



Date: June 30, 2025

To
BSE Limited
Corporate Relationship Dept.,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400001.

To
National Stock Exchange of India Ltd
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400 051.

Scrip Code: 544280

Symbol: AFCONS

Subject: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR"), for the Financial Year 2024-25.

The BRSR forms an integral part of the Annual Report of the Company for the Financial Year 2024-25.

The BRSR is also available on the website of the Company at <https://www.afcons.com/en/annual-report>.

You are requested to take the above information on record

Thanking you,
Yours faithfully,
For Afcons Infrastructure Limited

Gaurang Parekh
Company Secretary and Compliance Officer
Membership No.: F8764

Encl.: As above

Business Responsibility & Sustainability Reporting

Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-2025
1	Corporate Identity Number (CIN) of the Listed Entity	L45200MH1976PLC019335
2	Name of the Listed Entity	Afcons Infrastructure Limited
3	Year of incorporation	22 nd November, 1976
4	Registered office address	Afcons House, 16, Shah Industrial Estate, Veera Desai Road, Azad Nagar, Andheri (West), Mumbai - 400 053
5	Corporate address	Afcons House, 16, Shah Industrial Estate, Veera Desai Road, Azad Nagar, Andheri (West), Mumbai - 400 053
6	E-mail	secretarial@afcons.com
7	Telephone	+(91) 22-6719 1000
8	Website	www.afcons.com
9	Financial year for which reporting is being done	1 st April, 2024 to 31 st March, 2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	₹ 367,78,46,310/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Gaurang Parekh Company Secretary and Compliance Officer brsr@afcons.com +(91) 22-6719 1000
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis*
14	Name of assurance/ assessment provider	Not Applicable
15	Type of assurance/ assessment obtained	Not Applicable

Note: * Excluding joint ventures, except for the financial data derived from the Standalone Financial which includes joint ventures.

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction & Civil Engineering	Engineering Procurement and Construction (EPC) company, delivering projects in the fields of Roads and Highways, Bridges, Mass Rapid Transit Systems, Railways, Marine Infrastructure, Industrial Infrastructure, Underground Tunnels, Irrigation, Water Supply, and Oil and Gas	100%



Business Responsibility & Sustainability Reporting (Contd.)

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Construction and Civil Engineering Projects (Roads, Railways, Utility projects and other civil engineering projects)	42101	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	54	5	59
International	21	0	21

Note: i) Number of plants indicate operating sites,
ii) Number of offices includes- 3 zonal offices & 2 offices in Mumbai

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	14

Note: Afcons operates across India and internationally, with a strong pan-India and global presence.

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

30.37%*

*Exports refers to turnover from overseas projects.

c. A brief on types of customers

We are an Engineering Procurement and Construction (EPC) company, delivering projects in the fields of Roads and Highways, Bridges, Mass Rapid Transit Systems, Railways, Marine Infrastructure, Industrial Infrastructure, Underground Tunnels, Irrigation, Water Supply, and Oil and Gas.

Our major clients include Central and State Governments, Municipal bodies, Government-owned enterprises, Public Sector Undertakings—both in India and abroad—as well as private sector clients in domestic and international markets.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3,724	3,621	97.23%	103	2.77%
2	Other than Permanent (E)	168	166	98.81%	2	1.19%
3	Total employees (D + E)	3,892	3,787	97.30%	105	2.70%
WORKERS						
4	Permanent (F)	69	69	100%	0	0%
5	Other than Permanent (G)	29,233	28,999	99.20%	234	0.8%
6	Total workers (F + G)	29,302	29,068	99.20%	234	0.8%

Note - The data for "Other than Permanent" workers include workers employed by Afcons, subcontractors and manpower suppliers.

Business Responsibility & Sustainability Reporting (Contd.)
b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (E)	0	0	0%	0	0%
6	Total differently abled workers (F + G)	0	0	0%	0	0%

Note: The Company employs differently abled individuals at both the Head Office and project sites. While a separate database is not currently maintained, the Company is in the process of streamlining data management for these employees and workers.

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	5	0	0%

Note: Total KMP includes the CFO, CS, Deputy MD, Managing Director, and Whole-Time Director.

22. Turnover rate for permanent employees and workers

Particular	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	17.00%	18.56%	17.04%	17.84%	14.61%	17.77%	19.40%	9.70%
Permanent Workers	21.79%	0%	21.79%	18.85%	0%	18.85%	21.46%	0%	21.46%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	Hazarat & Company Private Limited	Subsidiary	100%	No
2.	Afcons Corrosion Protection Private Limited	Subsidiary	100%	No
3.	Afcons Hydrocarbons Engineering Private Limited	Subsidiary	100%	No
4.	Afcons Oil & Gas Services Private Limited	Subsidiary	100%	No
5.	Afcons Mauritius Infrastructure Ltd.	Subsidiary	100%	No
6.	Afcons Overseas Singapore Pte Ltd.	Subsidiary	100%	No
7.	Afcons Infrastructures Kuwait for Building, Road & Marine Contracting WLL	Subsidiary	49%	No
8.	Afcons Contracting Company [§]	Subsidiary	90%	No
9.	Afcons Construction Mideast LLC	Subsidiary	100%	No



Business Responsibility & Sustainability Reporting (Contd.)

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
10.	Afcons Gulf International Project Services FZE	Subsidiary	100%	No
11.	Afcons Infra Projects Kazakhstan LLP	Subsidiary	100%	No
12.	Afcons Overseas Project Gabon SARL	Subsidiary	100%	No
13.	Afcons KPTL Joint Venture	Joint Venture	51%	No
14.	Strabag Afcons Joint Venture	Joint Venture	40%	No
15.	Ircon Afcons Joint Venture*	Joint Venture	47%	No
16.	Afcons Sener LNG Construction Projects Private Limited	Joint Venture	49%	No
17.	Afcons Gunanusa Joint Venture	Joint Venture	100%	No
18.	Transtonnestroy Afcons Joint Venture	Joint Venture	99%	No
19.	Dahej Standby Jetty Project Undertaking	Joint Venture	100%	No
20.	Afcons Sibmost Joint Venture	Joint Venture	100%	No
21.	Afcons Pauling Joint Venture	Joint Venture	100%	No
22.	Afcons SMC Joint Venture	Joint Venture	100%	No
23.	Afcon Vijeta PES Joint Venture	Joint Venture	100%	No
24.	Afcons Vijeta Joint Venture	Joint Venture	100%	No
25.	Afcons JAL Joint Venture	Joint Venture	100%	No
26.	Afcons Hindustan Joint Venture	Joint Venture	100%	No
27.	Afcons Vijeta JV#	Joint Venture	100%	No
28.	Afcons Infrastructure Ltd and Vijeta Projects and Infrastructures Ltd JV	Joint Venture	100%	No

Note:

§ The Company, in joint venture with local Saudi partner, and has incorporated Subsidiary in the Kingdom of Saudi Arabia in the name of Afcons Contracting Company. The commercial registration was received on 1st August, 2024.

* Pursuant to the completion of the project, the said Joint Venture was wound up w.e.f. 30th September, 2024.

Afcons Vijeta JV is executing project in Zimbabwe.

Afcons Sener LNG Construction Projects Pvt.Ltd. is an Associate Company (i.e. Joint Venture Company). All other entities are unincorporated Joint Venture (i.e. Joint Operations) and Partnership Firm and are accounted in the Standalone/Consolidated Financial Statements in terms IND AS-110 & IND AS-111, however these entities (i.e. Unincorporated Joint Operations and Partnership Firm) are not considered as Subsidiaries / Associates Companies / Joint Venture Company under Companies Act 2013.

Business Responsibility & Sustainability Reporting (Contd.)
VI. CSR Details
24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

a. Turnover (in Crores)	12,499.93
b. Net worth (in Crores)	4,826.75

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) *	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		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	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	109	0	As per the report submitted with the stock exchanges	0	0	Company was not listed in FY 2023-24
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.afcons.com/en/policies-of-company
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	



Business Responsibility & Sustainability Reporting (Contd.)

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:

Sr. 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.	Energy and GHG Emissions	Risk	The Company's operations, including construction activities, rely heavily on energy-intensive processes and fossil fuels, leading to high energy costs and substantial GHG emissions. These emissions contribute to environmental degradation and climate change, subjecting Afcons to regulatory risks such as stricter carbon emission standards and carbon pricing. Additionally, failure to manage emissions effectively can harm the Company's reputation among environmentally conscious stakeholders, reduce competitiveness in ESG-driven markets, and increase operational costs for compliance and energy efficiency initiatives.	<ul style="list-style-type: none"> Regular analysis of operations with respect to the present-day technologies and adoption of technologies that reduce GHG emissions. Using grid power to the extent possible Working with experts to introduce tailor made solutions that ensure emissions from plant and equipment are within the applicable standards. 	Negative
2.	Water and Wastewater Management	Risk	The Company's operations rely heavily on water for activities such as concrete production, curing, dust suppression, and tunneling, leading to increased water consumption. This dependency may affect project timelines. Furthermore, inadequate wastewater treatment planning can result in improper discharge, causing environmental degradation, regulatory penalties, and reputational damage.	<ul style="list-style-type: none"> Deploying conventional wastewater treatment systems at all project locations Prioritising the use of recycled water in operations to the extent possible Using additives such as High Range Water Reducing Admixtures in concrete and polymer-based drilling fluids for conserving water 	Negative
3.	Occupational Health & Safety	Risk	Occupational Health & Safety is a critical aspect of the Company's operations, given the high-risk nature of its infrastructure projects. Hazards such as working at heights, excavation, and handling heavy machinery pose risks of injuries or fatalities if not managed effectively. These risks can lead to increased project downtime, legal liabilities,	<ul style="list-style-type: none"> Providing training on Occupational Health and Safety to 100% of work force Conducting regular safety audits in line with ISO 45001:2018 to ensure upkeep of robust safety management system 	Negative

Business Responsibility & Sustainability Reporting (Contd.)

Sr. 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)
			and reputational damage. Failure to comply with safety standards could result in regulatory penalties and reputational damage.	<ul style="list-style-type: none"> • Providing training on Behavior-based Safety to all the employees to ensure the sustainability of Health and Safety systems • Adoption of digital solutions such as in-house safety app to enable employees report unsafe acts and non-conformities 	
4.	Workforce Well-being & Development	Opportunity	Prioritising workforce well-being and development enhances productivity, safety, and job satisfaction, fostering a more resilient and motivated team. Comprehensive training programs equip employees with advanced skills, driving innovation and efficiency in project execution. Health and wellness initiatives reduce absenteeism and improve overall performance, while a strong focus on diversity and inclusion cultivates a collaborative and adaptable work culture. Investments in workforce development not only strengthen employee loyalty and retention but also position the Company as an employer of choice, contributing to sustainable growth and long-term success.	Not Applicable	Positive
5.	Product Quality & Safety	Risk	Maintaining high standards of product quality and safety is critical due to the scale and complexity of the projects handled by the Company. Any compromise in quality or safety can lead to structural failures, legal liabilities, and damage to the Company's reputation. Additionally, non-compliance with global safety standards or client expectations may result in project delays and financial penalties.	<ul style="list-style-type: none"> • Implementation of a robust Quality Management System in line with ISO 9001:2015 and OHSMS in line with ISO 45001:2018 • Conducting regular internal audits to ensure compliance with the organisation's QMS and OHSMS 	Negative

Business Responsibility & Sustainability Reporting (Contd.)

Sr. 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)
				<ul style="list-style-type: none"> Industry leading knowledge management and employee training programs to ensure efficient knowledge capture and dissemination among the workforce 	
6.	Community Engagement	Opportunity	Through Corporate Social Responsibility (CSR) programs, the Company contributes to socio-economic development by supporting education, healthcare, and skill-building projects near its construction sites. Afcons has provided disaster relief, run community kitchens, supported orphanages, and enhanced livelihoods in project areas both in India and Overseas. These efforts build goodwill, ensure smooth project execution by addressing local concerns, and create lasting positive impacts on communities while reinforcing the Company's commitment to sustainable development.	Not Applicable	Positive
7.	Corporate Governance and Business Ethics	Opportunity	A strong governance framework, characterised by a balanced board structure, and robust risk management, fosters operational efficiency and resilience. By prioritising transparency, accountability, and ethical practices, the Company builds stakeholder trust, enhances decision-making, and mitigates risks effectively. This commitment to good governance strengthens the Company's reputation, supports long-term sustainability, and ensures alignment with global best practices, driving both financial and operational success.	Not Applicable	Positive

Business Responsibility & Sustainability Reporting (Contd.)

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.

Sr. 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/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.afcons.com/en/policies-of-company								
2.	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	The Company's policies are aligned with international standards and practices such as ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 to ensure compliance with quality, and Occupational Health and Environment Management Systems. All the Company's projects adhere to the highest quality, ensuring workplace safety & minimum environment impact.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has adopted a Sustainability Policy and has undertaken several initiatives aimed at improving environmental performance, including energy and water conservation, emissions reduction, and material reuse. These efforts reflect the Company's commitment to continuous improvement in environmental stewardship and responsible resource management.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The sustainability performance at Afcons' is reviewed periodically by the CSR & Sustainability Committee which also provides guidance to achieve the same.								

Note: The ISO and other labels / standards adopted by Afcons are as follows:

- Principle 1: SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
- Principle 2: ISO 9001:2015 and ISO 14001:2015
- Principle 3: ISO 45001:2018
- Principle 5: ISO 45001:2018
- Principle 6: ISO 14001:2015
- Principle 8: CSR disclosures pursuant to Section 135 of the Companies Act, 2013

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)

Infrastructure is fundamental to building a sustainable world. Yet the construction sector's dependence on resource-intensive materials like cement and steel poses environmental challenges. Therefore, all stakeholders, share the responsibility of adopting smarter, more efficient solutions. At Afcons, we believe engineering excellence and sustainability are not competing priorities; they are mutually reinforcing goals.

For over six decades, Afcons has delivered complex infrastructure projects with an unwavering focus on operational excellence. Our teams go the extra mile to optimise methods, often working closely with clients to co-create solutions that are not only cost-effective but also reduce material use and environmental impact. Through these innovations, including the use of alternative materials like polymer-based drilling fluids or project-specific admixtures, we consistently pursue innovations that benefit both performance and sustainability.



Business Responsibility & Sustainability Reporting (Contd.)

A key driver of this consistency is our institutional knowledge. Afcons has been recognised as a Most Innovative Knowledge Enterprise (MIKE) every year since 2018 at Indian and Global levels and previously won its predecessor award, the Most Admired Knowledge Enterprise, at Indian, Asian, and Global levels. This sustained recognition reflects the maturity of our systems and the strength of our knowledge-driven culture. Through this platform, we capture insights from diverse geographies and domains and ensure our workforce receives comprehensive training.

We're also embracing emerging technologies to future proof our operations. IoT based tracking is helping us monitor equipment performance and fuel efficiency in real time, while Building Information Modelling (BIM) is being piloted to enhance project planning and delivery.

These strengths are amplified by our growing Green Business in line with the FTSE Green Revenues Classification System 2.0 (GRCS 2.0)*, which makes up, nearly 60% of our current order book lies in metros, water, rail, and hydroelectric projects. As policy and investment in sustainable infrastructure accelerate, we're confident this share will continue to rise.

Afcons is at an inflection point. With strong systems, a culture of learning, and deep execution capabilities, we are well-positioned to lead the next phase of our ESG journey with greater purpose and impact.

We thank you for your continued trust and support as we build a more sustainable future together.

Note: *While Afcons is not listed on the London Stock Exchange Group (LSEG), the company has proactively adopted the GRCS 2.0 framework from the FTSE index to enhance the transparency, consistency, and credibility of its sustainability disclosures. Globally accepted FTSE Green Revenues Classification System is a taxonomy used to define and measure industrial transition to a Green Economy. It captures environmental products and services covering 10 green sectors, 64 subsectors and 133 micro sectors; <https://www.lseg.com/en/ftse-russell/green-revenues-data-model>.

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

Mr. Srinivasan Paramasivan
Managing Director
DIN No: 00058445

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

Yes

If yes, please provide details

The Corporate Social Responsibility and Sustainability Committee (CSSR Committee) is responsible for decision making on sustainability related issues.

The Committee comprises the following members:

Mr. Subramanian Krishnamurthy (DIN - 00047592) - Executive Vice Chairman

Mr. Anurag Sachan (DIN - 08197908) - Independent Director

Mr. Umesh Khanna (DIN - 03634361) - Non-Executive & Non Independent Director

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Committee of the Board								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								

Business Responsibility & Sustainability Reporting (Contd.)

Subject for Review		Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Other								
b.	Description of any other frequency	The performance of the various policies is reviewed periodically, as required under the applicable laws, by the Board and its respective Committees.								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

Business Responsibility & Sustainability Reporting (Contd.)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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	7 Sessions	<ul style="list-style-type: none"> Insights on ESG and BRSR Insider Trading Regulation 	100%
Key Managerial Personnel	7 Sessions	<ul style="list-style-type: none"> Regulatory Updates on Amendment to the Sebi LODR Regulation Updates on Related Party Transaction Awareness on Business Processes, System, 	100%
Employees other than BOD and KMPs	362 Sessions	Skill Development, Technical Training, Soft Skills, HSE awareness, POSH etc.	100%
Workers	16,877 Sessions	Health, Safety and Environment	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					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	Principle 1	GST	38,82,72,044	The GST Authority has issued a penalty claim totaling ₹38.83 Crores, which includes a penalty of ₹14.39 Crores (already paid under protest) that the Authority has previously requested from the Company through a separate order, as disclosed to the Stock Exchange on February 1, 2025. The Company contends that entire penalty is unjustified, as they have put forth their case without any definitive conclusions in the order. Furthermore, the current order requires judicial comity and prohibits simultaneous proceedings.	Yes
Settlement Compounding fee				Nil	

Business Responsibility & Sustainability Reporting (Contd.)

Non-Monetary				
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil	
Punishment				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/No) : Yes

If yes, provide details in brief

Afcons has embedded its commitment to anti-bribery and anti-corruption within its Sustainability Policy, which aligns with globally recognised frameworks such as the OECD Guidelines, National Guidelines on Responsible Business Conduct (NGRBC), and BRSR requirements.

The policy outlines a zero-tolerance approach to bribery, kickbacks, and facilitation payments, enforces internal controls and due diligence mechanisms, and emphasises fair competition and integrity in procurement and financial transactions. It applies to all employees and stakeholders across geographies and ranks. This integrated approach ensures ethical conduct is upheld across Afcons' operations.

If yes, provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place <https://www.afcons.com/en/policies-of-company>.

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

Particular	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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 in the following format:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	148	158

Note: Calculation of number of days of accounts payable is as per Industry standards note on BRSR Core and cost of goods/ services procured includes all types of procurement such as raw material, spares, services and capex procurement items as applicable.

Business Responsibility & Sustainability Reporting (Contd.)

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	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0%	0%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	0.65%	1.70%
	b. Sales (Sales to related parties as % of Total Sales)	0.01%	0.16%
	c. Loans & advances given to related parties as % of Total loans & advances)	28.06%	40.71%
	d. Investments	96.10%	93.68%

Note: Purchases from trading houses are not estimated at present, as such purchases are not separately tracked.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Applicable		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

(Yes/No) : Yes

If Yes, provide details of the same.

The Company follows a practice of obtaining annual disclosures from each Director at the commencement of the financial year to address conflict of interests involving members of the Board. Additionally, Directors are required to promptly disclose any changes in their interests throughout the year. As a part of this process, any Director with a conflict of interest is restricted from participating in discussions or voting on matters where their personal interests are involved and they are present.

Business Responsibility & Sustainability Reporting (Contd.)

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimise the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.**

Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0%	0%	Not Applicable
2	Capex	16.14%	0.95%	Afcons' focuses on enhancing environmental and social impacts through key investments in water purification systems, energy-efficient equipment, air pollution monitoring, and sewage treatment. These initiatives include RO plants, VFD drives for energy savings, anti-smog guns, and eco-friendly office equipment, all aimed at reducing pollution, conserving resources, and improving the quality of life for our employees and surrounding communities.

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

Yes

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

79%

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)	Not Applicable
(b) E-waste	
(c) Hazardous waste	
(d) Other waste	

Note: Afcons undertakes infrastructure projects that are constructed and handed over to the client; therefore, product reclaim is not applicable.

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

No*

- b **If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

Not Applicable

- c **If not, provide steps taken to address the same**

Not Applicable

*Afcons is an EPC contractor, and its operations do not involve manufacturing activities.

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)? (Yes/No)**

No

Business Responsibility & Sustainability Reporting (Contd.)

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.
Not Applicable						

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable			

3. Percentage of recycled or reused material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Sr. No.	Indicate input material	Recycled or re-used input material to total material (In % to Total Material considering the Value)	
		FY 2024-25	FY 2023-24
For cement*		8.14%	9.64%
1	Cement PSC (Cement produced reusable material)	1.25%	0.51%
2	Cement PPC (Cement produced reusable material)	0.39%	0.00%
3	Fly Ash	5.19%	6.86%
4	GGBS	1.31%	2.27%

*The percentages represent recycled or reused cementitious materials relative to the total quantity of cementitious materials purchased.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Sr. No.	Particular	FY 2024-2025			FY 2023-2024		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	Plastics (including packaging)	0	0	0	0	0	0
2	E waste	0	0	0	0	0	0
3	Hazardous waste	0	0	0	0	0	0
4	Other waste	0	0	0	0	0	0

Note: Afcons is an EPC contractor and not a manufacturer of products. Therefore, this is not applicable to the company.

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)
Not Applicable		

Note: Afcons is an EPC contractor and not a manufacturer of products. Therefore, this is not applicable to the company.

Business Responsibility & Sustainability Reporting (Contd.)

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

(This principle emphasises the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3,621	3,621	100%	3,621	100%	0	0%	0	0%	0	0%
Female	103	103	100%	103	100%	103	100%	0	0%	0	0%
Total	3,724	3,724	100%	3,724	100%	103	100%	0	0%	0	0%
Other than permanent employees											
Male	166	166	100%	166	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Total	168	168	100%	168	100%	2	100%	0	0%	0	0%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	69	69	100%	69	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	69	69	100%	69	100%	0	0%	0	0%	0	0%
Other than permanent workers											
Male	28,999	255	1%	28,999	100%	0	0%	0	0%	0	0%
Female	234	0	0%	234	100%	0	0%	0	0%	0	0%
Total	29,233	255	1%	29,233	100%	0	0%	0	0%	0	0%

1 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	0.34%	0.24%

Business Responsibility & Sustainability Reporting (Contd.)

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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	0%	No	0%	0%	Yes*

Note– Retirement benefits are paid as per the applicability and eligibility requirements of the local laws.

* During the Financial year 2023-24 only Three (3) employees were covered under ESI.

The number of employees and workers eligible under the Employees' State Insurance (ESI) scheme is negligible; hence, the percentage coverage is reflected as 0%. However, statutory deductions have been made and deposited for those 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?

Yes

If not, whether any steps are being taken by the entity in this regard.

Not Applicable

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

No

If so, provide a web-link to the policy.

Not Applicable

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Category	Yes/No	If yes, then give details of the mechanism in brief
Permanent Workers	Yes	We have robust mechanisms in place for enabling employees to submit their grievances and ensuring their resolution. HR and Admin staff, HSE staff and Project Managers deployed at each project site act as contact points for employees to submit their grievances and for their resolution. Email, and direct communication are the major channels of communication for employees in this regard. Grievances that are not resolved satisfactorily at the site level can be escalated to Director - HR.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

Business Responsibility & Sustainability Reporting (Contd.)

7. Membership of employees and worker in association(s) or Unions recognised 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	3,724	0	0%	3,846	0	0%
Male	3,621	0	0%	3,755	0	0%
Female	103	0	0%	91	0	0%
Total Permanent Workers	69	69	100%	87	87	100%
Male	69	69	100%	87	87	100%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (C/D)
Employees										
Male	3,787	3,787	100%	3,635	96%	3,948	3,948	100%	3,593	91.01%
Female	105	105	100%	76	72.38%	93	93	100%	61	65.6%
Total	3,892	3,892	100%	3,711	95.35%	4,041	4,041	100%	3,654	90.42%
Workers										
Male	29,068	29,068	100%	29,068	100%	29,451	29,451	100%	29,451	100%
Female	234	234	100%	234	100%	244	244	100%	244	100%
Total	29,302	29,302	100%	29,302	100%	29,695	29,695	100%	29,695	100%

Note - Disclosure is provided for both permanent and other than permanent employees and workers (incl. subcontractors and manpower suppliers).

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 (D)	No. (E)	% (E / D)
Employees						
Male	3,787	3,787	100%	3,948	3,948	100%
Female	105	105	100%	93	93	100%
Total	3,892	3,892	100%	4,041	4,041	100%
Workers						
Male	29,068	255	0.88%	29,451	249	0.85%
Female	234	0	0%	244	0	0%
Total	29,302	255	0.87%	29,695	249	0.84%

Note - Disclosure is provided for both permanent and other than permanent employees and workers, those who are directly employed by Afcons.



10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)

Yes

If yes, the Coverage such systems?

Afcons has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all its operational locations, including project sites, camps, workshops, and offices.

This system is aligned with the requirements of ISO 45001:2018 and is underpinned by a robust Environment, Health, and Safety (EHS) policy.

To ensure consistent performance and risk mitigation, the OHSMS provides a structured framework for identifying, assessing, and controlling workplace hazards. The system undergoes periodic third-party audits and is certified for compliance with ISO 45001:2018, reflecting our commitment to maintaining a safe and healthy work environment for all personnel.

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's Occupational Health and Safety Management System (OHSMS) embeds risk management as a core function across all operational levels. Each work location is required to integrate Health, Safety, and Environment (HSE) risk management practices into daily operations.

The risk management process includes five essential steps:

1. Hazard identification
2. Risk assessment and evaluation
3. Risk mitigation planning
4. Implementation of control measures
5. Monitoring and documentation

These processes are carried out routinely and adapted for non-routine activities, with active participation from cross-functional teams including design and planning engineers, execution engineers, plant and equipment specialists, EHS personnel, and site workers.

For high-risk tasks, site-specific Safe Work Method Statements and Permit to Work systems are developed and implemented prior to commencement, ensuring preventive controls are clearly defined and communicated.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

Yes

Afcons has established formal processes that enable workers to report work-related hazards and withdraw from potentially unsafe situations without fear of reprisal. The AfconSafe mobile application facilitates real-time reporting of hazards, unsafe conditions, or near misses. Additionally, trained safety champions are deployed at work fronts to proactively identify and escalate risks for prompt corrective action. Worker participation is institutionalised through multiple platforms:

- Project HSE Committees (with worker representation)
- Daily toolbox talks and safety briefings
- Weekly subcontractor and safety walkthrough meetings
- Monthly safety committee meetings

These mechanisms ensure continuous feedback, active involvement of the workforce in safety governance, and the integration of frontline insights into risk mitigation plans.

Business Responsibility & Sustainability Reporting (Contd.)

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

Yes

Afcons provides access to non-occupational medical and healthcare services for all personnel at its sites.

Every project location is equipped with Occupational Health Centres and first-aid facilities. In addition, the Company has established tie-ups with nearby hospitals and nursing homes to ensure priority access to medical services.

Ambulances are stationed at work locations to respond to emergencies, reinforcing the Company's commitment to the health and well-being of its workforce beyond occupational requirements.

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	0.026	0.07
	Workers	0.047	0.62
Total recordable work-related injuries	Employees	1	3
	Workers	10	11
No. of fatalities	Employees	1	1
	Workers	4	7
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

Afcons is committed to ensuring a safe and healthy work environment for all employees and workers across its operations. Safety is embedded as a core value and is driven by a collaborative approach involving HSE, Human Resources, Administration, and medical teams.

Recognising the high-risk nature of infrastructure projects, each site is mandated to develop a site-specific HSE Plan. These plans identify hazardous activities, evaluate associated risks, and define preventive and control measures. Compliance is ensured through regular internal audits and third-party assessments, with heightened focus on high-risk locations.

The Company leverages digital tools such as the AfconSafe app for real-time hazard reporting, learning dissemination, and performance monitoring. Additionally, Afcons has institutionalised advanced practices such as:

- The National Safety Rating System (NSRS) by the National Safety Council
- Behaviour-Based Safety (BBS) programs
- Role- and risk-specific training modules
- Innovative learning platforms like SME-led Masterclasses and Activity-Based Classrooms (ABC)

These structured efforts have not only enhanced on-ground safety performance but also earned Afcons multiple accolades, including the NSC 5-Star Rating, CII Safety Awards, British Safety Council (BSC) recognitions, ROSPA Awards, and national-level Safety Shields, affirming the Company's industry leadership in occupational health and safety.

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

Particulars	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-



Business Responsibility & Sustainability Reporting (Contd.)

14. Assessment for the year:

Particulars	% 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.

Afcons maintains a robust Health, Safety, and Environment (HSE) framework aligned with ISO 45001:2018 and ISO 14001:2015 standards, ensuring a structured approach to managing occupational risks and promoting continuous safety enhancement.

In the event of any safety-related incident, the Company undertakes a thorough root cause analysis to identify systemic gaps. Based on the findings, corrective and preventive actions (CAPA) are promptly implemented. Recent actions have included:

- Revision of Standard Operating Procedures (SOPs)
- Enhancement of the Permit-to-Work system
- Strengthening controls for high-risk activities such as working at heights, material handling, excavation, and lifting operations

To foster a proactive safety culture, the Company continues to roll out Behaviour-Based Safety (BBS) initiatives across all project sites. This is supplemented by:

- Daily toolbox talks
- Cross-functional safety audits
- Role-specific training programs
- Mandatory use of Personal Protective Equipment (PPE) tailored to work-specific hazards

These measures have led to a measurable increase in workforce safety awareness and operational discipline, significantly reducing unsafe behaviours and reinforcing risk ownership at all levels.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

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

To ensure compliance with statutory requirements, dedicated teams at both project sites and the Head Office (HO) actively monitor and ensure that all statutory dues are correctly deducted and deposited by our value chain partners. This structured approach helps maintain adherence to regulatory standards across all operations.

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/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particular	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	0	0	0	0
Workers	0	0	0	0

Business Responsibility & Sustainability Reporting (Contd.)

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/ NA)

No

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

None.

Business Responsibility & Sustainability Reporting (Contd.)

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

Stakeholder interaction is a key element of Afcons' sustainability management practices. Through open, honest, and consistent dialogue, Afcons gains a deeper understanding of stakeholder concerns and expectations. These insights are vital in shaping ESG initiatives that are not only impactful but also truly aligned with what matters most to those the Company serves and works with. Afcons conducts stakeholder engagement at regular intervals and additionally as deemed necessary based on evolving priorities or emerging issues.

At Afcons, our stakeholder engagement process involves identifying key stakeholders across our projects and operations, ensuring purposeful communication to align expectations. We emphasise deliberate engagement through regular interactions, track and measure our engagement efforts, and strive to create shared value for all parties involved.

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 & Marginalised Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Institutional investors	No	Email, Direct Communication, Notice Boards	Quarterly, as needed	<ul style="list-style-type: none"> Declaring Earnings Results, Addressing Investor Queries, Providing earnings outlook, uploading material disclosures on stock exchange / SEBI websites.
Financial Institutions	No	Email, Direct Communication	Quarterly, as needed	<ul style="list-style-type: none"> Declaring Earnings Results, Publishing Annual Reports, Providing regular updates on the Company's financial health
Government/ Regulatory authorities	No	Regulatory Filings	As needed	Statutory compliances as laid down by regulatory bodies such as SEBI, Pollution Control Board, DGFT and MCA
Customers	No	Email, Letters	As needed	Communicating project progress and other material information as per frequency set in the contract
Employees & Workers	No	Email, Notice Board, Intranet systems	As needed	Making announcements such as company business updates, new/ changed organisational policies, and other general notices
Community	No	Community Meetings, One on One meetings	As needed	Ensuring upliftment of the communities through CSR and allaying concerns if any
Peers	No	Email, Direct Communication	As needed	Making Joint representations to Government/Industry Bodies for raising industry wide issues
Suppliers and Distributors	No	Email, Direct Communication	As needed	Requesting quotations, Issuing Work Orders, Communicating and redressing Grievances/ Complaints

Business Responsibility & Sustainability Reporting (Contd.)

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

At Afcons, stakeholder consultation on ESG topics is an integral part of our materiality assessment and sustainability governance framework. During the materiality assessment exercise conducted in FY 2024-25, we engaged a wide range of internal and external stakeholders through surveys and focused group discussions. This consultation helped identify key ESG topics relevant to both stakeholders and the business.

The insights gathered through these engagements were systematically analyzed and mapped using the double materiality approach. The outcomes were then consolidated and presented to the CSSR Committee of the Board, which is responsible for implementing the Sustainability Policy at Afcons. This ensures that the Board remains informed and aligns with stakeholder expectations, enabling strategic decision-making that balances business priorities with sustainable development goals.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).** Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Stakeholder consultation is actively used by Afcons to support the identification and management of environmental and social topics.

During the materiality assessment exercise for FY 2024-25, Afcons engaged with various stakeholder groups through surveys, interviews, and discussions. The insights gathered from these consultations helped validate and prioritise key environmental and social issues relevant to both stakeholders and the business. These inputs were reviewed by the internal teams and the CSSR Committee of the Board, and were incorporated into the Company's policies, strategies, and sustainability initiatives to ensure they remain responsive to stakeholder expectations and evolving external challenges.

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

At Afcons, engaging with vulnerable and marginalised stakeholder groups is a core component of our Corporate Social Responsibility (CSR) strategy. We adopt a participatory approach, actively collaborating with local communities to understand their specific needs and challenges. Through ground-level consultations, we gather insights on issues related to education, healthcare, livelihood, and basic infrastructure. Based on these findings, Afcons implements targeted interventions, either directly or through partnerships with trusted agencies and local institutions. These initiatives are designed to create lasting, positive impacts, ensuring that our CSR efforts are inclusive, effective, and sustainable. Continuous stakeholder feedback is incorporated into the planning and execution of projects, reinforcing our commitment to responsible and equitable development.

Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

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

Benefits	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	3,724	3,724	100%	3,846	3,846	100%
Other than permanent	168	168	100%	195	195	100%
Total Employees	3,892	3,892	100%	4,041	4,041	100%
Workers						
Permanent	69	69	100%	87	87	100%
Other than permanent	29,233	29,233	100%	29,608	29,608	100%
Total Workers	29,302	29,302	100%	29,695	29,695	100%

The data pertaining to Other than Permanent workers include workers employed by Afcons as well as subcontractors and manpower supplies.

- Details of minimum wages paid to employees and workers**

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)
Permanent employees										
Male	3,621	0	0%	3,621	100%	3,755	0	0%	3,755	100%
Female	103	0	0%	103	100%	91	0	0%	91	100%
Total	3,724	0	0%	3,724	100%	3,846	0	0%	3,846	100%
Other than Permanent employees										
Male	166	0	0%	166	100%	193	0	0%	193	100%
Female	2	0	0%	2	100%	2	0	0%	2	100%
Total	168	0	0%	168	100%	195	0	0%	195	100%
Permanent workers										
Male	69	0	0%	69	100%	87	0	0%	87	100%
Female	0	0	0%	0	0%	0	0	0%	0	0
Total	69	0	0%	69	100%	87	0	0%	87	100%
Other than Permanent workers										
Male	3,222	0	0%	3,222	100%	3,597	0	0%	3,597	100%
Female	234	0	0%	234	100%	244	0	0%	244	100%
Total	3,456	0	0%	3,456	100%	3,841	0	0%	3,841	100%

Note: The data pertaining to "Other than Permanent workers" includes only workers that are directly employed by Afcons.

Business Responsibility & Sustainability Reporting (Contd.)

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BOD)	3	8,48,06,499	0	0
Key Managerial Personnel	5	5,33,95,504	0	0
Employees other than BOD and KMP	3,787	13,21,176	105	10,16,664
Workers	3,291	4,12,800	0	0

Note:

- i. The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.
- ii. Key Managerial Personnel (KMP) includes Executive Directors.
- iii. The median remuneration for workers includes workers employed by Afcons directly.
- iv. The remuneration considered above are the annual figures.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	1.77%	1.52%

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

At Afcons, the Director (Human Resources) serves as the focal point for addressing human rights impacts or issues arising from the Company's operations. In addition, at project sites, designated personnel from the IR, Administration, and Environment, Health & Safety (EHS) teams are responsible for managing human rights and labor-related concerns. This multi-level governance structure ensures that human rights issues are addressed promptly and effectively, with a strong emphasis on compliance, accountability, and continuous awareness through training programmes such as new employee inductions, HSE training, and POSH awareness.

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

Afcons has established a structured internal grievance redressal mechanism to address human rights-related issues across its operations. Employees and workers can raise concerns directly with the HR & Admin, HSE personnel, or Project Managers at their respective sites, either in person or via email. If the matter is not resolved satisfactorily at the site level, grievances can be escalated to the Director (Human Resources), who serves as the focal point for human rights issues within the organisation.

Additionally, Afcons has a POSH Policy, under which a dedicated POSH Committee has been constituted to address and resolve complaints related to sexual harassment. Employees, workers, and channel partners can approach the Committee in confidence to seek redressal. These mechanisms ensure transparency, confidentiality, and timely resolution, reinforcing the Company's commitment to upholding human rights and ethical workplace conduct.

Business Responsibility & Sustainability Reporting (Contd.)

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

Benefits	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
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

The Company has established a dedicated POSH Committee to oversee the prevention and resolution of harassment and discrimination complaints. In line with its POSH Policy, the Company is committed to ensuring that no employee who raises a harassment concern faces retaliation or adverse consequences. We protect complainants and witnesses from victimisation or discrimination throughout the investigation process.

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

10. Assessments for the year.

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

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

No complaints received related to Human Rights violations.

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

None conducted.



Business Responsibility & Sustainability Reporting (Contd.)

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/No)

Yes

4. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

None.



Business Responsibility & Sustainability Reporting (Contd.)

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

(This principle emphasises the importance of environmental stewardship. Companies should minimise their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

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

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24* (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	216.00	216.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C.)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	216.00	216.00
From non-renewable sources		
Total electricity consumption (D)	1,86,983.63	2,32,261.40
Total fuel consumption (E)	12,17,095.92	16,68,255.24
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	14,04,079.55	19,00,516.64
Total energy consumed (A+B+C+D+E+F)	14,04,295.55	19,00,732.64
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000112344	0.0000147261
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0002321033	0.0003042405
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.	Not Applicable	

Note: The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2025, which is 20.66.

*The energy figure have been restated based on the new methodology which has been adopted from this financial year.

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? (Yes/No)

No

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.

Not Applicable

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	2,33,991	5,47,693
(ii) Groundwater	7,09,486	8,51,649
(iii) Third party water	7,19,906	7,05,637
(iv) Seawater / desalinated water	4,19,800	7,56,651
(v) Others- A. Rainwater	5,307*	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20,88,489	28,61,630

Business Responsibility & Sustainability Reporting (Contd.)

Parameter	FY 2024-25	FY 2023-24
Total volume of water consumption (in kilolitres)	11,62,999	13,91,815
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000093040	0.0000107832
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0001922216	0.0002227806
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.	Not Applicable	

Note:

- i. *Rainwater pit in Ahmedabad elevated project
- ii. Recycled water constitutes 19.5% of our total water withdrawal for FY 24-25 and 13.9% for FY 23-24.

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 kilolitres)		
(i) To Surface water		
No treatment	16,009	10,895
With treatment – primary treatment through sedimentation tanks	6,011	86,751
(ii) To Groundwater		
No treatment	0	0
With treatment	0	0
(iii) To Seawater		
No treatment	2,63,054	5,27,598
With treatment – RO system employing advanced treatment processes.	0	10,640
(iv) Sent to third-parties		
No treatment-	66,253	1,90,618
With treatment – primary treatment in septic tanks.	65,340	2,46,739
(v) Others		
No treatment	3,52,945	2,22,322
With treatment – primary treatment through sedimentation tanks.	1,55,878	1,74,251
Total water discharged (in kilolitres)	9,25,491	14,69,815
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	Not Applicable	

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

Not Applicable



Business Responsibility & Sustainability Reporting (Contd.)

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	Mg/Nm3	116.58	46.83
SOx	Mg/Nm3	53.97	35.96
Particulate matter (PM)	Mg/Nm3	39.54	36.66
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			Yes
If yes, name of the external agency.		Omshiva Test House Pvt Ltd, SkyLab Analytical Laboratory, Idma Laboratories and others	

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)	Metric tonnes of CO ₂ equivalent	2,44,138.80	3,32,644.91
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)	Metric tonnes of CO ₂ equivalent	37,760.30	46,194.21
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]	-	0.0000022552	0.0000029351
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 emissions (in MTCO ₂ e) / Revenue from operations in rupees adjusted for PPP]	-	0.0000465925	0.0000606388
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		Not Applicable	

Note: Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO₂ Baseline Database User Guide Version 19 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

No

If yes, then provide details.

Not Applicable

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)	3,697.50	5,986.34
E-waste (B)	4.36	0.86
Bio-medical waste (C)	0.45	0.40
Construction and demolition waste (D)	60,545.80	84,033.37
Battery waste (E)	14.71	45.64
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (Used Oil) (G)	54.74	61.34

Business Responsibility & Sustainability Reporting (Contd.)

Parameter	FY 2024-25	FY 2023-24
Other Non-hazardous waste generated (H).		
Please specify, if any.		
Break-up by composition i.e. by materials relevant to the sector)		
A. Cardboard	1.71	28.41
B. Empty Cement bags	41.16	143.97
C. Concrete cubes	3,152.09	2,172.52
D. Metal Scrap	6,879.55	7,224.31
E. Wooden scrap	173.86	23.62
Total (A+B + C + D + E + F + G + H)	74,565.93	99,720.78
Waste intensity per rupee of turnover		
[Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000005965	0.0000007726
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000123243	0.0000159618

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

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	315.64	301.70
(ii) Re-used	55.96	56.32
(iii) Other recovery operations	1,150.58	3,564.12
Total	1,522.18	3,922.14

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

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	67,049.37	92,111.74
Total	67,049.37	92,111.74

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

No

If yes, name of the external agency.

Not Applicable

Note – All of the waste generated is disposed of/recovered typically. However, this doesn't happen in the same year, hence the mismatch between the waste generation and disposal/recycling figures.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Afcons follows a structured waste management process across all its project locations, with an emphasis on segregation, safe storage, and responsible disposal in accordance with applicable regulations.

Waste generated during daily operations is promptly segregated at the source under the supervision of activity-specific personnel. The segregated waste is collected and handed over to centralised site stores, where records are maintained by the designated stores in-charge. All waste materials are securely stored in designated areas until they are handed over to authorised recyclers or disposal agencies, in compliance with statutory requirements and supported by documented waste manifests.



Business Responsibility & Sustainability Reporting (Contd.)

As an EPC contractor, Afcons typically executes projects based on client-specified materials and designs. Nevertheless, the Company is committed to minimising the use of hazardous and toxic substances to the extent feasible. Through value engineering, material optimisation, and adoption of safer alternatives wherever permissible, Afcons seeks to reduce environmental impact without compromising on quality or client expectations.

These practices reflect the Company's alignment with its larger environmental stewardship goals and its commitment to responsible resource use.

- 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:**

Sr. 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					

EIA is conducted by the project proponent. As an EPC contractor, Afcons is not involved in the preparation or approval process.

- 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/NA).**

Yes

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

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 Indicators

- 1. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Sr. No.	Details of significant direct & indirect impact of the entity on biodiversity in the area	Details of significant direct & indirect impact of the entity on biodiversity in the area
Not Applicable		

- 2. 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:**

Business Responsibility & Sustainability Reporting (Contd.)

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
LED lights & Five Star Electrical appliances	All sites have transitioned to energy-efficient LED lighting for area and office illumination, alongside adopting 5-star rated air conditioning systems to reduce overall energy consumption.	Reduction in energy consumption	-
Refrigerants having low ozone depleting potential	Sites utilise R410A refrigerants known for their low ozone depletion potential (ODP), aligning with our commitment to environmentally responsible cooling solutions.	Reduction in GHG Emissions	-
Reduction in use of OPC cement to reduce Carbon footprint	Sites have used industry byproducts like fly ash and GGBS to replace OPC in concrete. These byproducts not only reduce the carbon footprint of concrete but also improve the long-term strength and durability, thereby increasing the service life of the structure.	Reduction in carbon footprint of concrete	-
Reduction in water consumption in concrete	Sites have used specialized chemical admixtures to reduce the water requirement for producing concrete. We are able to get the required fresh concrete properties even with reduced water content.	Reduction in water consumption in concrete	-
VFD in electrical installations	All energy-intensive equipment—including TBMs, ventilation systems, gantry cranes, pumps, and plants—are equipped with Variable Frequency Drives (VFDs) to optimise energy consumption and improve operational efficiency.	Energy reduction	-
Retro fitment of DG sets	Installation is underway in compliance with local statutory authority requirements, with initiatives already commenced on projects in Jammu & Kashmir state projects.	Reduction in PM emissions	-

3. Does the entity have a business continuity and disaster management plan? (Yes/No)

Yes

Give details in 100 words/ web link.

Afcons has a robust Business Continuity Plan (BCP) integrated into its Internal Controls and Crisis Management framework. A dedicated Crisis Management Committee oversees risk preparedness, develops response protocols, and ensures seamless communication during emergencies. The Company regularly conducts mock drills, scenario-based training, and disaster recovery simulations to test resilience against high-impact, high-velocity risks. These efforts are aimed at minimising disruptions and safeguarding personnel, assets, and critical operations. The BCP framework ensures operational continuity, quick recovery, and compliance with regulatory expectations.

Web link: <https://www.afcons.com/sites/default/files/2024-11/Risk%20Management%20Policy.pdf>.

4. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

None

Business Responsibility & Sustainability Reporting (Contd.)

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

9 (Nine)

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1.	Construction Federation of India	National
2.	Central Board of Irrigation and Power	International
3.	The Federation of Indian Chambers of Commerce and Industry	National
4.	International Road Federation-India Chapter	International
5.	Confederation of Indian Industry	National
6.	Bombay Chamber of Commerce and Industry	State
7.	Ministry of Commerce and Industry - Directorate General of Foreign Trade	National
8.	Project Export Promotion Council	National
9.	Federation of Indian Export Organisation	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.

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others- Please specify)	Web Link, if available

Afcons actively engages with various stakeholders such as government ministries, regulatory bodies, industry chambers and associations to advocate its positions on topics pertaining to infrastructure industry. These include banking sector reforms, taxation, dispute resolution, promotion of project exports, and ministry-specific matters. Our top management is regularly invited by the central government for policy discussions, including pre-budget consultations.

Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasises the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalised groups. They should also contribute to the development of local communities and support social and economic empowerment)

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
Not Applicable					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Company constantly interact with the local community at project sites through channels such as one-on-one interaction and regular community meetings. These mechanisms enable the local community to raise concerns, which are then reviewed and resolved in a timely and transparent manner.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	19.47%	21.23%
Directly from within India	72.98%	71.09%

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

Particular	FY 2024-25	FY 2023-24
Rural	11.32%	10.33%
Semi-urban	27.94%	24.53%
Urban	45.54%	51.14%
Metropolitan	2.27%	1.55%

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

Note: Around 13% of the jobs are created outside India.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable*				

*The Company does not use any intellectual property based on traditional knowledge for conducting its business.

Business Responsibility & Sustainability Reporting (Contd.)

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable*		

* Since the Company does not own or use any intellectual property based on traditional knowledge, there are no adverse orders or disputes related to its usage.

4. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Educational activity and skill development at Anudanit Prathamik v Madhyamik Adivasi Ashramshala, through Jnana Prabodhini	301 Students	100%
2.	Educational activity and skill development at Anudanit Prathamik v Madhyamik Adivasi Ashramshala, through Star Forum	110 Students	100%
3.	Shri Kanchi Shankara Public School – upgradation of Sanskrit Pathshala, school building, and Library for students Through Shri Kanchi Kamakoti Educational and Cultural Centre	493 Students	80%
4.	Farmer Livelihood and Skilling Through Global Vikas Trust	91 Farmers	100%
5.	Improving Water Access through water harvesting check dams through Aakar Charitable Trust	7507 villagers	100%
6.	Construction of treatment facilities for imparting ayurvedic treatment and research Centre and supporting Akami Ayurveda Hospital and Research Centre for providing treatments to underprivileged section of society at concessional rates through Akami Foundation	23 patients	100%
7.	upgradation of Vedavyasa Gurukul for imparting sanatana education through Sri Rama Vittala Trust	60 Students	100%
8.	Distribution of food to destitute children; Annadanam to poor; Education kits to unprivileged students, utility homes to old age home, and destitute children through Shree Hariharputra Bhajan Samaj	1500 students 3500 poor 700 Orphan kids	100%
9.	Providing Vedic and modern education to residential students free of cost; providing educational and other items related for the betterment of students residing in the gurukul Directly to Kamakodi Yajurveda Padhashala	25 Students	32%
10.	Skill-based education and vocational training to persons from Rural community and enabling them to secure sustainable livelihood through Swami Vivekanand Rural Community College through Sadguru Sri Gnanananda Seva Trust	275 Students	65%
11.	Signal School -upgradation school infrastructure and purchase of education related equipment – Thane through Samarth Bharat Vyaspeeth Trust ("SBVT")	52 Students	100%

Business Responsibility & Sustainability Reporting (Contd.)

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

As an infrastructure construction company, each of our projects operates under a dedicated grievance redressal mechanism outlined in the respective contract documents. These mechanisms are designed to address stakeholder concerns and consumer feedback in a structured and timely manner, ensuring transparency, accountability, and effective resolution throughout the project lifecycle.

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

Particular	As a percentage to total turnover*
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

*This is not relevant to Afcons' operations as the Company is primarily engaged as an EPC contractor.

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

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

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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes

If available, provide a web link of the policy

The policy is available on the Company's internal intranet and is accessible to all relevant stakeholders.

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.

The entity follows a continual improvement approach to proactively manage risks. No significant incidents have been reported in the specified areas. Corrective and preventive actions are part of routine risk management and internal audits to ensure compliance and maintain safety standards.



Business Responsibility & Sustainability Reporting (Contd.)

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	Not Applicable

Leadership Indicator

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

1. Company Website: <https://www.afcons.com/en>
2. LinkedIn: <https://www.linkedin.com/company/afcons-infrastructure-limited/posts/?feedView=all>

These platforms provide regular updates, project highlights, and key information about our services and capabilities.

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

Not Applicable

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)

Not Applicable

a. If yes, provide details in brief.

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b. 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