

## Annexure- 1

### BUSINESS RESPONSIBILITY REPORT

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, it has become mandatory for the Company to publish the “Business Responsibility Report” (BRR) of the for FY20 in the annual report.

The BRR is based on the ‘National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs)’ released by the Ministry of Corporate Affairs, Government of India, which contains 9 Principles and Core Elements for each of the 9 Principles.

#### SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

|                                                                                                  |                                                                                         |
|--------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| 1. Corporate Identity Number (CIN) of the Company                                                | L27101OR1961PLC000428                                                                   |
| 2. Name of the Company                                                                           | Indian Metals and Ferro Alloys Limited                                                  |
| 3. Registered Office Address                                                                     | IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751010, Bhubaneswar, Odisha             |
| 4. Website                                                                                       | www.imfa.in                                                                             |
| 5. E-mail Id                                                                                     | mail@imfa.in                                                                            |
| 6. Financial Year reported                                                                       | 2019-20                                                                                 |
| 7. Sector(s) that the Company is engaged                                                         | Mining (Code – 13)<br>Manufacturing (Code – 27)                                         |
| 8. List three key products/services that the Company manufactures/provides (as in balance sheet) | Ferro Chrome, Fly-ash Bricks and Low Density Aggregate                                  |
| 9. Total number of locations where business activity is undertaken by the Company:               |                                                                                         |
| (a) Number of International Locations                                                            | The products of the Company are exported to 8 countries in the world                    |
| (b) Number of National Locations                                                                 | The business activities of the Company is being carried out at 11 National locations.   |
| 10. Markets served by the Company – Local / state / National / International                     | The Company has a global footprint that serves both National and International markets. |

#### SECTION B: FINANCIAL DETAILS OF THE COMPANY (STANDALONE)

|                                                                                                  |                                                                                                                                                                                                       |
|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Paid-Up Capital (INR)                                                                         | ₹ 26.98 crores                                                                                                                                                                                        |
| 2. Total Turnover (INR)                                                                          | ₹ 1,611.94 crores                                                                                                                                                                                     |
| 3. Total Profit/(Loss) after Taxes (INR)                                                         | ₹ (68.33) crores                                                                                                                                                                                      |
| 4. Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%) | As per Section 135 of the Companies Act, 2013 read with the rules made thereunder, the Company is required to spend at least 2% of average net profit of last 3 financial years i.e., ₹ 4.98 crores.  |
| 5. List of activities in which expenditure in 4 above has been incurred:                         | The Company has spent ₹ 5.09 crores on CSR activities for FY 2019-20<br>The details of CSR activities are given in Annexure-‘4’ – Annual Report on CSR activities forming part of the Board’s Report. |

#### SECTION C: OTHER DETAILS

|                                                                                                                                                                   |                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Does the Company have any Subsidiary Company/ Companies?                                                                                                       | Yes                                                                                                                                                                                                                                                            |
| 2. Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent Company?<br>If yes, then indicate the number of such Subsidiary Company(s) | The subsidiaries of the Company are separate legal entities and do not have any active business other than IMFA Alloys Finlease Limited (a NBFC) which is into Asset Leasing. The subsidiaries do not participate in the BR initiatives of the Parent Company. |
| 3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with participate in the BR initiatives of the Company?         | The Company has not mandated any supplier, distributor etc. to participate in the BR initiatives of the Company. However, they are encouraged to adopt BR Initiatives and follow the concept expected from responsible businesses.                             |

**SECTION D: BR INFORMATION****1. Details of Director/Directors responsible for BR.****(a) Details of the Director responsible for implementation of the BR policy/policies:**

| Sl. No. | Particulars | Details             |
|---------|-------------|---------------------|
| 1.      | DIN Number  | 00171845            |
| 2.      | Name        | Mr Subhrakant Panda |
| 3.      | Designation | Managing Director   |

**(b) Details of the BR head:**

| Sl. No. | Particulars                | Details                    |
|---------|----------------------------|----------------------------|
| 1.      | DIN Number (if applicable) | 00146526                   |
| 2.      | Name                       | Mr J K Misra               |
| 3.      | Designation                | Director (Corporate) & COO |
| 4.      | Telephone number           | 9937003000                 |
| 5.      | E-mail Id                  | jkmisra@imfa.in            |

**2. a) Principle-wise (as per NVGs) BR Policy/Policies – Details of compliance - Reply in Yes (Y)/ No (N)**

| Principle Number | Principle                                                                                                                                                       |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.               | Businesses should conduct and govern themselves with Ethics, Transparency and Accountability                                                                    |
| 2.               | Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle                                         |
| 3.               | Businesses should promote the well-being of all the employees                                                                                                   |
| 4.               | Businesses should respect the interests of, and be responsive towards all its stakeholders, especially those who are disadvantaged, vulnerable and marginalised |
| 5.               | Businesses should respect and promote human rights                                                                                                              |
| 6.               | Businesses should respect, protect and make efforts to restore the environment                                                                                  |
| 7.               | Businesses when engaged in influencing public and regulatory policy, should do so in a responsible manner                                                       |
| 8.               | Businesses should support inclusive growth and equitable development                                                                                            |
| 9.               | Businesses should engage with and provide value to their customers and consumers in a responsible manner                                                        |

| Sl. No. | Questions                                                                                                                 | Principles (as defined under Section E)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |    |    |    |    |    |    |    |    |
|---------|---------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|         |                                                                                                                           | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| 1.      | Do you have a policy/ policies for the Principles?                                                                        | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| 2.      | Has the policy been formulated in consultation with the relevant stakeholders?                                            | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| 3.      | Does the policy conform to any National/ International standards?                                                         | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| 4.      | Has the policy been approved by the Board?<br>If yes has it been signed by MD/ owner/ CEO/ appropriate Board Director?    | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| 5.      | Does the Company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy? | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| 6.      | Indicate the link for the policy to be viewed online.                                                                     | <p>The policies confirm to the National and International standards like ISO 9001, OHSAS 18001, ISO 14001.</p> <p>Policies mandated under the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 are approved by the Board and other applicable policies are approved by the Managing Director or Functional Heads of the Company as appropriate.</p> <p>The Company has Audit Committee, Risk Management Committee, Internal Complaints Committee, Stakeholders Relationship Committee, Safety Committee, CSR Committee, Ethics Committee, and also adequate internal control systems to oversee the implementation of policies.</p> <p>CSR policy, Code of conduct, Ethics etc</p> <p>CSR Policy: <a href="https://www.imfa.in/pdfs/CSR-Policy.pdf">https://www.imfa.in/pdfs/CSR-Policy.pdf</a><br/> Code of Conduct: <a href="https://www.imfa.in/pdfs/code.pdf">https://www.imfa.in/pdfs/code.pdf</a><br/> Whistle Blower Policy: <a href="https://www.imfa.in/pdfs/WBP.pdf">https://www.imfa.in/pdfs/WBP.pdf</a></p> |    |    |    |    |    |    |    |    |

| Sl. No. | Questions                                                                                                                                                 | Principles (as defined under Section E)                                                                                                                                                                                                          |    |    |    |    |    |    |    |    |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
|         |                                                                                                                                                           | P1                                                                                                                                                                                                                                               | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| 7.      | Has the policy been formally communicated to all relevant internal and external stakeholders?                                                             | Y                                                                                                                                                                                                                                                | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
|         |                                                                                                                                                           | Yes                                                                                                                                                                                                                                              |    |    |    |    |    |    |    |    |
| 8.      | Does the Company have in-house structure to implement the policy/policies?                                                                                | Y                                                                                                                                                                                                                                                | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| 9.      | Does the Company have a grievance Redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the Policy/policies? | Y                                                                                                                                                                                                                                                | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| 10.     | Has the Company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?                                | The Business Responsibility Reporting is applicable to the Company for the first time in FY 2019-20.<br><br>Independent audit/evaluation is carried out by both internal & external agency in case of Quality certification policy & HSE policy. |    |    |    |    |    |    |    |    |

**2. b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: NOT APPLICABLE**

| No | Questions                                                                                                                          | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----|------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|----|
| 1. | The company has not understood the Principles.                                                                                     | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| 2. | The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles. | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| 3. | The company does not have financial or manpower resources available for the task.                                                  | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| 4. | It is planned to be done within next 6 months.                                                                                     | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| 5. | It is planned to be done within the next 1 year.                                                                                   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| 6. | Any other reason (please specify).                                                                                                 | -  | -  | -  | -  | -  | -  | -  | -  | -  |

**3. Governance related to BR**

|                                                                                                                                                                                                |                                                                                                                                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year: | The BR performance is assessed on quarterly basis.                                                                                                                                                           |
| (b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?                                                   | The Business Responsibility Report has been made applicable for the first time in FY20. The same will be published as part of Directors Report in Annual Report and disclosed on the website of the Company. |

**SECTION E: PRINCIPLE-WISE PERFORMANCE**

**Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability**

|                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Does the policy relating to ethics, bribery and corruption cover only the Company? Yes/ No.<br><br>Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/Others? | The Company has a Code of Conduct for its Directors and Employee. It also covers all dealings with suppliers, customers and other business associates.<br><br>Further, the Company has a Whistle Blower Policy which provides employees an opportunity to approach the Ethics Committee or Chairman of the Audit Committee for reporting alleged unethical behavior, fraud or violation of the Company's code of conduct and SEBI Insider Trading Regulations. |
| 2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management?                                  | During the year, 163 investor complaints were received and all of them have been resolved. Besides that, another complaint was received from a village nearby our Sukinda mines alleging damage to drinking water pipe line due to movement of vehicle. It was repaired immediately and the complaint has been resolved.                                                                                                                                       |

## Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

Environment, health and safety continue to be key focus areas and the Company strives to reduce its environmental impact through various initiatives in the field of Energy Efficiency and Conservation.

|                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/ or opportunities:             | <p>i) <b>High Carbon Ferrochrome:-</b> IMFA is a leading producer of ferro chrome in the country and is recognised internationally as well as a reliable partner. The Company has invested heavily in pollution control equipment and taken other measures to meet the established standards.</p> <p>ii) <b>Fly ash Bricks:-</b> Fly ash generated during generation of electricity is gainfully utilised by converting it to fly ash bricks.</p> <p>ii) <b>LDA (Low Density Aggregate):-</b> Fly ash is also used for manufacturing low density aggregates which is a substitute for stone chips.</p> |
| 2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional): | Disclosure requirement is optional.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 3. Does the Company have procedures in place for sustainable sourcing (including transportation)?                                                     | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 4. Has the Company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? | <p>The Company believes its factories must benefit the communities in which they are located. It sources most of the stores and services from areas near the factories and works extensively with its vendors to improve capacities and capabilities.</p> <p>The Company also obtains services from local &amp; small service providers for maintenance and repairs of building, plant and machineries.</p>                                                                                                                                                                                            |

## Principle 3: Businesses should promote the wellbeing of all employees

IMFA firmly believes that the knowledge, expertise and passion of its employees drive the growth of the Company. It provides the work environment that promotes well-being of its employees while giving them various opportunities to grow. It has adopted various policies, procedures, manuals and conducts various training programs for the protection and welfare of the employees.

Apart from encouraging employees to learn and grow, the Company has also conducted various programs focused on wellness of body, mind, soul and financial health. These include on-site physical activities and workshops on financial health, physical health check-up and mental health counseling sessions for overall well-being of employees.

|                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Total number of employees on rolls                                                                                                                                            | 2,238                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 2. Total number of employees hired on temporary / contractual/casual basis                                                                                                       | 3,840                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 3. Number of permanent women employees                                                                                                                                           | 30                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 4. Number of permanent employees with disabilities                                                                                                                               | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 5. Do you have an employee association that is recognised by management?                                                                                                         | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 6. What percentage of your permanent employees is members of this recognised employee association?                                                                               | <p>Mines - 100% workmen</p> <p>Choudwar plant – 100% workmen</p> <p>Therubali plant- No recognised employee association</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 7. Number of complaints relating to child labor, forced labor, involuntary labor, sexual harassment in the last financial year and pending, as on the end of the financial year. | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 8. What percentage of under mentioned employees were given safety & skill up- gradation training in the last year                                                                | <p><b>At Corporate Head Quarter and Branches</b></p> <p>(a) Permanent Employees = 62 %</p> <p>(b) Permanent Women Employees = 50%</p> <p>(c) Casual/Temporary/ Contractual Employees = 0%</p> <p>(d) Employees with Disabilities = NA</p> <p><b>At Choudwar plant</b></p> <p>(a) Permanent Employees = 100% Safety Training &amp; 97% Skill up-gradation Training</p> <p>(b) Permanent Women Employees = 100% Safety Training &amp; Skill up-gradation Training</p> <p>(c) Casual/Temporary/ Contractual Employees = 100% Safety Training</p> <p>(d) Employees with Disabilities = 100% Safety Training &amp; Skill up-gradation Training</p> |
| a) Permanent Employees                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| (b) Permanent Women Employees                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| (c) Casual/Temporary/Contractual Employees                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| (d) Employees with Disabilities                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

**At Therubali plant**

- (a) Permanent Employees = 96%
- (b) Permanent Women Employees = 100%
- (c) Casual/Temporary/ Contractual Employees = 96%
- (d) Employees with Disabilities = 100%

**At Mines**

- (a) Permanent Employees = 86.19%
- (b) Permanent Women Employees = 100%
- (c) Casual/Temporary/ Contractual Employees = 82.73%
- (d) Employees with Disabilities = 100%

**Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised**

IMFA understands the needs of its stakeholders and aims to meet the expectations of its stakeholders. It discloses all the relevant information about its products, business, financial performance, press releases and other statutory information on the website of the Company to ensure effective stakeholders engagement.

|                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Has the Company mapped its internal and external stakeholders?                                                                     | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 2. Out of the above, has the Company identified the disadvantaged, vulnerable & marginalised stakeholders?                            | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 3. Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders? | Yes, IMFA undertakes CSR programmes directly and through Bansidhar & Ila Panda Foundation (BIPF). These include development projects like Arogya Dhara, Project Adhyayan, and Project Su-Swasthy as well as infrastructural development, promotion of sports, etc to meet the requirement / satisfaction level of the community.<br><br>The details of the activities are given in Annexure-‘4’ – Annual Report on CSR Activities forming part of the Annual Report. |

**Principle 5: Businesses should respect and promote human rights**

IMFA firmly believes in upholding and promoting human rights. Human Rights are protected under Code of Business Conduct, Whistle Blower Policy, – Prevention of Sexual Harassment Policy, Labor and Employee Welfare Policies.

Grievance Redressal Systems are put in place like Internal Complaints Committee, Ethics Committee, etc which expeditiously resolve any issue which is reported.

|                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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? | It covers all stakeholders.                                                                                                                                                                                                                                                                                        |
| 2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?       | During the year, 163 investor complaints were received and all of them have been resolved. Besides that, another complaint was received from a village nearby our Sukinda mines on damage of Drinking water pipe line due to movement of vehicle. It was repaired immediately and the complaint has been resolved. |

### Principle 6: Business should respect, protect and make efforts to restore the environment

IMFA understands its responsibility towards environment and has taken various initiatives to reduce environmental impact. Energy conservation continues to be a priority area of the Company.

During the financial year 2019-20, the Company has taken various initiatives for conservation of energy and reducing its environmental impact as given in Annexure-'3' of the Board's Report.

|                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Does the policy related to Principle 6 cover only the Company or extends to the Group/ Joint Ventures/ Suppliers/ Contractors/ NGOs/ others?                                           | The Company has an Environment, Health and Safety Policy that covers areas of compliance with statutory standards. The Policy extends to all its stakeholders.                                                                                                                                       |
| 2. Does the Company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for webpage etc. | Climate change, global warming and environmental degradation pose unique challenges as well as opportunities for IMFA. The Company is continuously implementing process improvements to reduce emissions and waste.<br><br>The Company has put in place Solar Power plants of 4.55 MWp at Therubali. |
| 3. Does the Company identify and assess potential environmental risks?                                                                                                                    | Sustainable development is at the core of the Company's operations which is also outlined in the Environment, Health and Safety Policy. The Company follows sound environmental management practices across all its manufacturing units to assess and address environmental risks.                   |
| 4. Does the Company have any project related to Clean Development Mechanism?                                                                                                              | Yes, the Company produces around 4 MW power per day from use of waste gas.                                                                                                                                                                                                                           |
| 5. Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewable energy, etc.? Y/N. If yes, please give hyperlink for web page etc.                  | Yes, the details of initiatives taken for conservation of energy are given in Annexure-'3' of the Annual Report and the same is disclosed on the website of the Company.                                                                                                                             |
| 6. Are the Emissions/Waste generated by the Company within the permissible limits given by CPCB/ SPCB for the financial year being reported?                                              | Yes. All the factories file periodic statutory declarations with the pollution control boards on the emissions and waste generation and they are within permissible limits granted by the pollution control board.                                                                                   |
| 7. Number of show cause/ legal notices received from CPCB/ SPCB which are pending (i.e., not resolved to satisfaction) as on end of Financial Year.                                       | NIL                                                                                                                                                                                                                                                                                                  |

### Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

IMFA believes that working together with the institutions or associations engaged in policy advocacy like Federation of Indian Chambers of Commerce & Industry (FICCI), Indian Chromium Development Association (ICDA), etc will help the Company create positive social and environment impact while achieving its business goals.

The Company's approach to deal with these institutions is guided by the principles of Code of Business Conduct i.e., honesty, transparency, integrity and accountability.

|                                                                                                                    |                                                                                                                                                                        |
|--------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Is your Company a member of any trade and chamber or association?                                               | Yes, the Company is the Member of various trade and industrial associations such as FICCI, ICDA, and other similar organisations.                                      |
| 2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No | Yes, IMFA has been actively participating in various seminars, conferences and other forums on issues and policy matters that impact the interest of its stakeholders. |

## Principle 8: Businesses should support inclusive growth and equitable development

IMFA supports the principle of inclusive growth and equitable development through its Corporate Social Responsibility initiatives and also through its core business.

|                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Does the Company have specified programs/ initiatives/ projects in pursuit of the policy related to Principle 8? If yes, details thereof.              | The details of projects in pursuit of policy related to Principle 8 are given as Annexure-4' in Annual Report on CSR Activities forming part of the Board's Report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2. Are the programs/projects undertaken through in-house team/own foundation/ external NGO/ government structures/ any other organisation?                | <p>The Company's Social Responsibility Projects are implemented through own foundation as well as internal team. In order to effectively reach out to its target audience and implement its charitable, philanthropic and development activities, IMFA has established the following institutions:</p> <p><b>1) Indian Metals Public Charitable Trust (IMPACT)</b><br/>Founded by Late Dr Bansidhar Panda and Late Mrs Ila Panda, IMPACT is the charitable arm of IMFA. Among its noticeable initiatives are Sarala Award for promoting Odia literature and Ekalabya Puraskar for encouraging budding local sports talent. It also provides grants to scholars and runs an old age home.</p> <p><b>2) Bansidhar &amp; Ila Panda Foundation (BIPF)</b><br/>Founded in 2011 to broaden the Company's social development initiatives in a focused and sustainable manner, BIPF's areas of interest are education, skill development, water &amp; sanitation, and women &amp; child development. Besides working independently, its charter includes partnering with government &amp; private organisations.</p> |
| 3. Have you done any impact assessment of your initiative?                                                                                                | The Company assesses the impact of the CSR Projects and Programs undertaken at its Board and CSR Committee meetings. An update on the CSR project and programs is placed at the Board and CSR Committee meetings for their review and assessment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 4. What is your Company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?                | The Company has spent ₹ 5.09 crores towards its CSR & community development initiatives for FY 2019-20.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so? | The Company ensures its presence is established right from the commencement of the initiatives. It collaborates with the communities' right from need identification to project implementation phase. The Company has extensive engagement with various stakeholders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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

IMFA has been providing value to its consumers since five decades and has put in place effective consumer complaints redressal system. The Company discloses the necessary information on its products to promote consumer awareness, market its products in a responsible manner and exercise due care in utilisation of natural resources.

|                                                                                                                                                                                                                                    |                                                                                              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| 1. What percentage of customer complaints/ consumer cases are pending as on the end of financial year?                                                                                                                             | The Company has not received any complaint during the financial year ended 31st March, 2020. |
| 2. Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes / No / N.A. / Remarks (additional information)?                                                       | Not applicable.                                                                              |
| 3. Is there any case filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior during the last five years and pending as on end of financial year? | No.                                                                                          |
| 4. Did your Company carry out any consumer survey/ consumer satisfaction trends?                                                                                                                                                   | Yes.                                                                                         |