatory compliance, EHS performance etc.
7	Community	No	Direct contribution through implementing agencies for CSR activities nearby the Company's Projects sites	As and when required	To help the marginalised sections of the society and to support government approved CSR activities.

### 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's Internal audit process covers environmental, economic and social topics and the critical findings of each audit cycle get presented to the Board in quarterly meetings.

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

Yes, the Company continuously engages with its stakeholders to boost relationship, thus enabling the Company to be informed of their expectations, as well as opportunities for value creation. A structured approach and systems are in place to engage with the stakeholders at different levels for identifying, prioritising and addressing their needs and concerns in a consistent and systematic manner.

Employees – The management believes in effective two-way communication process: top-down and bottom-up. In this regard, there are structured systems for employee communication, based on which the following actions were initiated:

- Bus facility is provided to employees in order to avoid travelling by personal vehicles, thus, reducing the pollution and contributing their bit to promote a cleaner and greener environment.
- For employees above General Manager category, the Company provides facility of an annual medical checkup which helps them to maintain good health and stay medically fit and alert in their personal and professional walk-of life.
- The Company organises annual sports day and get-together for recreation and well-being of its employees. This helps in creating a conducive environment that fosters team work and co-operation amongst employees across the organisation.

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

The Company engages with marginalised stakeholder groups through its various CSR initiatives by providing support in various areas such as education and health care services, eradication of poverty, hunger and malnutrition etc. aimed to provide improved living conditions to the vulnerable sections of the society focussing on their accelerated development and overall well-being.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2598	294	11.32	2398	399	16.64
Other than permanent	1470	43	2.93	1166	57	4.88
<b>Total Employees</b>	<b>4068</b>	<b>337</b>	<b>8.28</b>	<b>3564</b>	<b>456</b>	<b>12.79</b>
<b>Workers</b>						
Permanent	34	0	0	42	0	0
Other than permanent	23060	0	0	10939	0	0
<b>Total workers</b>	<b>23094</b>	<b>0</b>	<b>0</b>	<b>10981</b>	<b>0</b>	<b>0</b>

Note: Training on various issues related to human rights are covered under new employee induction, EHS training, POSH and Code of Conduct.

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

Category	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)
<b>Employees</b>										
<b>Permanent</b>	<b>2598</b>	<b>0</b>	<b>0</b>	<b>2598</b>	<b>100</b>	<b>2398</b>	<b>0</b>	<b>0</b>	<b>2398</b>	<b>100</b>
Male	2532	0	0	2532	100	2340	0	0	2340	100
Female	66	0	0	66	100	58	0	0	58	100
<b>Other than permanent</b>	<b>1470</b>	<b>0</b>	<b>0</b>	<b>1470</b>	<b>100</b>	<b>1166</b>	<b>0</b>	<b>0</b>	<b>1166</b>	<b>100</b>
Male	1445	0	0	1445	100	1148	0	0	1148	100
Female	25	0	0	25	100	18	0	0	18	100
<b>Workers</b>										
<b>Permanent</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>34</b>	<b>100</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>42</b>	<b>100</b>
Male	34	0	0	34	100	42	0	0	42	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than permanent</b>	<b>23060</b>	<b>23060</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>10939</b>	<b>10939</b>	<b>100</b>	<b>0</b>	<b>0</b>
Male	23060	23060	23060	0	0	10939	10939	100	0	0
Female	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages

#### a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Director (BoD)	2*	3,87,71,334	0	0
Key Managerial Personnel	2**	1,40,95,163	0	0
Employees other than BoD and KMP	2,530	10,59,079	66	10,39,987
Workers	34	5,17,904	0	0

Note: \*BOD – Median considered for Executive Directors only.

\*\*KMP – Median not considered for Executive Directors.

**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 female as % of total wages	2.34%	2.30%

**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, Head of Human Resources is responsible for addressing any issues regarding human rights.

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

All grievances are addressed as and when received by the respective project manager/functional head through IR/Admin in co-ordination with HR. All grievances are duly investigated and appropriate actions are taken to resolve them.

**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 year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related issues	0	0	-	0	0	-

**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)	-	-
Complaints on POSH as a % of Female employees/workers	-	-
Complaints on POSH upheld	-	-

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

The Company has the following policies to address and prevent adverse consequences to the complainant in discrimination and harassment cases:

- Whistle Blower Policy
- Codes of Ethical Conduct
- Prevention of Sexual Harassment Policy
- Grievance Redressal Policy
- Code of Conduct for Vendors and Suppliers

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

(Yes/No) – Yes

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### 10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/involuntary labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – Please specify	-

Note: The Company undertook internal assessment through its EHS, HR and IR Function.

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

None

### Leadership Indicators

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

None

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

None

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

Yes

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

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

N.A.



**PRINCIPLE 6: Business should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	206.48 GJ	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	206.48 GJ	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	109808.23 GJ	148059.99 GJ
Total fuel consumption (E)	838374.232 GJ	436977.20 GJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	948182.462 GJ	585037.19 GJ
<b>Total energy consumed (A+B+C+D+E+F)</b>	948388.94 GJ	585037.19 GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000012642	0.0000126442
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/Revenue from operations adjusted for PPP)	0.000283191	0.000359229
<b>Energy intensity in terms of physical Output</b>	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

**2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any – No**

**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 Kiloliters)</b>		
(i) Surface water	3141517.24	2214177.25
(ii) Groundwater	45859.32	54963.41
(iii) Third party water	12093137.91	60514141.85
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	15280514.47	62783282.50
<b>Total volume of water consumption (in kiloliters)</b>	15280514.47	62802924.51
<b>Water intensity per rupee of turnover</b> (Total water consumption/Revenue from operations)	0.000203696	0.00135734
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP)	0.0045628	0.03040441
<b>Water intensity in terms of physical Output</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

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

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Parameter	FY 2023-24	FY 2022-23
<b>Water Discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To 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 kiloliters)</b>	-	-

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

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

Yes, the Company is working on Zero Liquid Discharge philosophy in batching plant operations where it re-uses generated wastewater for dust suppression and tyre washing activity. Re-use of wastewater is made possible through constructed sedimentation/settling tanks. The quantity of recycled water was 38749.4 m<sup>3</sup> in FY 2023-24 and 25371 m<sup>3</sup> in FY 2022-23.

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

Parameter	Please specify units*	FY 2023-24	FY 2022-23
NOx	mg/m <sup>3</sup>	0.025	0.915
SOx	mg/m <sup>3</sup>	0.015	0.297
Particulate matter (PM)	mg/m <sup>3</sup>	0.086	1.835
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

\*Unit in current FY 2023-24 is in mg/m<sup>3</sup> which is more precise than unit mentioned as µg/m<sup>3</sup> in previous year. The above reading is the average value of all observed readings.

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

### 7. 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	65161.2	41755
<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	25103.4	37015
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Metric tonnes of CO <sub>2</sub> Equivalent/₹	0.0000012032	0.0000017024

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 and Scope 2 emission intensity 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/₹	0.0000269532	0.0000381338
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

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

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

Yes, we have solar lighting at 6 locations, total generated unit of 251016.649 kWh.

**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)	73.25	66.4
E-waste (B)	4.74	1.6
Bio-medical waste (C)	0.35	0.008
Construction and demolition waste (D)	42690.931	21423.5
Battery waste (E)	1.831	21.1
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify if any (G)	95.522	45.4
Other non-hazardous waste generated (H). Please specify if any. (Break-up by composition i.e by material relevant to the sector)	134.814	9560.8
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>43001.44</b>	<b>31119</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations)	0.000000573166	0.000000672564
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/Revenue from operations adjusted for PPP)	0.000001283892	0.000015065455
<b>Waste intensity in terms of physical output</b>		
<b>Waste intensity</b> (optional) – 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	28019.548	9699.5
(ii) Re-used	14746.464	2142.3
(iii) Other recovery operations	-	-
<b>Total</b>	<b>42766.012</b>	<b>11841.80</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	0.35	0
(ii) Land filling	230.336	0
(iii) Other disposal operations	0	19281
<b>Total</b>	<b>230.686</b>	<b>19281</b>

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

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

- 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.**

The Company is ISO14001:2015 certified organisation and has adopted a robust waste management system considering 3R principles, circular economy and safe and lawful disposal of waste. The Company segregates waste as per its category in store in diverse types of coloured waste bins. The Company stores waste in well managed in-house storage facilities as prescribed in the waste management rules. Disposal of the same is being done according to different rules of waste management under "The Environment Protection Act-1986".

The Company uses hazardous chemicals in very less quantity, except oil/engine oil waste which it stores as per the Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016, as amended. Generation of Hazardous material waste is less and there is no toxic waste generated. The Company has skilled workforce to manage such waste after taking required precautions. They compulsorily undergo Control of Substances Hazardous to Health (COSHH) training before being engaged to manage hazardous waste. The waste oil and other hazardous materials are handed over to authorised vendors approved by respective Pollution Control Boards at required frequency. Records of the same are maintained through Manifest system.

- 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	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	The Company gets the projects through bidding system, where client floats the tender after getting all required clearances from government agencies before starting any project.		
	Required permission from different environmental institution/government bodies, are taken by the client themselves during tendering period itself. The company is involved in subsequent execution of such project.		

- 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)	Result communicated in public domain (Yes/No)	Relevant web link
N.A.					

- 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, Environment protection act and rules thereunder (Y/N). - Yes**

If not, provide details of all such non-compliances, in the following format:

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

### Leadership Indicators

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

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

- Name of the area – Chennai, Bangalore, Trichy, Ahmedabad, Delhi
- Nature of operations – Construction of Metros, Airport & Building.
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Ground water	-	-
(iii) Third party water	88576.48	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters)</b>	<b>88576.48</b>	-
<b>Total volume of water consumption (in kiloliters)</b>	<b>88576.48</b>	-
<b>Water intensity per rupees of turnover</b> (water consumed/turnover)	0.0000011807	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kiloliters)</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 kiloliters)</b>		

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

**2. 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	17,62,349.54	-
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent/₹	0.0000234929	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

**3. With respect to the ecologically sensitive areas reported at Question 11 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. – N.A.**

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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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Increase in renewable energy as part of electricity consumption	The Company has taken initiative to increase use of renewable energy. This has been done through installation of solar panels.	The Company was able to reduce 47.2 tonnes of carbon dioxide equivalent in emission annually
2	Comprehensive treatment system for batching plant waste water.	The Company began sourcing treated water from the waste water of the batching plant by installing sedimentation tanks. This water is utilised for dust suppression across the sites. This helps to reduce freshwater demand.	Helped reduce freshwater demand by 38749.4 kL

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link** - The Company has established emergency preparedness and response plans at each project site to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all staff and workers are being communicated periodically.
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** - No significant adverse impact reported from any value chain partner. A separate Code of Conduct for Vendors and Suppliers which covers the need for compliance with environmental regulations, health and safety, labour practices, human rights aspects, minimum wages, freedom of association, prohibition of child labour and forced and compulsory labour, ethical behavior, transparency in business processes and environment conservation. All new vendors/service providers need to sign the aforesaid Code as part of the initial empanelment process. Timely internal environmental management system audit for ISO 14001:2015 and external audits are conducted to evaluate compliance of Environment Management System which also includes the Company's value chain partners.
7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts** - All supply chain partners are required to sign a COC which covers the need for compliance including environmental regulations. In FY 2023-24, 21% of the top 100 value chain partner were assessed for environmental impact.

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

#### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.  
Nine
- 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	Construction Federation of India	National
2	British Safety Council Membership	International
3	National Safety Council	National
4	International Road Federation – India Chapter	National
5	Bombay Chamber of Commerce & Industry	National
6	The Bengal Chamber of Commerce & Industry	National
7	Project Export Promotion Council of India	National
8	Deep Foundation Institute of India	National
9	Indian Society for Trenchless Technology	National

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

### Leadership Indicators

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

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by board (Annually/Half yearly/Quarterly/Others - Please specify)	Web link, if available
					N.A.

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

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Social Impact Assessment (SIA) is typically done by the owners/owners' representatives at the onset of projects. The Company's involvement with the projects is at a much later stage and hence SIA is not applicable to the entity.					

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 Projects for which R&R is ongoing	State	District	No. of project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
						N.A.

Not applicable. No rehabilitation and resettlement were undertaken by the Company during this reporting period.

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

The complaints or grievances received from the community are addressed by the site management involving the industrial and administration departments and the clients, as applicable. Any issue which is unresolved or needs management intervention is escalated to the respective business heads. Any community member can raise complaint through E-mail address provided at the Company's website which is monitored and addressed as per the Company's Whistle Blower Policy.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producer	19.01%	22.69%
Directly from within India	96.24%	93%

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	29	-
Semi-urban	9	-
Urban	19	-
Metropolitan	42	-

(Place to be categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)



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### Leadership Indicators

1. Provide details of action taken to mitigate any negative social impacts identified in the Social Impact Assessment (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
N.A. - Social Impact Assessment (SIA) is typically done by the owners/owners' representatives at the onset of projects. The Company's involvement with the projects is at a much later stage and hence SIA is not applicable to the entity.	

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 ₹)

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No) - No
- (b) From which marginalised/vulnerable groups do you procure? MSME
- (c) What percentage of total procurement (by value) does it constitute? 18.92%

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

S. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
Not applicable as the Company does not have any intellectual property owned or acquired by the entity (in the current financial year), based on traditional knowledge.				

5. Details of corrective action taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

Name of authority	Brief of the case	Corrective action taken
-	-	-

6. Details of beneficiaries of CSR projects:

S. No	CSR Project	No. of person benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups.
1	Providing financial contribution to The United Educational & Social Welfare Trust, Coimbatore (indirect contribution) to provide 6 months food support for orphans with multiple disabilities and destitute senior citizens.  (Activity relating to Eradicating hunger, poverty and malnutrition and Health Care under Clause (i) of Schedule VII of the Companies Act, 2013 ("the Schedule"))	All 110 orphans with multiple disabilities, destitute senior citizens bed patients are benefited by the CSR Project.	100% are from vulnerable and marginalised group.
2	Providing financial contribution to BHABNA (Kolkata) (indirect contribution) to develop residential buildings at Anand Ashram in Paschim Bardhaman District (West Bengal) for persons affected with Autism.  (Activity relating to promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups under Clause (iii) of the Schedule)	Directly 12 persons with Autism Indirectly 23 by employment of villagers	100% are from vulnerable group.



S. No	CSR Project	No. of person benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups.
3	Construction of study hall for school children of Paduvai Nagar, Kallamozhi Village Committee at Kallamozhi fishing village nearby Udangudi site, Tamil Nadu.  (Activity relating to Promotion of education under Clause (ii) of the Schedule)	90 beneficiaries	60% of beneficiaries from vulnerable and marginalised groups
4	Construction of Toilet for school children of Tiruchendur Government School at Tiruchendur Village nearby Udangudi site, Tamil Nadu.  (Activity relating to Health Care and Sanitation under Clause (i) of the Schedule)	220 beneficiaries	40% of beneficiaries from vulnerable and marginalised groups
5	Financial contribution to Sri Chaitanya Health and Care Trust of Bhaktivedanta Hospital & Research Institute, to undertake cancer and cataract surgeries for rural and tribal population of Thane, Mumbai and Palghar district.  (Activity relating to promoting Health Care including preventing health care under Clause (i) of the Schedule)	375 beneficiaries	1. Cataract patients – 71% from vulnerable and 29% from marginalised group  2. Cancer patients – 90% from vulnerable and 10% from marginalised group
6	Financial contribution to SANGYA, Kolkata to expand and upgrade facilities for imparting Special Education and Vocational Training through various therapies and provide support to differently abled children.  (Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled under Clause (ii) of the Schedule)	47 existing and 42 new special Children are benefitted	Around 68% specially abled children.
7	Financial contribution to Utkarsh Global Foundation, Mumbai to provide free medical care for stray animals including providing nutritious food, animal birth and diagnosis programme  (Activity relating to animal welfare under Clause (iv) of the Schedule)	NA	NA
8	Financial contribution to Relearn Foundation (RELF), West Bengal to establish 25 new Sahaaj Pathshalas, nutritious snacks to students, online training for tutors and training for livelihood generation and women entrepreneurship.  (Activity relating to Education and create digital community classroom for under privileged students and promoting empowering women under Clauses (ii) and (iii) of the Schedule)	<b>Sahaaj Pathshala</b> – 1,050 beneficiaries (Students).  <b>Sahaaj Poshan</b> – 1,050 beneficiaries (Students).  <b>Sahaaj Pathshala</b> – 42 beneficiaries (Tutors).  <b>Tutorship Training</b> – 42 beneficiaries (Tutors).	100% of beneficiaries from vulnerable and marginalised groups
9	Financial contribution to Antara, Kolkata for eradicating hunger, poverty and malnutrition and treatment of mentally challenged homeless patients.  (Activity relating to Health Care under Clause (i) of the Schedule)	129 beneficiaries	8.29% of beneficiaries from vulnerable and marginalised groups
10	Financial contribution to Swakshatra Trust, Bengaluru for Children's home programme and Setu bridge learning, vocational training Centre towards education, sanitation, medical expenses and allied maintenance  (Activity relating to Education & Skill Development under Clauses (i) and (ii) of the Schedule)	<b>22 beneficiaries</b> – Swakshatra Home for Children.  <b>42 beneficiaries</b> – Setu Bridge Learning and Vocational Training Centre	19% of beneficiaries from vulnerable and marginalised groups  42% of beneficiaries from vulnerable and marginalised groups

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S. No	CSR Project	No. of person benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups.
11	<p>Financial contribution to Shri Naresh Raut Foundation to provide computers, internet connections, LCD projectors and interactive boards for digital class room focusing on Rahata and tribal villages of Akole Tehsil, Ahmednagar District, Maharashtra.</p> <p>(Activity relating to promoting health care, Sanitation and Educations &amp; Skill Development under Clauses (i) and (ii) of the Schedule)</p>	<p><b>133 beneficiaries</b> - Shri Samarth Madhyamik Vidyalaya Maveshi, Akole, District - Ahmednagar</p> <p><b>369 beneficiaries</b> - Shri Swami Samarth Secondary and Higher Secondary School Rajur, Akole, District - Ahmednagar</p> <p><b>66 beneficiaries</b> - Zilla Parishad School, Purushwadi, Akole, District - Ahmednagar</p> <p><b>145 beneficiaries</b> - Zilla Parishad School Rajur Girls, Akole, District - Ahmednagar</p>	100% of beneficiaries from vulnerable and marginalised groups

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

#### Essential Indicators

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

As a part of the Company's Integrated Management System, customer feedback (Format no. SR-10) survey is after conducted on a quarterly basis and its analysis is done by the Company. Customers evaluate the performance on below mentioned parameters on a scale of 1 to 10:

- Project Management for Timely Completion
- Quality Control Supervision
- Response to Observations/Suggestions
- Housekeeping
- Waste Management
- Control of Dust and Noise
- Implementation of Safety Precautionary Measures
- Use of PPE
- Safety Awareness
- Overall Impression

Customer's perception always plays a significant role in the improvement process and the Company has a mechanism in place to receive and respond to consumer complaints and feedback.

Areas of improvement are identified based on quarterly monitoring and action plans are prepared and implemented.

#### 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	
Safe and responsible usage	Not applicable, as the Company does not have any specific consumer product.
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	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential service	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair trade Practice	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

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

**5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No)**

If available, provide a web-link of the policy. - Yes

<https://www.itdcem.co.in/about-us/privacy-policy>

<https://www.itdcem.co.in/about-us/terms-condition/>

**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**

None

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

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil
- Impact, if any, of the data breaches - Nil

**Leadership Indicators**

- Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available). - Company Website [www.itdcem.co.in](http://www.itdcem.co.in)
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. - Our products are made as per the specifications drawn by our client/consumer/his representative and results of compliance of the same are always shared during the course of execution of the project.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. - Anticipated disruption/discontinuation of essential services are planned and permission is taken from concerned authorities prior to taking up any work. If required, action plan is drawn and implemented to minimise the effect of disruption.
- 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: Not applicable for the operations of the Company.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No): Yes, the average customer satisfaction score achieved during FY 2023-24 was 88.16%.