

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- 1. Corporate Identity Number (CIN) : L12345XX4369YY
- 2. Name of the Listed Entity : NALCO Test Corp New
- 3. Year of Incorporation : 1981
- 4. Registered Office Address : NALCO Bhawan, P/1, Nayapalli, Bhubaneswar - 751013, Odisha, India (Test)
- 5. Corporate Office Address : NALCO Corporate Office, Plot No. P/1, Nayapalli, Bhubaneswar, Odisha 751013 (Test)
- 6. Email : testuser_nalco_1747888484369@example.com
- 7. Telephone : 06742301234
- 8. Website : https://nalcoindia.com/test
- 9. Financial Year for reporting : 2021-2022
- 10. Name of Stock Exchange(s) : NSE, BSE
- 11. Paid-up Capital (INR) : 12880000000
- 12. Contact for BRSR queries : Mr. Test Contact Person (nalco_contact_1747888484369@example.com)
- 13. Reporting boundary : Standalone

II. Products / Services

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

Product/Service	NIC Code	% of total Turnover
Generic Product A	10001	100

III. Operations

16. Number of locations:

Location	Number of plants	Number of offices	Total
National	0	0	7
International	0	0	0

17. Markets Served by the entity:

- a) Number of locations : National: 5 States, International: 0 Countries
- b) Contribution of exports as a percentage of total turnover : 10%
- c) A brief on types of customers : B2B domestic clients

IV. Employees

18. Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

Particulars	Male	Female	Total
EMPLOYEES (Executives)			
Permanent	100	50	150
Other than Permanent			0
Total employees	100	50	150
WORKERS			
Permanent	200	20	220
Other than Permanent			0
Total workers	200	20	220

b) Differently abled Employees and workers:

Particulars	Male	Female	Total
Differently abled employees	2	1	3
Differently abled workers			0

19. Participation/Inclusion/Representation of women:

Category	Total (A)	No. of Females (B)	% (B/A)
Board of Directors	10	2	20.00%
Key Management Personnel			0.00%

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

1. Statement by director responsible for the business responsibility report

This is a generic statement from the director responsible for the BRSR report.

2. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)

Name : Jane Doe

Designation : ESG Head

DIN (if Director) : N/A

Email : N/A

Phone : N/A

3. Policy and management processes for NGRBC Principles

Principle	Has Policy	Board Approved	Policy Text/ URL	Extends to Value Chain	Performance Against Targets
P1: Social: Human Rights	Yes	Yes	http://example.com/p1	No	N/A
P2: Environmental: Natural Capital	Yes	Yes	http://example.com/p2	No	N/A
P3: Social: Employee Well-being	Yes	Yes	http://example.com/p3	No	N/A
P4: Social: Stakeholder Engagement	Yes	Yes	http://example.com/p4	No	N/A
P5: Governance: Ethical Conduct	Yes	Yes	http://example.com/p5	No	N/A
P6: Environmental: Circular Economy	Yes	Yes	http://example.com/p6	No	N/A
P7: Governance: Policy	Yes	Yes	http://example.com/p7	No	N/A

Principle	Has Policy	Board Approved	Policy Text/ URL	Extends to Value Chain	Performance Against Targets
Advocacy					
P8: Social: Inclusive Development	Yes	Yes	http://example.com/p8	No	N/A
P9: Social: Customer Value	Yes	Yes	http://example.com/p9	No	N/A

9. Sustainability Committee

Has Committee : Yes

Committee Details: Sustainability committee oversees ESG implementation.

10. Details of Review of NGRBCs by the Company

Performance Review : Yes

Compliance Review : No

Review Undertaken By : N/A

Frequency : Annually

11. Independent Assessment/Evaluation by External Agency

Conducted : No

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

Essential Indicators

1. Anti-corruption/anti-bribery policy : Yes

Details: N/A

[Weblink: http://example.com/ethics](http://example.com/ethics)

2. Process for reporting concerns on unethical behavior : No

3. Number of instances of ethical concerns : 0

4. Details of fines/penalties for corruption and conflicts of interest

No fines or penalties reported.

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

Essential Indicators

1. R&D and Capital Expenditure on Sustainability

No R&D or capital expenditure data available.

2. Procedures for sustainable sourcing : No

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

Essential Indicators

1. Details of employees and workers

2. Employee associations and collective bargaining

3. Details of retirement benefits

4. Workplace accessibility for differently abled : No

5. Equal remuneration policy : Yes

Details: Equal pay for equal work policy is followed.

6. Complaints on working conditions and health & safety

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

Essential Indicators

1. Stakeholder identification and engagement

Stakeholder Group	Whether Identified as Vulnerable	Channels of Communication	Frequency of Engagement
Customers	No	N/A	Quarterly

2. Feedback mechanism for vulnerable stakeholders : No

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators

1. Human rights training provided

Category	Total trained (No.)	% of total employees/workers
Employees - permanent	150	100%

2. Details of minimum wages paid

No minimum wage data available.

3. Details of remuneration/salary/wages

No remuneration data available.

4. Focal point for human rights : No

5. Grievance redressal mechanisms : N/A

6. Complaints received during current financial year

7. Anti-retaliation mechanisms : N/A

8. Human rights covered in business agreements : No

9. Assessments for the year (% of plants/offices covered)

No assessment data available.

10. Corrective actions from assessments : N/A

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

Essential Indicators

1. Details of Total Energy Consumption and Energy Intensity (in Giga Joules)

Parameter	Current FY (GJ)
Total electricity consumption (A)	0
Total fuel consumption (B)	0
Energy consumption through other sources (C)	0
Energy intensity per rupee of turnover	N/A
Energy intensity (optional metric)	N/A

2. Operations in or near Ecologically Sensitive Areas/Biodiversity Hotspots

No operations reported in or near ecologically sensitive areas.

3. Biodiversity Impact Assessment

4. Details of Water Consumption and Discharge

No water consumption or discharge data available.

5. Details of Waste Management

No waste management data available.

6. Details of Greenhouse Gas (GHG) Emissions

No GHG emissions data available.

7. Details of Air Emissions

No air emissions data available.

8. Compliance with Environmental Regulations

No compliance data available.

9. Environmental Certifications

No environmental certifications data available.

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. Affiliations with trade and industry chambers/associations

S.No.	Name of the trade and industry chambers/associations	Reach (State/National)
1	National Chamber of Commerce	National

2. Corrective action on issues related to anti-competitive conduct

No corrective actions on anti-competitive conduct reported.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects

No Social Impact Assessments conducted.

2. Rehabilitation and Resettlement (R&R) projects

No Rehabilitation and Resettlement projects.

3. Community grievance mechanisms : N/A

4. Input material sourcing (Current FY)

Directly from MSMEs/small producers (%) : 25%

Directly from district and neighbouring districts (%) : N/A

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

Essential Indicators

1. Consumer complaints

No consumer complaints data available.

2. Product recalls

No product recalls reported.

3. Information on product or service labelling

No product/service information data available.

4. Consumer survey satisfaction score : N/A

5. Data security and privacy policy

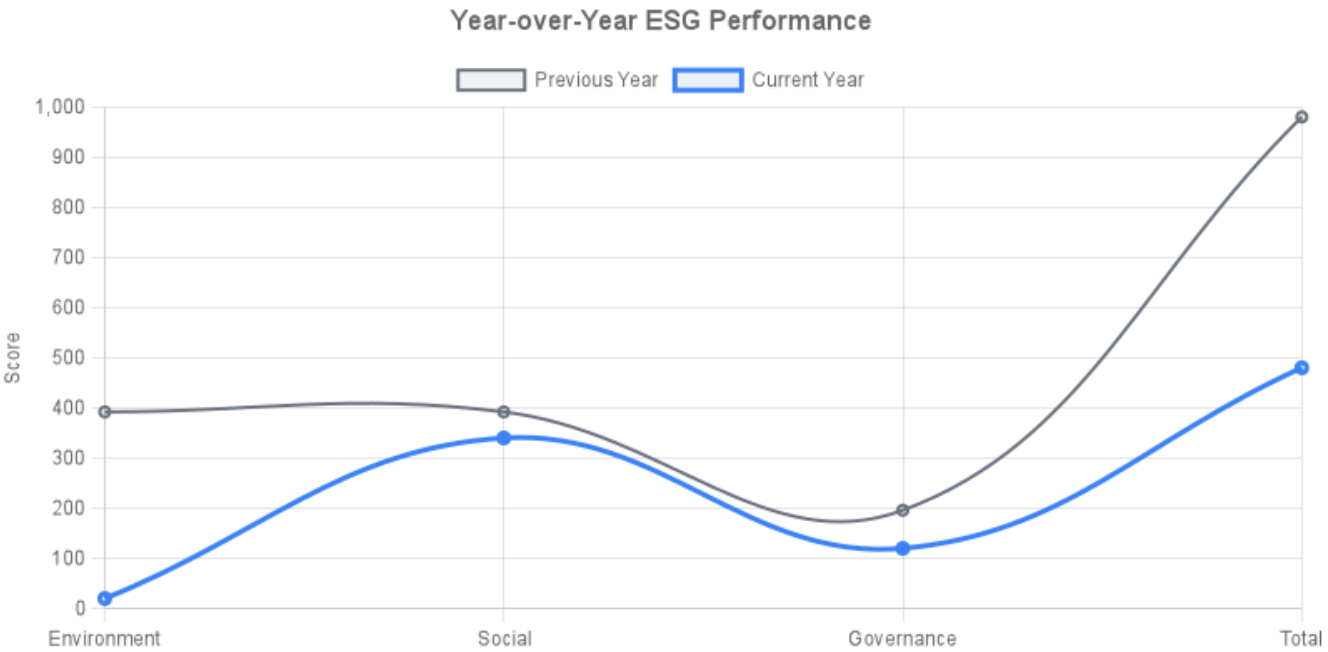
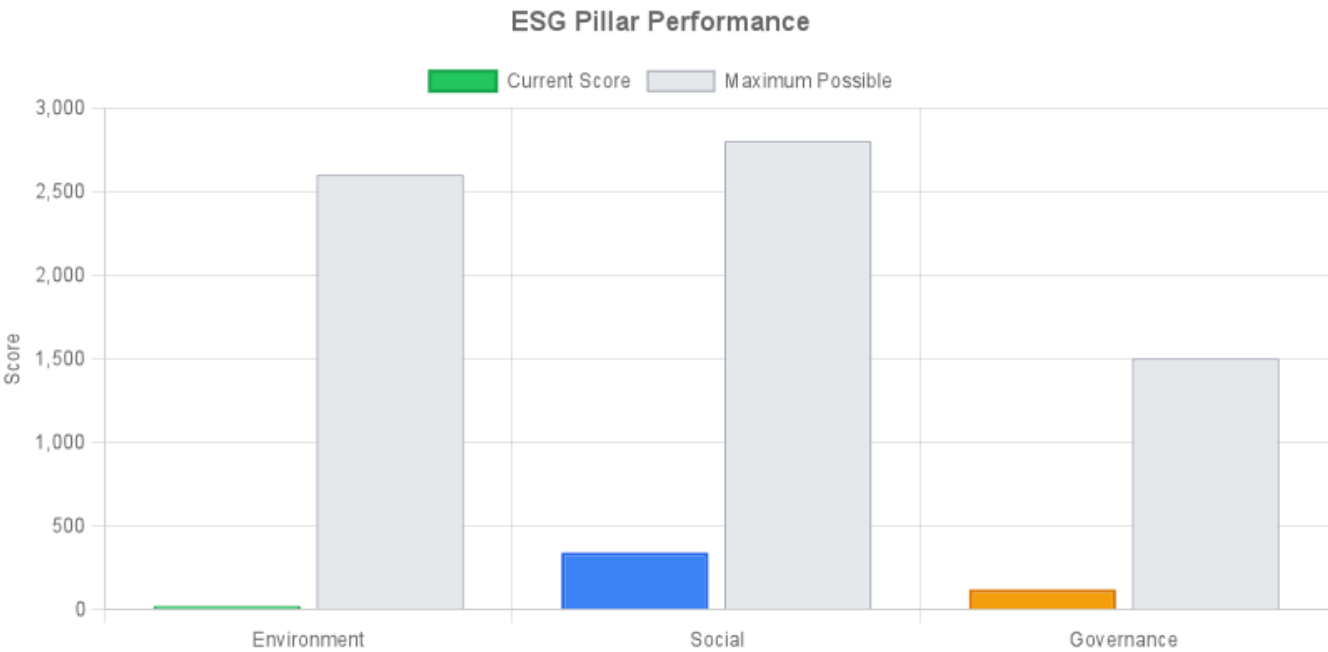
Has policy : Yes

Policy weblink : <http://example.com/privacy>

Cybersecurity investment (% of revenue) : N/A

6. Corrective actions for issues related to consumer complaints : N/A

ESG Scoring Summary



Total ESG Score

480 / 6900

6.96%

Previous Year

980 / 6900

YoY Δ: -500

Pillar-wise Performance

<div>Environment</div> <div>20 / 2600</div> <div>0.77%</div>	<div>Social</div> <div>340 / 2800</div> <div>12.14%</div>	<div>Governance</div> <div>120 / 1500</div> <div>8.00%</div>
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Detailed Principle Scores

Principle	Score
Principle 1	120
Principle 2	-30
Principle 3	-30
Principle 4	0
Principle 5	80
Principle 6	50
Principle 7	0
Principle 8	0
Principle 9	290