

**Principle 3**

1	Please indicate the total number of employees	Permanent employees: 2,290
2	Please indicate the total number of employees hired on temporary/contractual/casual basis	New employees added in the year: 168 Apprentice/Interns/Trainees: 346 Contract employees: 297
3	Please indicate the number of permanent women employees	136
4	Please indicate the number of permanent employees with disabilities	15
5	Do you have an employee association that is recognized by management?	YES
6	What percentage of your permanent employees are members of this recognized employee association?	25%
7	Please indicate the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year	There were no complaints relating to child labour, forced labour and 1 complaint was filed under sexual harassment during the year

No.	Category	No of complaints filed during the financial year	No of complaints filed pending at end of the financial year
1	Child labour/forced labour/involuntary labour	NIL	NIL
2	Sexual harassment	1	NIL
3	Discriminatory employment	NIL	NIL

8	What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?	Yes. All the Company's employees underwent safety related training and skill upgradation on a periodical basis
	(a) Permanent Employees	During the period under review over 15,000 manhours of training imparted to permanent employees
	(b) Permanent Women Employees	During the period under review over 1000 manhours of training was imparted to permanent women employees
	(c) Casual/Temporary/Contractual Employees	This category of employees is subjected to skill-based training depending on the work and job roles. Training matrix is designed based on their job risk profiles. As and when required, refresher trainings are provided to upgrade skills based on any changes in the work/job profiles of employees. During the period under review 10,000 manhours were clocked for contractor safety trainings
	(d) Employees with Disabilities	Training on various aspects are given to employees including persons with disabilities

**Principle 4**

1	Has the Company mapped its internal and external stakeholders? Yes/No	Yes
2	Out of the above, has the Company identified the disadvantaged, vulnerable & marginalized stakeholders	Yes. The Company has identified vulnerable groups who are targeted for Corporate Social Responsibility (CSR)
3	Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof, in about 50 words or so	Yes, the Company has undertaken CSR initiatives in FY 2020

**Principle 5**

1	Does the policy of the Company on human rights cover only the Company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?	No. It is applicable to all – Group, Joint Ventures, Suppliers, Contractors, NGOs and Others
2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management	NIL