



ಕೆಣಿಕೆಯ ಅನುಷ್ಠಾನ

(भारत सरकारद लुद्दम्)

ನೊಂದಾಯಿತ ಕಾರ್ಯಾಲಯ :
ಅನೇ ವಿಭಾಗ, ಕೋರಮಂಗಲ
ಚಂಗಳೂರು - ೫೬೦೧೨೪.

ફોન 9001, 14001 માટે
ફોન 18001 માટે
આઈ ઎સ ઓ 9001, 14001 તથા
ઓએચએસ 18001 કામતી
ISO 9001, 14001 &
OHSAS 18001 COMPANY

के आई ओ सी एल लिमिटेड

(भारत सरकार का उद्घम)

पंजीकृत कार्यालय :
॥ ब्लाक, कोरमंगला
बैंगलर - ५६० ०३४.

कार्यालय : 080-25531461 - 66
फैक्स : 080-25532153-5941
वेबसाइट : www.kiocltd.in

KIOCL LIMITED

(A Government of India Enterprise)

Registered Office :
II Block, Koramangala,
Bengaluru - 560 034.

Telephone : 080-25531461 - 66
Fax : 080-25532153-5941
Website : www.kiocltd.in
CIN : L13100KA1976GOI002974

No. S/BC/1 (18-5)/2025/145

September 06, 2025

National Stock Exchange of India Limited

Scrip Code: KIOCL Through NEAPS

BSE Limited

Scrip Code: 540680, Scrip Name: KIOCL
Through: BSE Listing Centre

Metropolitan Stock Exchange of India Limited

Scrip Code: KIOCL Through: *mylisting*

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for
the FY 2024-25**

We enclose herewith Company's Business Responsibility and Sustainability Report for the Financial Year 2024-25 in the format as specified by the Securities and Exchange Board of India (SEBI).

This is for information and record please.

Thanking You,

Yours faithfully,
For KIOCL Limited,

(Clafton Siddharth)
Company Secretary & Compliance Officer
Email: cs@kioclltd.in

Encl: As Above



Business Responsibility and Sustainability Report

FY: 2024-2025

2nd Block, Koramangala, Bengaluru, Karnataka 560034

SECTION A: GENERAL DISCLOSURES

Annexure II

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L13100KA1976GOI002974
2. Name of the Listed Entity	KIOCL Limited
3. Year of incorporation:	2 April 1976
4. Registered office address:	II Block, Koramangala, Bengaluru - 560034
5. Corporate address:	II Block, Koramangala, Bengaluru - 560034
6. E-mail:	cs@kioclltd.in
7. Telephone:	080-25531525
8. Website:	www.kioclltd.in
9. Financial year for which reporting is being done.	2024-25
10. Name of the Stock Exchange(s) where shares are listed.	<ul style="list-style-type: none"> 1. National Stock Exchange Exchange Plaza, C-1, Block G, BKC, Bandra (E) Mumbai – 400 051 • Scrip Code: KIOCL 2. Bombay Stock Exchange 25th Floor, P.J. Towers, Dalal Street, Fort, Mumbai – 400 001 • Scrip Code: 540680 3. Metropolitan Stock Exchange of India Limited Vibgyor Towers, 4th Floor, Plot No. C 62, G-Block, BKC, Bandra (E), Mumbai – 400 098 • Scrip Code: KIOCL <ul style="list-style-type: none"> • 607.75Crore
11. Paid-up Capital:	
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	<p>Name: Shri. Ganti Venkat Kiran, Director (Production & Projects)-Additional charge Telephone: 080-25531322/25531272 email id: dpp@kioclltd.in</p>
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
14. Name of assurance provider	Not Applicable
15. Type of assurance obtained	Not Applicable

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.	Manufacturing	Metal and Metal products	100%

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.	Iron Ore Pellets	0710	100%

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	2	8*	10
International	0	0	0

*Corporate Offices – 1(Bangaluru), Site/Liasioning- 7 (Mangaluru, Kudremukh, Bacheli, Chikkanayakanahalli, New Delhi, Sandur, Visakhapatnam)

19. Markets served by the entity:**a. Number of locations**

	FY- 2024-25
Locations	Number
National (No. of States)	5
International (No. of Countries)	1

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

23.45%

c. A brief on types of customers

1. Export Customer (Trade segment)
2. Domestic Customer (Trade segment/End-user segment)

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)	203	182	89.7	21	10.3
2.	Other Than Permanent (E)	46	35	76.1	11	23.9
3.	Total Employees (D+E)	249	217	87.1	32	12.9
WORKERS						
4.	Permanent (D)	329	328	99.7	1	0.30
5.	Other Than Permanent (E)	472	417	88.3	55	11.7
6.	Total Employees (D+E)	801	745	93.0	56	7.0

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)	7	7	100%	0	0
2.	Other Than Permanent (E)	0	0	0	0	0
3.	Total Employees (D+E)	7	7	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (D)	4	4	100%	0	0
5.	Other Than Permanent (E)	8	8	0	0	0
6.	Total Employees (D+E)	12	12	100%	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	3	0	0
Key Management Personnel	2	0	0

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	5%	13%	13%	5%	12%	11%	10%	11%
Permanent Workers	13%	67%	14%	11%	50%	11%	8%	0%	8%

V. Workers

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 in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil				

VI. CSR Details

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

(ii) Turnover (in Rs.): 589,65,16,000

(iii). Net worth (in Rs.): 1692,76,00,000

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 2024-25			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 https://kioclltd.in/data.php?id=386&lang=EN	3	0	--	9	0	--
Investors (other than shareholders)	Yes https://kioclltd.in/data.php?id=343	0	0	--	0	0	--
Shareholders	Yes https://kioclltd.in/data.php?id=343	0	0	--	0	0	--
Employees and workers	Yes https://kioclltd.in/data.php?id=386	5	0	--	0	0	--
Customers	Yes https://kioclltd.in/data.php?id=386&lang=EN	0	0	--	0	0	--
Value Chain Partners	Yes https://kioclltd.in/data.php?id=386&lang=EN	3	0	--	0	0	--

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.	Raw Material and Market Reach	R	Higher Price of Raw Material Limited International markets	<ol style="list-style-type: none"> 1. Explore captive sources of raw material usage. 2. Exploring new market segments. 	Negative
2.	Renewable and clean energy	O	Higher Cost of Energy	<ol style="list-style-type: none"> 3. Feasibility analysis for solar projects completed and new projects. 	Positive
3.	Water consumption and effluent discharge	R	100% dependency on raw water from Kudremukh Dam	<ol style="list-style-type: none"> 1. Minimizing freshwater consumption by upgrading and O&M of existing water treatment to increase efficiency. 2. Reusing treated wastewater from sewage and effluents for industrial purpose 	Negative

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.

The National Guidelines for Responsibility Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

PRINCIPLE 1:	PRINCIPLE 2:	PRINCIPLE 3:
Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Businesses should provide goods and services in a manner that is sustainable and safe.	Businesses should respect and promote the well-being of all employees, including those in their value chains.
PRINCIPLE 4:	PRINCIPLE 5:	PRINCIPLE 6:
Businesses should respect the interests of and be responsive to all its stakeholders.	Businesses should respect and promote human rights.	Businesses should respect and make efforts to protect and restore the environment.
PRINCIPLE 7:	PRINCIPLE 8:	PRINCIPLE 9:
Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Businesses should promote inclusive growth and equitable development.	Businesses should engage with and provide value to their consumers in a responsible manner.

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://kioclltd.in/table.php?id=282								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Policy and management processes								
4.	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001 ISO 14001 ISO 45001	ISO 45001			ISO 14001			ISO 9001
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil								
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Not Applicable								
Governance, leadership, and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) KIOCL being a Mini Ratna Category 1 PSU is dedicated to achieving sustainability in terms of Environment, Social, Governance (ESG) aspects. The environmental stewardship of KIOCL is aware of its role and duties in mitigating the impact of climate change. KIOCL, being a responsible corporate organization, is fully conscious of its duties towards society. The company gives a lot of emphasis on Corporate Governance. - Statement by Shri.Ganti Venkat Kiran,Director (Production & Projects)-Additional charge									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Director (Production & Projects) -Additional charge Telephone: 080-25531322 / 25531272 email id: dpp@kioclltd.in								
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 Director (Production & Projects) -Additional charge								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board /Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y e s	Y e s	Y e s	Y e s	Y e s	Y e s	Y e s	Y e s	Y e s	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes									Yes								

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								

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)	N.A.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.								
It is planned to be done in the next financial year (Yes/No)	N.A.								
Any other reason (please specify)	N.A.								

* (NA- Not Applicable)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	5	Principle 1, 3, 4	100
Key Managerial Personnel (KMP)	13	Principle 1,2, 3, 4	100
Employee other than BoD and KMPs (Executives)	13	Principle 1,2, 3, 4, 5, 6, 8, 9	100
Workers	285	Principle 1, 2, 3, 5, 6	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 (INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty / Fine	1	BSE and NSE	0 <small>(Note: Fines have been levied but remain unpaid)</small>	Non-compliance with the requirements under Regulations 17, 18, 19, 20, and 21 of the SEBI LODR Regulations, 2015.	No
Settlement	Nil	Not Applicable	Not Applicable	Not Applicable	Not Applicable.
Compounding fee	Nil	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Non- Monetary				
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment	Nil	Not Applicable	Not Applicable	Not Applicable
Punishment	Nil	Not Applicable	Not Applicable	Not Applicable

- 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
Nil	Not Applicable

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

The company has a Code of Conduct & Ethics for the Board of Directors and Senior Management Personnel. The same is available on the website of the company at:<https://kioclltd.in/assets/uploads/policy-for-code-of-conduct-of-kiocll1-pdf>

In addition, the company has a Whistle Blower policy. The same is available on the website of the company at: <https://kioclltd.in/table.php?id=279&lang=EN>

- 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 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	--	Nil	--
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	--	Nil	--

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

Not Applicable

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

	FY 2024-25	FY 2023-24
Number of days of account payables	25.6	24.11

- 9. Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	90.35	95.70
	b. Number of trading houses where purchases are made from	Transactions on GeM	Transactions on GeM and MSTC
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	90.35	1. GeM Portal - 90.31% 2. MSTC Portal - 5.39%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	37	89.42
	b. Number of dealers /distributors to whom sales are made	4*	7*
	c. Sales to top 10 dealers/distributors as % of total sales to dealers /distributors	37	89.42
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Note: * Number of dealers/distributors are less than 10 Nos.

Leadership Indicators

- 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, KIOCL has a Code of Conduct policy. The purpose of this policy to enhance further scope of good Corporate Governance with an ethical and transparent process in managing the affairs 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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	Not Applicable
Capex	4.00%	4.25 %	<ul style="list-style-type: none"> • Construction of Mechanized material handling System at Pellet Plant Unit, Mangalore.

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

Yes, the company has a well-documented Procurement Manual, Contracts Manual and projects manual.

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

100%

- 3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Plastics (including packaging)	Not Applicable
E-waste	The generated E-waste is sold to CPCB and KSPCB authorized agencies.
Hazardous Waste	The generated Hazardous Waste is sold to CPCB and KSPCB authorized agencies.
Other Waste	Scrap lead Acid Batteries are sold to the CPCB and KSPCB authorized agencies.

- 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

No

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.
----------	--------------------------	---------------------------------	--------------------------------------------------------------------------	-----------------------------------------------------------	---------------------------------------------------------------------------------

No

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 2024-25	FY 2023-24
Pellet Fines	2%	2 %

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

Essential Indicators

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

Category	Total (A)	% OF EMPLOYEES COVERED BY									
		Health insurance		Accident insurance		Maternity benefits		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 (Executives)

Male	182	182	100	182	100	N.A	--	182	100	0	0
Female	21	21	100	21	100	21	100	NA	NA	0	0
Total	203	203	100	203	100	21	10	182	90	0	0

OTHER THAN PERMANENT EMPLOYEES

Male	35	35	100	35	100	NA	--	0	0	0	0
Female	11	11	100	11	100	11	100	NA	NA	0	0
Total	46	46	100	46	100	11	23.9	0	0	0	0

*(N.A- Not Applicable)

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

Category	Total (A)	% Of WORKERS COVERED BY									
		Health insurance		Accident insurance		Maternity benefits		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 (Non-Executives)											
Male	328	328	100	328	100	NA	NA	328	100	0	0
Female	1	1	100	1	100	1	100	NA	--	0	0
Total	329	329	100	329	100	1	0.30	328	99.7	0	0
OTHER THAN PERMANENT WORKERS											
Male	417	71	17	71	17	NA	NA	0	0	0	0
Female	55	9	16	9	16	55	100	NA	NA	0	0
Total	472	80	17	80	17	55	12	0	0	0	0

*(N.A- Not Applicable)

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.45%	0.44%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Others-Retrenchment Benefits etc	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

*(N.A- Not Applicable)

3. Accessibility of workplaces

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

Yes

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

No

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

	Permanent employees (Executives)		Permanent workers (non-Executives)	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Any Employee who seeks to convey her/his grievances to the company can contact the concerned Department Head, through landline or through post. They may also register their complaints online by filling the Online Grievance form at https://kioclltd.in/data.php?id=386&lang=EN
Other than Permanent Workers	
Permanent Employees	If the complaint is still not redressed through the company's mechanism, they can use CPGRAMS Link for lodging the grievance https://pgportal.gov.in/
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D /C)
Total Permanent Employees (Executives)	203	151	74	225	161	72
Male	182	137	75	205	147	72

Category	FY 2024-25			FY 2023-24		
	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)
Female	21	14	67	20	14	70
Total Permanent Workers	329	312	95	378	363	96
Male	328	311	95	376	361	96
Female	1	1	100	2	2	100

8. Details of training given to employees and workers:

Category	FY 2024-25				FY 2023-24					
	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	217	182	84	115	53	205	205	100	205	100
Female	32	21	66	6	19	20	20	100	20	100
Total	249	203	82	121	49	225	225	100	225	100
WORKERS										
Male	745	674	90	359	48	376	376	100	376	100
Female	56	47	84	46	82	2	2	100	2	100
Total	801	721	90	405	51	378	378	100	378	100

Note: In FY 2023-24 only permanent Employees and workers were considered.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES (Executives)						
Male	182	182	100.00	205	205	100
Female	21	21	100.00	20	20	100
Total	203	203	100	225	225	100
WORKERS (Permanent Workers i.e., non-Executives)						
Male	328	328	100.00	376	376	100
Female	1	1	100.00	2	2	100
Total	329	329	100	378	378	100

10. Health and safety management system:

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

Yes, Occupational health and safety management systems ISO 45001:2018 is implemented for the entity.

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

The company uses the following processes to identify work-related hazards and assess risks for both routine and non-routine activities:

- Hazard Identification and Risk Assessment (HIRA)
- Safety Management Plan
- Use of Checklists
- Safety Inspections and Observations
- Accident Investigation
- Near-Miss Reporting and Analysis
- Daily Walkthrough Interactions with Employees
- Safety Committee Meetings
- External Safety Audits (conducted once every two years)
- Observations by Workmen Inspectors
- On-Site Emergency Action Plan

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

Yes.

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

Yes.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees (Executives)	0	1.478
	Workers (both permanent & non-permanent)	0	0.825
Total recordable work-related injuries	Employees (Executives)	0	1
	Workers	0	2
No. of fatalities (safety incident)	Employees (Executives)	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees (Executives)	0	0
	Workers	0	0

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

KIOCL has implemented an Occupational Health and Safety Management System in accordance with ISO 45001:2018, reflecting its commitment to effectively managing the health and safety of employees and workers. Standard Operating Procedures (SOPs) are in place across various operational and maintenance activities.

Regular toolbox talks and daily pep talks are conducted at work sites to reinforce safety practices. The premises are inspected weekly or fortnightly by safety department personnel, and any identified gaps are addressed on a priority basis. A Safety Committee, chaired by the CGM (I/c, Mangalore), meets once every three months. This committee includes representation from both management and workers, reviews safety deviations, and ensures timely corrective actions by the departments concerned.

Safety performance is reviewed quarterly. External safety audits are conducted by authorized agencies in accordance with IS 14489. Annual health check-ups are carried out for all employees. For contract labourers working at height, a Vertigo test and evaluation by the First Aid Centre are mandatory before issuing a Work-at-Height (WAH) safety card.

Periodic mock drills are conducted to enhance emergency preparedness and strengthen the competency of the core safety team. Additionally, structural safety inspections are carried out once every two months.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	18	2	--	12	2	--
Health and safety	19	0	--	10	0	--

14. Assessments for the year:

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

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.

Nil

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).**

Employees	Yes
Workers	Yes

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No

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

Essential Indicators

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

Stakeholders	Identification Process
Investors/Shareholders	The Board & Co-ordination Department in Co-ordination with RTA. Identifies the Key Investors/Shareholders.
Government/Regulatory Bodies	Identified with respect to the applicable rules and regulation and the concerned Departments of company co-ordinate with their Respective Government/Regulatory Bodies.
Media	The Corporate Communication Department of the company Co-ordinates with the Print & Digital Media.
Customers	Buyers desirous of procuring iron ore pellets need to empanel themselves by furnishing requisite details sought in the web link: https://www.kiocltd.in/table.php?id=315 , against 'Invitation for Expression of Interest'. Empanelment is an incessant process and renewable every 3years.
Suppliers, Dealers, Contractors, Transporters	Through EOI and vendor registration

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	Request letters- Emails, Community Meetings	Quarterly	Basic Infrastructure development like dysfunctional toilets, Drinking water, Health care facilities and medical equipment
Government Bodies / Statutory Bodies	No	Meetings, Emails, Letters	Quarterly	Provide updates on progress of CSR projects
Employees	No	Discussion forums, Emails, Letters	Regular	Grievance and Feedback
Value Chain Partners	No	Email, vendor Meet	Half yearly	Updating the processes, engagement

Leadership Indicators

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

Yes, KIOCL is having Board level CSR committee, headed by an Independent Director and followed by an internal committee. The internal CSR committee identifies & discusses with key stakeholders about implementation of CSR projects based on the request received from various stakeholders such as local communities, educational institutes, Hospitals, District Authorities etc. Key Stakeholders are by & large identified from local areas, Aspirational Districts etc. The CSR committee and Board of Director quarterly monitors and reviews progress.

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:**

	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /Workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	203	10	5%	225	225	100%
Other than permanent	46	0	0%	77	77	100%
Total Employees	249	10	4%	302	302	100%
WORKERS						
Permanent (Non-Executives)	329	1	0.3%	378	378	100%
Other than permanent	472	9	2%	632	0	0
Total Workers	801	10	1%	1010	378	37%

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

Category	FY 2024-25				FY 2023-24					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES (Executives)										
Permanent	203	Nil	--	203	100.00	225	Nil	--	225	100
Male	182	Nil	--	182	100.00	205	Nil	--	205	100
Female	21	Nil	--	21	100	20	Nil	--	20	100

Category	FY 2024-25					FY 2023-24				
	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)
Other than Permanent	46	Nil	--	46	100	77	Nil	--	77	100
Male	35	Nil	--	35	100	59	Nil	--	59	100
Female	11	Nil	--	11	100	18	Nil	--	18	100

WORKERS										
Permanent (Non-Executives)	329	Nil	--	329	100	378	Nil	--	378	100
Male	328	Nil	--	328	100	376	Nil	--	376	100
Female	1	Nil	--	1	100	2	Nil	--	2	100
Other than Permanent	472	392	83	80	17	632	Nil	--	632	100
Male	417	346	83	71	17	562	Nil	--	562	100
Female	55	46	84	9	16	70	Nil	--	70	100

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 Directors (BoD)	3	6,572,547.35	0	Not Applicable
Key Managerial Personnel	1	1,087,528.90	0	Not Applicable
Employees other than BoD and KMP (Executives)	202	2,671,677.76	20	1,961,916.95
Workers	374	1,624,394.57	2	12,09,005.63

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	2.75%	3.10%

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, HR department has policies which ensures implementation of human rights as per applicable guidelines. Issues raised under human rights are addressed by the HOD, HR Department.

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

Any Employee who seeks to convey her/his grievances to the company can contact the Director Grievances personally, through landline or through post. They may also register their complaints online by filling the Online Grievance form at <https://kioclltd.in/data.php?id=386&lang=EN>

If the complaint is still not redressed through the company's mechanism, they can use CPGRAMS Link for lodging the grievance <https://pgportal.gov.in/>

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	--	--	0	--	--
Discrimination at workplace	0	--	--	0	--	--
Child Labor	0	--	--	0	--	--
Forced Labor/ Involuntary Labor	0	--	--	0	--	--
Wages	0	--	--	0	--	--
Other human rights related issues	0	--	--	0	--	--

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

To prevent adverse consequences to the Complainant in discrimination and harassment cases, the willing complainants are transferred to different section/department/unit/office.

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	
Forced/involuntary labor	
Sexual harassment	100%
Discrimination at workplace	
Wages	
Others - please specify	Not Applicable

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

Not Applicable

Leadership Indicators

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

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

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	50151	48665
Total fuel consumption (B)	--	--
Energy consumption through other sources (C)	--	--
Total energy consumed from renewable sources (A+B+C)	50151	48665
From non-renewable sources		
Total electricity consumption (D)	187343	441888
Total fuel consumption (E)	1940842	2327058
Energy consumption through other sources (F)	--	--
Total energy consumed from non-renewable sources (D+E+F)	2128185	2768946
Total energy consumed (A+B+C+D+E+F)	2178337	2817611
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000369	0.000152
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.008453	0.003481
Energy intensity in terms of physical output (MT of Iron Pellets)	1.0073	0.9565
<i>Energy intensity (per metric tonne of iron Pellets Production)</i>	2.3534	1.4787

Note: Data for FY 2023–24 has been revised.

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

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 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	464288	978677
(ii) Groundwater	27940	6350
(iii) Third party water	8312	32193
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	500550	1017058
Total volume of water consumption (in kiloliters)	475262	993675
Water Intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000081	0.000054
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0018	0.0012
Water intensity in terms of physical output (MT of Iron Pellets)	0.5135	0.5215
Water intensity (optional) – the relevant metric may be selected by the entity	--	--

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? N.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment		--
- With treatment – Secondary Treatment	0	13691
(ii) To Groundwater		
- No treatment		--
- With treatment – Secondary Treatment	0	3650
(iii) To Seawater		
- No treatment		--

Parameter	FY 2024-25	FY 2023-24
- With treatment – please specify level of treatment		--
(iv) Sent to third parties		
- No treatment	21845	6090.77
- With treatment – please specify level of treatment		--
(v) Others		
- No treatment		--
- With treatment – Septik Tank	7	--
Total water discharged (in kiloliters)	25288	23431.77

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? N.

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

Yes, KIOCL implemented Zero liquid Discharge Mechanism.

KIOCL has adequate Effluent treatment facilities, and 100% sewage is treated using MBR technology. Water conservation by recycling 100% treated process water for process use, supplied to BFU, Green Belt Development and housekeeping etc.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/m3	Not Available	Not Available
SOx	µg/m3	Not Available	Not Available
Particulate matter (PM-2.5)	Kg/year	1958	2172.25
Particulate matter (PM-10)			
Persistent organic pollutants (POP)	--	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	--	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	--	Not Applicable	Not Applicable
Others – please specify	--	Not Applicable	Not Applicable

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? N.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	156229	184278
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	37833	89237
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/₹	0.0000329	0.0000148
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP)	tCO ₂ e / ₹ (PPP-adjusted) (2024 rate 22.4 INR/\$)	0.0007372	0.0003308
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MT of Iron Pellets)	MTCO ₂ e /Metric Tonnes	0.2097	0.1435
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		--	--

*Note:*Emission data for FY 2024–25 has been calculated, and data for FY 2023–24 has been revised and updated as per Industry Standards on Reporting of BRSR Core, in accordance with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.

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

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

Yes, the entity has undertaken projects to reduce GHG emissions through a 6.4 MW operational solar power plant and procurement of 3.052 million units of wind energy.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3.43	21.07
E-waste (B)	0	3.57
Bio-medical waste (C)	0	0

Parameter	FY 2024-25	FY 2023-24
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.79
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Rubber & Metal Scrap	267.05	924.87
Total (A+B + C + D + E + F + G + H)	270.48	950.3
Waste Intensity per rupee of turnover. (Total waste generated / Revenue from operations)	0.0000000459	0.0000000051
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000103	0.0000011
Waste intensity in terms of physical output (Total waste generated / MT of Iron Pellets)	0.000292	0.000498
Waste intensity (optional) – the relevant metric may be selected by the entity	--	--

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

Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

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

Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	25.43
Total	0	25.43

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? N.

10. Briefly describe the waste management practices adopted in your establishments.

- E-Waste handed over to party authorized by KSPCB.
- Biomedical waste handed over to CBWTF authorized by KSPCB.
- Hazardous waste handed over to agencies authorized by CPCB &KSPCB. The used oil is extensively reused for lubricating the Pellet car in Pellet Plant.
- Solid waste- Regular collection of metal scrap and packaging material and disposal to local vendors.
- Clarifier underflow containing iron concentrate and filtrate received from filtration process and floor washes is recycled back to the filtration process.
- Dry dust collected in the multi cyclones system and fugitive dust collection system is collected and reused in the process.
- The pellet fines (2% of pellet production) are recycled in the process after Re-grinding.

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.

Not Applicable

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.
Not Applicable			

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, 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 / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicator

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:

Not Applicable
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 (<i>Web-link, if any, may be provided along-with summary</i>)	Outcome of the initiative
1	Recycling of treated sewage water in the STP	45 KLD recycled sewerage water is reused in the process.	Water Conservation
2	Reprocessing of Iron ore fines in the Pellet Plant	Approximately 2% of the pellet production results in pellet fines (size < 5 mm). These pellet fines are reground in ball mills and reprocessed.	Resource Conservation
3	Paper Use Minimization	KIOCL has implemented ERP for internal communication, accounting, material purchase, commercial activities etc.	Paperless office
4	Reprocessing of Wet Scrubber Effluent	The scrubbed effluent from the wet scrubbers connected to the chimneys in the power plant is diverted to the thickener. The thickened slurry containing solids (iron particles) is then pumped to the process facility for recycling.	Resource Conservation
5	Fuel switch from Furnace Oil to LNG for Sintering of Pellets (Engineering Study for Implementation)	After receiving detailed engineering reports on the dual fuel system (FO + LNG) from M/s EIL, a tender has been floated and negotiations are currently underway for the purchase of a natural gas burner and burner management system.	Clean energy adoption study is in progress.

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

Yes, Weblink: <https://www.kioclltd.in/assets/uploads/kiocl-disaster-management-plan-compressed.pdf>

8. **How many Green Credits have been generated or procured:**

- a. **By the listed entity**

Nill

- b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners"**

Nill

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.** 08 (Eight)
- 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.	Standing Conference of Public Enterprises	National
2.	Export Promotion Council for EOU; s & SEZ Units	National
3.	Federation of Indian Export Organization	National
4.	Institute of Directors	National
5.	Pellet Manufacturers Association of India	National
6.	Federation of Indian Mineral Industries	National
7.	Institute of Economic Studies	National
8.	Indian National Trust for Art & Cultural Heritage	National

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

Nil

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
Nil					

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

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

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

Communities having complaints or grievances can interact with the organization through the Chief General Manager (HR) for Public Grievance / Dispute settlements. The complainant can approach these officers in person or through written complaints or communicate through e-mail or contact on telephones. <https://kioclltd.in/data.php?id=386&lang=EN>

If a complainant is still not able to get the complaint redressed through the company's mechanism of Consumer grievances, click CPGRAMS. <https://pgportal.gov.in/>

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

	FY 2024-25	FY 2023-24
Directly sourced from MSEs	62.70%	40.19%
Directly from within India	98.61%	96.20%

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 2024-25	FY 2023-24
Rural	0	0
Semi – Urban	0	0
Urban	0.1	0.22
Metropolitan	0	0

*Note: Data for FY 2023–24 has been revised.

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

Leadership Indicators

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

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

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

Yes.

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

SC/ST, Women's Entrepreneurs

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

SC/ST-0.06%
Women Entrepreneurs-4.09%

6. Details of beneficiaries of CSR Projects:

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

Note: Data for Principle 8 (Leadership Indicator 2 and 6) is Nil. As per the provisions of the Companies Act, 2013, the CSR obligation for FY 2024-25 amounted to 149.72 lakhs. However, KIOCL utilized a set-off of 149.72 lakhs from the excess CSR expenditure incurred during FY 2021-22. Consequently, no new CSR projects were undertaken during FY 2024-25.

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.

Consumer complaints are received in the form of email and letters by the Marketing Department. On receipt of customer complaint, a Corrective Action Request (CAR) is raised on relevant department to investigate and provide a 'Root Cause Analysis' for complaint resolution and the findings are communicated to the Customer as per procedures laid down in Integrated Management System.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	--	--	0	--	--
Advertising	0	--	--	0	--	--
Cyber-security	0	--	--	0	--	--
Delivery of essential services	0	--	--	0	--	--
Restrictive Trade Practices	0	--	--	0	--	--
Unfair Trade Practices	0	--	--	0	--	--
Other	0	--	--	0	--	--

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

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

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

No

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.

For protection against Cyber Security and Data Privacy of End Point devices and Network connection, Fortinet Next Generation Firewall and Bitdefender End Point Security is installed. An awareness session on Cyber Security was organized for employees. IT auditing is done during the year 2022. For the year 2023, IT Audit and VAPT are completed. The IT Auditing agency has submitted the final compliance report.

The concerned dept dealing with customer data does not maintain detailed customer information and have basic data for dept. use. However, the dept. is equipped with the latest configuration Desktop/Laptop, secured with Active Directory and Bitdefender End Point Security and Monitored by NMS.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

Not Applicable

Leadership Indicators

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

Specifications for Iron Ore Pellets and Pig Iron are provided on the website in the following links.

- For Iron Ore Pellets: <https://www.kiocltd.in/data.php?id=400>.
- For Pig Iron: <https://www.kiocltd.in/data.php?id=339>.

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

As a responsible manufacturer, KIOCL complies with all statutory norms.

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

Any risk/disruption in supply is intimated to the Customer as per Force Majeure Clause and /or Termination Clause provided in all Sale Contracts.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

Not Applicable

- 5. 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 KIOCL regularly conducts Customer Satisfaction Surveys on a periodic basis. The survey questionnaire is circulated to all performing customers, who assess their business relationship with KIOCL across six main attributes: Quality, Quantity, Delivery Schedule, Contract, Servicing, Communication, and Co-ordination, as well as problem-solving. KIOCL consistently undertakes these customer satisfaction surveys to gauge the level of satisfaction among its customers.



National Productivity Council

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