

मॉयल लिमिटेड

(भारत सरकार का उपक्रम)

मॉयल भवन, 1ए काटोल रोड, नागपुर - 440 013

☎ : 0712-2806100, 2806182/216

ई मेल : compliance@moil.nic.in

वेबसाइट: www.moil.nic.in टेलीफेक्स: 0712-2591661

सी.आय.एन नं.: L99999MH1962GOI012398



MOIL LIMITED

(A Government of India Enterprise)

MOIL Bhavan, 1A, Katol Road, Nagpur - 440 013

☎ : 0712-2806100, 2806182/216

E-Mail : compliance@moil.nic.in

Website: www.moil.nic.in Telefax: 0712-2591661

CIN No: L99999MH1962GOI012398

CS/NSE-BSE/2026-27/158

Date: 25.08.2026

To,
The G.M. (Listing)
National Stock Exchange of India Ltd.
Exchange Plaza, Plot No.C-1, G Block,
Bandra Kurla Complex, Bandra (East)
Mumbai – 400053

To,
Listing Department
BSE Limited,
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai – 400001

Sub: Submission of Business Responsibility and Sustainability Reporting (BRSR) for the Financial Year ended March 31, 2026.

Dear Sir/Madam,

Please find attached herewith Business Responsibility and Sustainability Report in PDF form as per the regulation 34(2)(f) of SEBI (LODR) Regulations 2015.

Thanking you,

Yours faithfully/भवदीय

For MOIL Limited/ कृते मॉयल लिमिटेड

**Neeraj
Dutt
Pandey** Digitally signed
by Neeraj Dutt
Pandey
Date: 2026.08.25
15:56:22 +05'30'

Neeraj Dutt Pandey/

(नीरज दत्त पाण्डेय)

(Company Secretary & Compliance Officer)/

(कम्पनी सचिव सह अनुपालन अधिकारी)



Business Responsibility & Sustainability Report

2025-26



SECTION A:**GENERAL DISCLOSURES****I. Details of the listed entity:**

1.	Corporate Identity Number (CIN) of the Listed Entity –	L99999MH1962GOI012398						
2.	Name of the Listed Entity –	MOIL Limited						
3.	Year of incorporation –	1962						
4.	Registered office address –	1-A, Katol Road, Nagpur, Maharashtra, 440013, India						
5.	Corporate address –	1-A, Katol Road, Nagpur, Maharashtra, 440013, India						
6.	E-mail –	compliance@moil.nic.in						
7.	Telephone –	0712-2591661						
8.	Website –	https://moil.nic.in/						
9.	Financial year for which reporting is being done –	F.Y. 2025-26						
10.	Name of the Stock Exchange(s) where shares are listed –	<table><tr><th>Name of the Exchange</th><th>Stock Code</th></tr><tr><td>BSE Ltd.</td><td>533286</td></tr><tr><td>National Stock Exchange of India Ltd.</td><td>MOIL</td></tr></table>	Name of the Exchange	Stock Code	BSE Ltd.	533286	National Stock Exchange of India Ltd.	MOIL
Name of the Exchange	Stock Code							
BSE Ltd.	533286							
National Stock Exchange of India Ltd.	MOIL							
11.	Paid-up Capital –	2,03,48,52,110						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –	Shri V. R. Parida, GM (Mines) Email- vparida@moil.nic.in Phone no. +91 7709042638						
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). –	The disclosures made under this report are made on a standalone basis for MOIL						
14.	Name of assessment or assurance provider –	Not Applicable						
15.	Type of assessment or assurance obtained –	Not Applicable						

II. Products/services**16. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Mining	Mining of Manganese Ore	93.37%
2.	Manufacturing	Manufacturing of Ferro Manganese, Electrolytic Manganese Dioxide	6.20%
3.	Power Generation	Wind Power Turbine Generator	0.43%

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Manganese Ore	7293	93.37%
2.	Electrolytic Manganese Dioxide	24209	0.54%
3.	Ferro Manganese	24104	5.66%
4.	Electricity Units	35106	0.43%

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	12	2	14
International		NIL	

* The Company has 10 mines and 2 plants.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	Pan India
International (No. of Countries)	NIL

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

Nil, the company does not export its products. However, MOIL acts as State Trading Enterprise (STE) / canalizing agency for export of Manganese ore. Manganese ore sale includes ₹ 128.40 lakhs towards canalizing fees.

c. A brief on types of customers:

MOIL, a leading manganese ore mining company, plays a key role in supplying high-quality manganese ore essential for the production of steel and ferroalloys. Its primary customers include steel manufacturers, ferroalloy producers, and processors who use manganese ore in various value-added applications. MOIL holds the distinction of being the only producer of Electrolytic Manganese Dioxide (EMD) in India, which is used by industries such as pharmaceuticals, batteries, and chemicals. Steel companies rely on MOIL for a steady and reliable supply of manganese ore, which enhances the strength, durability, and resistance to corrosion in their products. Ferroalloy manufacturers utilize MOIL's premium ore to produce critical alloys that improve steel performance. Additionally, processors involved in the business of value addition to MOIL's products as they cater to the increasing demand for specialized alloys in various industries, such as automotive, construction, and infrastructure.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2013	1901	94.44	112	5.56
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	2013	1901	94.44	112	5.56
WORKERS						
4.	Permanent (F)	3007	2308	76.75	699	23.25
5.	Other than Permanent (G)	4922	4482	91.06	440	8.94
6.	Total workers (F + G)	7929	6790	85.64	1139	14.36

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	27	22	81.48	5	18.52
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	27	22	81.48	5	18.52
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	00
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors(BOD)	8	2	25.00
Key Management Personnel(KMP)*	3	0	0.00

*In terms of Section 203 of the Companies Act, 2013, the Board of the company has designated CMD/CEO, Director (Finance)/ CFO and the Company Secretary as KMP.

22. Turnover rate for permanent employees and workers (in percent)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.90	3.69	7.68	7.54	6.96	7.51	6.99	4.31	6.85
Permanent Workers	4.16	2.76	3.85	6.02	1.85	5.12	2.38	1.43	2.19

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

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)
Nil, the company does not hold any holding, subsidiary, associate company or joint venture as of 31.03.2026.			

24. CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in crore) – 1472.84
- (iii) Net worth (in crore) – 2709.25

VI. Transparency and Disclosures Compliances

25. Complaints/Grievance on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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, Company follows an open door policy where any community member can walk into Company premise to raise any issues. The Company has provided an email and their address through which communities can raise and report their complaints and grievances.	29	0	All grievances were resolved promptly.	7	0	All grievances were promptly resolved.
Investors (other than shareholders)	Not Applicable	0	0	NA	Not Applicable		
Shareholders	Yes, https://backend.moil.nic.in/getFiles/public/document/u69c3d1f61-IG_Redressal_Policy.pdf	10	1	NA	3	0	All grievances were resolved promptly
Employees and workers	Yes, www.moil.nic.in/public/feedbacks	6	0	All grievances were resolved promptly.	11	0	All grievances were promptly resolved

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		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
Customers	Yes, The Company provides a dedicated customer portal and email channels through which complaints and grievances can be submitted to the designated dealing officer for resolution.	0	0	NA	66	0	All grievances were promptly resolved
Value Chain Partners	Yes, The Company provides email channels through which complaints and grievances can be submitted to the designated dealing officer for resolution.	0	0	NA	0	0	No Remarks

26. Overview of the entity's material responsible business conduct 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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Incident management	Risk	Inadequate management and resolution of incidents can result in serious consequences, such as legal action, damage to and organization's reputation, and financial losses.	MOIL has a robust incident management system in place that effectively identifies and mitigates risks, ensures the safety of its employees, complies with industry standards, and safeguards both its operations and long-term sustainability.	Negative * No negative impact in the reporting year
2	Employee Health & Safety	Risk	Mining activities involve a wide range of hazards, including structural collapses, equipment accidents, exposure to dangerous substances, and respiratory problems. Failing to prioritize and maintain a strong health and safety culture can result in workplace accidents, injuries, and long-term health conditions, which may increase absenteeism, reduce productivity, and expose the organization to legal risks.	The company is committed to ensuring a safe work environment by adequately investing in thorough safety procedures, proactive risk prevention measures, and ongoing employee training programs aimed at protecting its workforce and minimizing potential hazards.	Negative * No negative impact in the reporting year
3	Waste management	Opportunity	By following appropriate waste disposal practices in line with current regulations, the company demonstrates its commitment to promoting environmental sustainability and compliance with the law.	NA	Positive
4	Water management	Opportunity	By implementing sustainable water management strategies, the Company can optimize water usage, reduce overall consumption, and minimize its environmental footprint. This initiative not only strengthens the company's reputation as a responsible and eco-conscious organization but also offers financial advantages through cost savings and improved operational efficiency.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Human rights and community relations	Opportunity	Demonstrating a strong commitment to human rights and community welfare can enhance the company's reputation and attract socially responsible investors and partners. Additionally, by actively collaborating with local communities on initiatives focused on social development, education, and skill building, MOIL contributes to sustainable growth and improved quality of life in the regions where it operates.	NA	Positive
6	Labour practices	Risk	Failure to uphold fair and ethical labour practices can lead to employee dissatisfaction, labour conflicts, strikes, and interruptions in operations. Violations of labour laws may also result in legal penalties, financial fines, and damage to the company's reputation.	MOIL prioritizes fair compensation, workplace safety, and the protection of employee and worker rights to foster a motivated and productive workforce, while also reducing potential labour related risks.	Negative * No negative impact in the reporting year
7	Safety hazards	Risk	Currently, 70% of MOIL's mining operations take place underground, accounting for 65% of total production. To boost output and maintain ore quality, the company is expanding its efforts by deepening existing mines and developing new vertical shafts to enhance access and capacity. However, this approach may introduce increased safety challenges for workers operating in these environments.	MOIL is firmly committed to maintaining high safety standards across all its operations. To prevent accidents and safeguard the wellbeing of its workforce, the company implements comprehensive safety protocols aligned with industry best practices. As part of its proactive approach, MOIL also conducts regular fire safety audits at all mining sites and processing plants. These audits help identify potential hazards, ensure compliance with safety regulations, and support the continuous improvement of emergency preparedness and response measures.	Negative * No negative impact in the reporting year
8	Climate Change & Energy Management	Opportunity	By investing in renewable energy and enhancing energy efficiency, MOIL can lower operational costs and reduce its carbon footprint, thereby strengthening its sustainability credentials and ensuring compliance with environmental regulations.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Regulatory Compliance	Risk	Failure to comply with mining regulations, environmental laws, and labour standards can lead to legal consequences, financial penalties, and reputational harm.	Ongoing audits, compliance training, and strict adherence to legal obligations are implemented to ensure regulatory compliance.	Negative * No negative impact in the reporting year
10	Environmental Impact and Sustainability	Risk	The mining and processing of manganese ore can lead to substantial environmental effects, such as habitat destruction, soil erosion, water pollution, and air contamination. As regulatory oversight intensifies and societal demands for sustainable practices rise, mining companies that fail to properly address environmental issues face increased risks.	The company reuses non-hazardous waste, such as rocks, for landfilling and backfilling. It also maintains plantation areas by regularly watering them around all mining sites. The organization generates electricity through renewable sources, including solar panels and wind turbines. Further, large areas at both the mining sites and the head office are dedicated to plantation activities. The company has successfully implemented a Zero Liquid Discharge (ZLD) system across all its mines, which includes Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs). The treated water is repurposed for various uses, such as gardening, plantation, green belt maintenance, and dust suppression. At the head office, the Sewage Treatment Plant also supplies treated water for gardening and plantation activities	Negative * No negative impact in the reporting year
11	Technological and Process Innovation	Opportunity	The manganese ore industry stands to gain greatly from advancements in mining technologies and processing methods. Innovations like automated mining machinery, enhanced ore beneficiation techniques, and energy-efficient processing solutions can boost productivity, lower costs, and improve the quality of manganese ore products. To stay competitive and efficient, MOIL should invest in research and development to adopt and integrate the latest technologies and processes.	NA	Positive

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.

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	All the SEBI mandated policies could be found at: https://moil.nic.in/public/investor-relations/policies								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1	MOIL's Investor Grievance Redressal Policy	https://backend.moil.nic.in/getFiles/public/document/u69c3d1f61-IG_Redressal_Policy.pdf	P3, P4, P5
2	Determination of Materiality of Events or Information and Disclosure thereof	https://backend.moil.nic.in/getFiles/public/document/69c3d1a780-Materiality_Policy.pdf	P1
3	MOIL code of fair disclosure and code of conduct for prevention of Insider Trading, 2015	https://backend.moil.nic.in/getFiles/public/document/i69c3cfa91-coc.pdf	P1
4	Investors Relation Policy	https://backend.moil.nic.in/getFiles/public/document/69c3d0c5N0-Investor_Relation_Policy.pdf	P1, P4
5	Dividend Policy	https://backend.moil.nic.in/getFiles/public/document/69c3d05600-Dividend_Policy_MOIL.pdf	P1, P4
6	Policy on record retention and destruction	https://backend.moil.nic.in/getFiles/public/document/69c3cfeb0-Policy_on_Record_Retention_Destruction.pdf	P1, P9
7	Code of Business conduct and Ethics	https://backend.moil.nic.in/getFiles/public/document/i69c3cfa91-coc.pdf	P1

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																																											
	<table><tr><th>Sr. No.</th><th>Name of policy</th><th>Link to Policy</th><th>Which Principles each policies goes into</th></tr><tr><td>8</td><td>Related party transaction policy</td><td>https://backend.moil.nic.in/getFiles/public/document/69e5d5abp0-RPT_Policy.pdf</td><td>P1, P4, P7</td></tr><tr><td>9</td><td>Whistle blower policy</td><td>https://backend.moil.nic.in/getFiles/public/document/W69c3cefe1-Whistle_Blower_Policy.pdf</td><td>P1, P3</td></tr><tr><td>10</td><td>CSR Policy</td><td>https://backend.moil.nic.in/getFiles/public/document/69c3cec0k0-CSR_Policy.pdf</td><td>P4, P8</td></tr><tr><td>11</td><td>Risk management policy</td><td>https://backend.moil.nic.in/getFiles/public/document/T69c3cea01-Risk_Management_Policy.pdf</td><td>P1, P2, P6</td></tr><tr><td>12</td><td>Information Technology Policy</td><td>https://backend.moil.nic.in/getFiles/public/document/69c3ce66N0-IT_Policy.pdf</td><td>P9</td></tr><tr><td>13</td><td>Fraud prevention policy</td><td>https://backend.moil.nic.in/getFiles/public/document/69c3c56dM0-fpp2017.pdf</td><td>P1</td></tr><tr><td>14</td><td>Safety Policy</td><td>https://backend.moil.nic.in/getFiles/public/document/69c3c51bM0-safety_policy.pdf</td><td>P2, P3, P6</td></tr><tr><td>15</td><td>Environment Policy</td><td>https://backend.moil.nic.in/getFiles/public/document/h69c3c4eb1-Environment_Policy.pdf</td><td>P2, P6</td></tr><tr><td>16</td><td>Corporate IMS Policy</td><td>https://backend.moil.nic.in/getFiles/public/document/69c3d29dA0-Corporate_Policy_En.pdf</td><td>P9</td></tr><tr><td>17</td><td>Quality Policy</td><td>https://backend.moil.nic.in/getFiles/public/document/a69c3d2d71-Quality_Policy_En.pdf</td><td>P9</td></tr></table>								Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into	8	Related party transaction policy	https://backend.moil.nic.in/getFiles/public/document/69e5d5abp0-RPT_Policy.pdf	P1, P4, P7	9	Whistle blower policy	https://backend.moil.nic.in/getFiles/public/document/W69c3cefe1-Whistle_Blower_Policy.pdf	P1, P3	10	CSR Policy	https://backend.moil.nic.in/getFiles/public/document/69c3cec0k0-CSR_Policy.pdf	P4, P8	11	Risk management policy	https://backend.moil.nic.in/getFiles/public/document/T69c3cea01-Risk_Management_Policy.pdf	P1, P2, P6	12	Information Technology Policy	https://backend.moil.nic.in/getFiles/public/document/69c3ce66N0-IT_Policy.pdf	P9	13	Fraud prevention policy	https://backend.moil.nic.in/getFiles/public/document/69c3c56dM0-fpp2017.pdf	P1	14	Safety Policy	https://backend.moil.nic.in/getFiles/public/document/69c3c51bM0-safety_policy.pdf	P2, P3, P6	15	Environment Policy	https://backend.moil.nic.in/getFiles/public/document/h69c3c4eb1-Environment_Policy.pdf	P2, P6	16	Corporate IMS Policy	https://backend.moil.nic.in/getFiles/public/document/69c3d29dA0-Corporate_Policy_En.pdf	P9	17	Quality Policy	https://backend.moil.nic.in/getFiles/public/document/a69c3d2d71-Quality_Policy_En.pdf	P9
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14	Safety Policy	https://backend.moil.nic.in/getFiles/public/document/69c3c51bM0-safety_policy.pdf	P2, P3, P6																																																	
15	Environment Policy	https://backend.moil.nic.in/getFiles/public/document/h69c3c4eb1-Environment_Policy.pdf	P2, P6																																																	
16	Corporate IMS Policy	https://backend.moil.nic.in/getFiles/public/document/69c3d29dA0-Corporate_Policy_En.pdf	P9																																																	
17	Quality Policy	https://backend.moil.nic.in/getFiles/public/document/a69c3d2d71-Quality_Policy_En.pdf	P9																																																	
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y																																											
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, certain policies extend to the value chain partners 1. Safety Policy 2. Fraud Prevention Policy 3. IT policy																																																			
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the mines and plants of MOIL are certified for ISO 9001:2015 (QMS), ISO 14001:2015 (EMS) and 45001:2018 (OHSMS) and HO ISO 9001:2015 (QMS)																																																			

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has established short, medium, and long-term targets for key sustainability performance indicators as a part of its Environmental, Social, and Governance (ESG) initiatives. These KPIs will focus on critical areas such as climate change, energy efficiency, water conservation, waste reduction, air emission control, greenhouse gas (GHG) mitigation, and the protection of biodiversity.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	At MOIL Limited, our commitment to Environmental, Social, and Governance (ESG) principles reflects our understanding of the evolving nature of sustainable business practices. We recognize that global challenges such as climate change, resource depletion, and socio-economic disparities demand proactive and responsible action. Our strategic objectives include transitioning to renewable energy, driving innovation to reduce environmental impact, and working collaboratively with stakeholders to embed sustainability throughout our value chain. We uphold transparency, accountability, and ethical conduct as core values, ensuring that human rights are respected across all our operations and supply chains. As a responsible corporate entity, we are dedicated to maintaining strong governance practices grounded in integrity and fairness. We continuously enhance our governance frameworks to align with legal and regulatory standards, while fostering a workplace culture rooted in diversity, inclusion, and ethical behaviour. Our progress is made possible through the collective efforts of our employees, partners, and stakeholders who share our vision for a more sustainable future. Our contributions to community development, particularly in healthcare, education, and skills training, demonstrate our deep commitment to social responsibility. While we take pride in our achievements, we understand that the ESG journey is ongoing. We remain focused on engaging stakeholders, setting ambitious sustainability goals, and developing innovative solutions to tackle emerging challenges. Through these efforts, we aim to create a lasting positive impact on the environment and society, while securing long-term value for our stakeholders, solidifying MOIL Limited's role as a responsible and forward-thinking organization.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Smt. Usha Singh, Director (Human Resource), DIN-08307456								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Company has established dedicated committees for Corporate Social Responsibility (CSR), Prevention of Sexual Harassment of Women at the Workplace, and Risk Management. For all other policies, effective internal controls are in place to ensure their regular review and proper implementation.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors, along with the Nomination and Remuneration Committee, Risk Management Committee, and Audit Committee (as applicable), periodically reviews the performance and implementation of relevant policies. These evaluations are conducted as needed, particularly in response to updates or changes in applicable laws and regulations. Operational issues are addressed continuously as they arise, with the Company ensuring timely monitoring and completion of all compliance requirements.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Dhir & Dhir Associates, a law firm, conducted an evaluation of the implementation and effectiveness of the company's policies, with an emphasis on operational efficiency. In addition, department and business heads regularly review and update these policies, subject to final approval by senior management or the Board. Where applicable, internal auditors and regulatory authorities may also examine the associated processes and compliance measures.								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	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)									



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.



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	6	Strengthen international cooperation and explore opportunities for securing critical raw materials, Orientation Program for Building better Boards etc.,	75%
Key Managerial Personnel	6	1 day workshop on Industry 4.0, Decoding New Labour Codes, Bridging in Academia and Industry, Intelligence, Integrity and Innovation in Government, Chintin Shivir	100%
Employees other than BoD and KMPs	87	Mid-Career Training Program, Induction & Orientation for new joiners, Negotiation skills, Preventive Vigilance, Contract Labour Mgmt., Digitization of Mining process and technology, Public Procurement, Cyber Security, Electrical Safety in mines etc.	96%
Workers	79	Workshop of firefighting and security Awareness, Training programme on Drone Data in online portal and submission of Mining plan, workshop on procurement contract management, Maintenance of Tata Hitachi Equipment, Pit Safety, Workmen Inspectors Program etc.	33%

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine		NIL		
Settlement		NIL		
Compounding Fee				

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

Note: Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.

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

The Company's Board of Directors have approved a Code of Conduct for its Directors and Senior Management, highlighting the commitment to integrity, ethical conduct, and compliance with applicable laws, regulations, and standards. Central to this code are strong anti-bribery and anti-corruption provisions. To further strengthen its governance framework, MOIL has also put in place a Fraud Prevention Policy that outlines procedures for identifying and addressing fraudulent activities.

The web-link is provided in section B.

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

	FY 2025-26	FY 2024-25
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil. No complaints with regard to conflict of interest were reported.		Nil. No complaints with regard to conflict of interest were reported.	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	22	18

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 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases and made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NIL	NIL
	b. Number of dealers/distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties/Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties/Total Investments made)	NIL	NIL

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	Topic/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Gem Portal & GST Compliance	12%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same.

The company's Code of Business Conduct and Ethics for Board members and senior management provides comprehensive guidelines on managing conflicts of interest. It clearly defines what constitutes a conflict of interest and lists specific activities that directors and senior executives are expected to avoid. Web-link for the Policy- <https://backend.moil.nic.in/getFiles/public/document/i69c3cfa91-coc.pdf>



SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 2:

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



Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2025-26	FY 2024-25	Details of Improvements in environmental and social impacts
R&D	Nil	NIL	Not Applicable
Capex	5.34 Crore	6.2 Crore	Support to Forest Division for conservation towards protection of Tiger Corridor at Chikla Mine

Note: Exact percentage is not quantifiable.

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

No. MOIL's contractual terms and conditions for vendor engagements incorporate all necessary legal compliance requirements as mandated under applicable Central and State Government labor laws. These include, but are not limited to, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; the Employment of Children Act, 1938; the Workmen's Compensation Act, 1923; the Factories Act, 1948; the Minimum Wages Act, 1948; and the Contract Labour (Regulation & Abolition) Act, 1970; along with any subsequent amendments or re-enactments in force.

Furthermore, MOIL gives priority to procurement from local suppliers, Micro and Small Enterprises (MSEs), and start-ups, in line with the Government's Public Procurement Policy, 2012, and the Purchase Preference linked to the Make in India initiative.

The majority of vendors are shortlisted through a competitive bidding/tender process, carried out in accordance with laid-down procedures and applicable Government guidelines.

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

The value / percentage of inputs pertaining to sustainable source is currently not captured by the Company. However, the same shall be assessed and taken up by MOIL accordingly in the upcoming years.

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

There is no recycling activity for any of the listed wastes in MOIL Limited.

- a) Plastic Waste: Disposed of as per guidelines
- b) e-waste: disposal to authorized recycler
- c) Hazardous waste: Burnt/Spent Oil is being disposed off from all mines site to authorized recycler, Chemical sludge is being disposed through CHWTSDF, and Bio-medical wastes are being disposed through SPCB authorized vendor
- d) Non-hazardous solid waste in the form of waste rock is being disposed to the ear-marked dumping site with proper terracing, garland drain and retaining wall provision and with scheduled stabilization activity.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The company is not currently conducting Life Cycle Assessments (LCA) for its products or services. However, this will be evaluated in the coming years and undertaken as needed, based on the company's evolving requirements.

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.

Name of Product/ Service	Description of the risk/ concern	Action Taken
Not Applicable as the company is currently not performing LCA for its services		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
	Not Applicable	

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:

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL			NIL		
E-waste						
Hazardous Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category
Not Applicable	Not Applicable



SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 3:

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



Essential Indicators

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

	% 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	1901	1901	100	1901	100	0	0	1901	100	1901	100
Female	112	112	100	112	100	112	100	0	0	112	100
Total	2013	2013	100	2013	100	112	5.56	1901	94.44	2013	100
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE 2025 as it is computed as percentage of only female employees.

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

	% of workers 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	2308	2308	100	2308	100	0	0	2308	100	2308	100
Female	699	699	100	699	100	699	100	0	0	699	100
Total	3007	3007	100	3007	100	699	23.27	2308	76.723	3007	100
Other than Permanent Workers											
Male	4482	4482	100	4482	100	0	0	4482	100	4482	100
Female	440	440	100	440	100	440	100	0	0	440	100
Total	4922	4922	100	4922	100	440	8.939	4482	91.06	4922	100

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	3.54	2.95

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA
ESI	MOIL is committed to ensuring the well-being of its entire workforce. To uphold this commitment, the company extends comprehensive and free medical treatment to all its employees and workers. This valuable benefit is readily accessible through the well-equipped medical facility located directly on the company's premises, providing immediate and convenient care for various health needs. Furthermore, should a more specialized medical intervention be required, MOIL facilitates referrals to its empanelled hospitals, ensuring that employees receive the necessary advanced medical attention without financial burden. This holistic approach to healthcare underscores MOIL's dedication to supporting the health and welfare of every individual within its organization.			MOIL provides free medical treatment to all its employees and workers in the medical facility available at its premises		

3. Accessibility of workplaces

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

The company is committed to fostering an inclusive and supportive environment for all employees and workers. In line with this commitment, the company ensures accessibility by installing ramps, railings, and providing wheelchairs for differently-abled employees and workers. The company values the skills and abilities of individuals with disabilities and actively seeks to offer suitable employment opportunities. Furthermore, a dedicated support team is available to provide assistance whenever necessary

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

At MOIL, we are committed to providing equal employment opportunities to all individuals, regardless of race, gender, religion, national origin, age, or disability. Our focus is on creating a fair and inclusive work environment where every employee feels valued, respected, and has equal opportunities to succeed. While this is not yet formalized in a specific policy, we are dedicated to implementing it in the future. Additionally, the company fully complies with the Rights of Persons with Disabilities Act, 2016

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	0	0	0	0
Female	100	0	100	0
Total	100	0	100	0

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	The company has established a grievance redressal mechanism for all its employees and workers. This machinery includes the nomination of one grievance officer at each unit or mine. The designated grievance officer at the head office coordinates with those at the units or mines to ensure effective performance. Monthly or quarterly grievances are reviewed and addressed by appointed public grievance officers at both the units or mines and the head office, ensuring resolution within the prescribed one-month timeframe. Unit grievance officers submit data pertaining to grievances on a monthly or quarterly basis to the head office, which then examines and forwards the information to the Ministry of Steel.
Permanent Employees	A grievance redressal mechanism has been implemented by the organization for all employees and workers. This machinery comprises the appointment of a grievance officer at each unit or mine. The grievance officer at the head office collaborates with those at the units or mines to guarantee efficient performance. The appointed public grievance officers at both the units or mines and the head office review and address monthly or quarterly grievances, ensuring that they are resolved within the prescribed one-month timeframe. Unit grievance officers submit grievance data to the head office on a monthly or quarterly basis. The head office subsequently reviews and transmits the information to the Ministry of Steel.
Other than Permanent Employees	A grievance redressal mechanism has been implemented by the organization for all employees and workers. This machinery comprises the appointment of a grievance officer at each unit or mine. The grievance officer at the head office collaborates with those at the units or mines to guarantee efficient performance. The appointed public grievance officers at both the units or mines and the head office review and address monthly or quarterly grievances, ensuring that they are resolved within the prescribed one-month timeframe. Unit grievance officers submit grievance data to the head office on a monthly or quarterly basis. The head office subsequently reviews and transmits the information to the Ministry of Steel.

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

Category	FY 2025-26			FY 2024-25		
	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	2013	309	15.35	2048	334	16.31
Male	1901	275	14.46	1935	300	15.50
Female	112	34	30.36	113	34	30.08
Total Permanent Worker	3007	0	0	3202	331	10.33
Male	2308	0	0	2493	297	11.91
Female	699	0	0	709	34	4.80

Note: - Due to ongoing legal proceedings and the complexities associated with the current litigation, the process of deducting union subscriptions has been temporarily halted.

8. Details of training given to employees and workers:

	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1901	220	11.57	0	0	1935	101	5.21	0	0
Female	112	31	27.68	0	0	113	16	14.15	0	0
Total	2013	251	12.47	0	0	2048	117	5.71	0	0
Workers										
Male	6790	1378	20.29	0	0	7440	1290	17.34	0	0
Female	1139	135	11.85	0	0	1583	120	7.58	0	0
Total	7929	1513	19.08	0	0	9023	1410	15.63	0	0

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1901	1901	100	1935	1935	100
Female	112	112	100	113	113	100
Total	2013	2013	100	2048	2048	100
Workers						
Male	6790	6790	100	7440	2493	33.50
Female	1139	1139	100	1583	709	44.788
Total	7929	7929	100	9023	3202	35.48

10. Health and safety management system:

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

MOIL places a strong emphasis on the health and safety of its employees and workers, demonstrated through its comprehensive health camp focused on occupational disease screenings. This initiative facilitates regular health assessments, enabling early detection and management of potential occupational health issues. The program includes both Initial Medical

Examinations (IME) and Periodical Medical Examinations (PME), with individuals under 45 years of age being assessed every 5 years and those over 45 every 3 years.

Further, the company is committed to the well-being of workers operating heavy machinery by providing annual eye checkups. MOIL also prioritizes equipping its workforce with life-saving skills through detailed training programs. All employees are trained in basic rescue techniques for helping injured colleagues during emergencies, ensuring they can offer immediate support when necessary. Workers also receive training to handle critical incidents, such as fires and roof collapses, reinforcing a culture of safety and readiness across all mining operations.

- 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 places a strong emphasis on the reliability and performance of its machinery and equipment through rigorous maintenance protocols. Regular inspections are carried out to ensure optimal machine functionality, reducing the risk of unexpected breakdowns and minimizing operational disruptions. Any malfunctioning equipment is promptly repaired to restore operations quickly and prevent delays or productivity losses.

To maintain the safety and integrity of operational areas, the company performs routine pressure tests to evaluate the structural strength of equipment and pipelines. This proactive measure helps identify potential leaks or weaknesses before they present safety hazards.

Additionally, the company employs Non-Destructive Testing (NDT) for critical equipment. NDT is an essential inspection method that enables the company to assess the condition of vital machinery without causing damage. By using NDT, MOIL can detect defects or irregularities in key equipment, making it possible to take informed actions on repairs or replacements, thereby ensuring the continuous and safe functioning of its mining operations.

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

Each mine of the Company is equipped with a telephone in the communication area for emergency situations. In the event of an injury or emergency, workers are trained to immediately report the incident to the senior-most mine manager or the mine manager. Alternatively, they can contact any available supervisor on duty. Once the report is received, the mine manager takes charge of the situation and informs the designated emergency response officer. This officer then follows the established Safe Operating Procedures (SOP) to assess the situation and determine the most appropriate and effective course of action for safely rescuing the injured worker

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

The company provides on-site medical facilities to address minor injuries and medical emergencies that can be managed within the mine premises. In the event of a more serious medical incident or if specialized care is required beyond the scope of the on-site facility, MOIL takes the necessary steps to refer the affected individual to an external hospital. The company covers all expenses associated with this external medical treatment.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.27	0.61
Total recordable work-related injuries	Employees	0	0
	Workers	6	0
No. of fatalities	Employees	0	0
	Workers	1	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	4	0

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

The company in order to ensure a safe and healthy workplace has implemented the following measures:

- Regular maintenance of machinery
- Safety briefings for all employees
- Refresher and annual training programs for workers
- Training on the operation of new machinery
- Provision of Personal Protective Equipment (PPE)
- Regular medical check-ups for employees
- Housekeeping staff dedicated to maintaining cleanliness and orderliness throughout the premises.

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

	FY 2025-26			FY 2024-25		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

13. Assessments for the year:

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

14. 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.

Safety awareness campaign at each mine, Training & retraining on job related safety, regular mock drill for emergency preparedness etc.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, MOIL provides Group Personal Accident Insurance and a financial assistance scheme for employees in the unfortunate event of death while in service or premature retirement due to incapacitation before the age of 59. Additionally, in the event of an employee's death, a fixed contribution is made by each worker, which is matched by the company to offer further financial support. To assist the families of employees who pass away during active service, MOIL also has a "Social Security Scheme (SSS)". The objective of this initiative is to help the dependents of the deceased by providing them with job opportunities or funds under the "Social Security Scheme (SSS)", subject to specific terms and conditions.

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

Regarding labour laws, MOIL oversees the Provident Fund (PF) certificates through its personnel officers. In terms of GST compliance, MOIL consistently retrieves reports from the GST portal to verify that vendors have duly paid the GST.

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:

Indicate input material	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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	5	2	0	2

Note: Adequate compensation and opportunity have been provided.

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)

Yes, the Company has a consultancy policy in place that provides for re-engagement of retired executives on Fixed Tenure or Contract basis. The transition assistance program is available for both Executive and Non-Executive workforces

5. Details on assessment of value chain partners:

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

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.

Not Applicable



SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 4:

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



Essential Indicators

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

At MOIL, we follow a thorough stakeholder identification process that includes both internal and external stakeholders, assessing their influence on our business as well as the impact our operations have on them. This allows us to identify and prioritize key stakeholders while gaining a clear understanding of their expectations and concerns. We maintain consistent communication through multiple channels to strengthen relationships and align our organizational strategy accordingly. Stakeholder engagement is an ongoing process, rooted in open dialogue and collaboration to create mutual value by adhering to the principles of trust, transparency, ethics, and accountability, we have built strong and constructive relationships with our stakeholders. Regular feedback from groups such as customers, suppliers, employees, shareholders, government entities, and regulatory bodies has helped us form lasting and sustainable connections. We deeply value stakeholder input and remain committed to addressing their expectations through responsible, ethical, and cooperative practices.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer portal and Website (along with Email, Letters, Meeting)	As and when required	Product pricing, Customer relationship management, Innovation, Transparency
Government/ Competent Authorities	No	Email, Letters, Meeting, Presentation project meetings, reviews, due diligence, calls and meetings, conference and seminars, press conferences, media interviews	As and when required	Fair and ethical business practices and Transparency in disclosures
Employees	No	Employee portal, E-Newsletter, circulars	As and when required	Health information , Knowledge Sharing, Benefits Information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness
NGOs	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Share and contribute to insight into public and business concerns
Investors & funders	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Company Performance
Communities	Yes	Newspaper, Website, Pamphlets, Advertisements	As and when required	Share and contribute to insight into public and business concerns

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.**

The Company highly values stakeholder feedback and takes a proactive approach when concerns are raised. It conducts in-depth consultations with the relevant stakeholders, and, when required, escalates the matter to board-level discussions. The objective is to implement solutions that deliver mutual benefits and address the interests of all parties involved.

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

Currently, the company does not involve stakeholders in identifying or managing environmental and social issues. However, the need for such engagement is being assessed and will be addressed as required in the future.

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

The Company's CSR initiatives are guided by its CSR Policy and are aimed at supporting disadvantaged,

vulnerable, and marginalized segments of society. Core focus areas include health, nutrition and sanitation, skill development, education, and rural development. While there were no such instances during the current reporting period, similar decisions have been made in previous years based on stakeholder discussions.



SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 5:

Businesses should respect and promote human rights



Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2013	106	5.27	2048	5	0.25
Other than permanent	0	0	0	0	0	0
Total Employees	2013	106	5.27	2048	5	0.25
Workers						
Permanent	3007	379	12.60	3202	12	0.37
Other than permanent	4922	263	5.34	5821	5	0.07
Total Workers	7929	642	8.10	9023	17	0.18

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

Category	FY 2025-26					2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2013	0	0	2013	100	2048	0	0	2048	100
Male	1901	0	0	1901	100	1935	0	0	1935	100
Female	112	0	0	112	100	113	0	0	113	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	3007	0	0	3007	100	3202	0	0	3202	100
Male	2308	0	0	2308	100	2493	0	0	2493	100
Female	699	0	0	699	100	709	0	0	709	100
Other than Permanent	4922	4922	100	0	0	5821	5821	100	0	0
Male	4482	4482	100	0	0	4947	4947	100	0	0
Female	440	440	100	0	0	874	874	100	0	0

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	3	3,76,556.43	2	2,10,365.34
Key Managerial Personnel	1	83,671.81	0	0
Employees other than BoD and KMP	1897	82,490.51	110	96,730.43
Workers	2308	57,856.83	699	56,913.02

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	15.42%	16.35%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Director of Human Resources serves as the primary point of contact for addressing human rights impacts or issues arising from or linked to the company's operations.

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

MOIL is committed to ensuring that no employee faces discrimination, retaliation, or harassment for reporting concerns through the Vigil Mechanism or for participating in related investigations. The Whistle-blower Policy, Code of Conduct, and Grievance Policy are designed to protect the identity of the complainant and uphold confidentiality throughout the inquiry process. In line with legal requirements, the Company has established an Internal Complaints Committee to address and resolve cases of sexual harassment. Additionally, the Works Committee is responsible for handling complaints related to working conditions, safety, and similar issues. The Grievance Redressal Policy further provides a structured framework for employees to report and resolve grievances.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	1	NIL	Complaints resolved.	NIL	NIL	None
Discrimination at workplace	NIL	NIL	None	NIL	NIL	None
Child Labour	NIL	NIL	None	NIL	NIL	None
Forced Labour/ Involuntary Labour	NIL	NIL	None	NIL	NIL	None
Wages	NIL	NIL	None	2	NIL	The complaints were resolved
Other Human Rights related issues	NIL	NIL	None	NIL	NIL	None

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.12	0
Complaints on POSH upheld	0	0

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

The Company is firmly committed to protecting employees from any form of discrimination, retaliation, or harassment when they report concerns through the Vigil Mechanism or participate in investigative proceedings. The Whistle-blower Policy, Code of Conduct, and Grievance Redressal Policy are designed to safeguard the complainant's identity and ensure confidentiality throughout the investigation. In adherence to statutory obligations, an Internal Complaints Committee has been constituted to handle and resolve cases related to sexual harassment. Furthermore, the Works Committee addresses issues concerning working conditions, safety, and similar matters. The Grievance Redressal Policy also provides a structured platform for employees to raise and resolve workplace concerns.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, certain human rights requirements form a part of the Company's business agreements and contracts.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Current assessments omit these parameters, but in the future, the company will try to take this up.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others-Please Specify	

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**

The company remains committed to adjusting its processes as necessary and upholds an open-door policy for all employees and stakeholders. However, during the reporting period, no major circumstances arose that required any significant changes to existing processes.

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

The company currently does not conduct human rights due diligence but is open to evaluating its relevance and considering implementation in the coming years.

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?

The company ensures accessibility for differently-abled visitors by offering essential infrastructure support, including ramps for easy mobility, wheelchairs for assistance, and hand railings for added safety. These measures reflect the company's commitment to creating an inclusive and accommodating environment for all individuals.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Value chain partners currently not being assessed.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others- Please specify	

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

Not applicable.

SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment



Essential Indicators

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

Parameter	FY 2025-26* (In Megajoules)	FY 2024-25 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	5,19,73,797.96	4,85,77,446.72
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy consumption from renewable sources (A+B+C)	5,19,73,797.96	4,85,77,446.72
From non-renewable sources		
Total electricity consumption (D)	22,71,66,390.61	27,34,66,837.37
Total fuel consumption (E)*	21,79,99,245.18	22,02,45,685.68
Energy consumption through other sources (F)	-	-
Total Energy consumption from non-renewable sources (D+E+F)	44,51,65,635.79	49,37,12,523.05
Total energy consumed (A+B+C+D+E+F)	49,71,39,433.75	54,22,89,969.77
Energy intensity per rupee of turnover (Total energy consumption / Revenue from Operations) – MJ/Rs	0.034	0.034
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) – MJ/Rupee	0.69	0.71
Energy intensity in terms of physical output	Not assessed	Not assessed
Energy intensity (optional) – the relevant metric may be selected by the entity – MJ/employee	2,48,073.57	2,64,790.02

*Fuel consumption data for the Head Office and Munsar locations was not quantified for FY 2025–26 and has therefore been excluded from the reported figures.

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

The Company's facilities are not covered under the Government of India's Perform, Achieve and Trade (PAT) Scheme and are therefore not classified as Designated Consumers. Accordingly, the requirements and obligations under the PAT framework are not applicable to the Company, while it continues to follow relevant energy efficiency and conservation practices.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26*	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,32,152.00	2,14,555.00
(ii) Groundwater	4,15,861.79	4,95,029.00
(iii) Third party water *	14,600.00	-
(iv) Seawater / desalinated water	-	-
(v) Others – Mine Seepage Water	2,68,525.00	2,60,975.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,31,138.79	9,70,559.00
Total volume of water consumption (in kilolitres)	9,21,266.47	9,33,043.00
Water intensity per rupee of turnover (Water consumed / Revenue from operations)- KL/Rupee	0.000063	0.000059
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) - KL/Rupee (Total water consumption / Revenue from operations adjusted for PPP)- KL/USD	0.0013	0.0012
Water intensity in terms of physical output	Not assessed	Not assessed
Water intensity (optional) – the relevant metric may be selected by the entity- KL/Employee	459.71	455.59

*Water withdrawal data for the Head Office was not available for FY 2024–25. Accordingly, the reported figures include Head Office data only from FY 2025–26 onwards.

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

4. Provide the following details related to water discharged

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment- Full Fledged effluent treatment system available with primary, secondary and tertiary system and treated effluent sent to CETP (Common Effluent Treatment Plant)	9,872.32	6,766.00

Parameter	FY 2025-26	FY 2024-25
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	9,872.32	6,766.00

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

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

MOIL Limited, India's largest producer of manganese ore, has implemented a Zero Liquid Discharge (ZLD) Approach across its mining operations as part of its commitment towards environmental sustainability and regulatory compliance. Under this approach, mine water, process effluents, and domestic wastewater generated from both underground and opencast mining operations in Maharashtra and Madhya Pradesh are collected, treated, and fully recycled or reused within the mine premises. Treated water is utilised for dust suppression on haul roads, greenbelt development, beneficiation activities, and horticulture purposes, ensuring that no liquid effluent is discharged outside the mining lease area.

The Company's ZLD practices are aligned with the requirements prescribed under its mining plans and environmental clearances, with a focus on water conservation, groundwater protection, and compliance with applicable environmental regulations and guidelines issued by the MoEF&CC and State Pollution Control Boards.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Data was not quantified in both the financial years.

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

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

Parameter	Unit	FY 2025-26*	FY 2024-25
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	7,788.79	7,842.82
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	42,981.30	56,429.96
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rupee	0.0000034	0.0000041
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ USD	0.00007	0.00008
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	Not assessed	Not assessed	Not assessed
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/ Employee	25.33	31.10

*For FY 2025-26, Scope 1 emissions have been calculated using data from all operational locations, except Munsar, where the required data was unavailable. For the Head Office, only emissions associated with fire extinguishers have been considered in the Scope 1 emissions calculation.

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

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

Yes, the Company has undertaken afforestation initiatives as part of its efforts to reduce greenhouse gas emissions and enhance carbon sequestration. During the year, afforestation activities were carried out over an area of 6 hectares in collaboration with NEERI, involving plantation of approximately 10,000 saplings to strengthen green cover and support ecological restoration.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	10.81	10.01
E-waste (B)	0.69	0.57
Bio-medical waste (C)	4.17	4.77
Construction and demolition waste (D)	17.40	5.40
Battery waste (E)	3.80	7.48
Radioactive waste (F)	-	-
Other Hazardous waste. – Burnt Oil**	5.28	4.12
ETP Sludge	0.18	1.64
Other Non-hazardous waste generated (H). MS Steel and Municipal waste	3,076.80	3,127.84
Total (A+B + C + D + E + F + G + H)*	3,119.13	3,161.82

Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) MT/ Rupee	0.0000002118	0.000000020
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)- MT/USD (Total waste generated / Revenue from operations adjusted for PPP)	0.000004308	0.0000041
Waste intensity in terms of physical output	Not assessed	Not assessed
Waste intensity – MT/ Employee	1.56	1.54
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste ***		
(i) Recycled - Battery waste and ETP sludge	1.05	4.90
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1.05	4.90
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste ***		
(i) Incineration – Biomedical waste	3.70	4.22
(ii) Landfilling – Plastic and Municipal Solid waste	15.60	10.00
(iii) Other disposal operations (Waste is collected by Gram panchayat and Municipal Council Vehicles Hazardous Waste is collected by a Private Party (approved from MP Pollution Control Board)) – E-waste, C&D waste, Biomedical waste, Burnt Oil, ETP Sludge , Battery waste	8.87	1.28
Total	28.17	15.50

** For FY 2025–26, burnt oil waste data from the Kandri unit was not considered in the reported figures, as the data was not provided in metric tonnes.

*** Disposal and reclamation details pertaining to waste generated in FY 2025–26 were unavailable for Balaghat, and Head Office locations. Consequently, the corresponding information has been excluded from the table above.

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

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

The Company follows structured waste management practices across all mining operations to ensure environmentally responsible disposal, treatment, and reuse of waste streams. Solid non-hazardous waste rock generated during mine development is disposed of at designated year-marked dumping sites, while a portion is reused for reclamation and filling of old abandoned working areas in line with the approved mine plan.

Domestic liquid waste generated at the mines is treated through Sewage Treatment Plants (STPs), and the treated water is reused for gardening, horticulture, plantation activities, and dust suppression on mine haul roads. Hazardous waste, including spent oil generated from mining activities, is disposed of through authorised recyclers, while chemical sludge is managed through CHWTSDF facilities authorised by the State Pollution Control Board. Additionally, e-waste, battery waste, and biomedical waste are disposed of through authorised recyclers and Pollution Control Board-approved agencies. These waste management procedures are consistently followed across all mining operations.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Types 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.
The Company does not have operations or offices located in or near ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, forests, or coastal regulation zones.			

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
No Environmental Impact Assessments (EIAs) were undertaken during the reporting period, as none of the Company's projects required such assessments under applicable regulatory provisions.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	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 taken, if any action
No material instances of non-compliance were reported during the reporting year. The Company remains compliant with all applicable environmental laws, regulations, and guidelines in India, and conducts its operations in accordance with the prescribed statutory framework.				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		

Parameter	FY 2025-26	FY 2024-25
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)	Not applicable	
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) – Limited *	Metric tonnes of CO ₂ equivalent	2.56	0.18
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/Rs	0.00000000017	0.00000000011
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/Employee	0.0013	0.000088

*For both FY 24-25 and FY 25-26, Scope 3 emissions associated with waste generated in operations have been estimated on a limited basis using the available waste generation and disposal data. Locations for which disposal or reclamation methodologies were not provided have been excluded from the assessment. Additionally, for waste streams reported as disposed through "other disposal operations" without further specification of the treatment method, appropriate emission factors have been applied based on reasonable assumptions and available data.

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

No independent verification or evaluation has been undertaken by any external organization to assess the Company's operational activities, performance metrics, or adherence to relevant regulatory requirements and standards.

3. 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.

The Company does not undertake operations in environmentally sensitive or ecologically vulnerable areas, demonstrating its commitment to sustainable and responsible business practices. Through careful selection of

operational locations, the Company aims to avoid adverse impacts on biodiversity and support the conservation of natural ecosystems and habitats.

In addition, the Company has undertaken ecological restoration initiatives to further strengthen its environmental conservation efforts. CSIR-NEERI has been engaged for restoration of an 18-hectare spoil dump area at the Gumgaon Mine in Nagpur district, and the project has been successfully completed.

Further, restoration activities covering an additional 6-hectare spoil dump area are being undertaken by CSIR-NEERI from FY 2024-25 onwards as part of the Company's continued focus on biodiversity conservation and land rehabilitation."

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation and optimisation of energy-efficient equipment, including LED lighting systems, high-efficiency motors, and Variable Frequency Drives (VFDs), across operational facilities to improve energy performance and reduce power consumption.		
2	Installation of a retrofit emission control device for the 1500 KVA DG set is currently under process as part of the Company's ongoing efforts to strengthen emission management practices, reduce air pollutant emissions, and enhance environmental performance across operations.		
3	New tippers (MH40CD0028 and MH40CD0029) along with a new Tata Loader have been deployed to improve operational efficiency, optimise resource utilisation, and support emission reduction initiatives across operations.		

* The information presented above pertains solely to the Chikla and Gumgaon units. Data from other locations has not been included due to unavailability of the required information.

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

Yes, the Company has established a comprehensive Disaster Management Plan to ensure effective response and business continuity in the event of emergencies. The framework covers all operational units, including mines, plants, as well as associated facilities such as schools, hospitals, and administrative offices.

The plan is developed based on a detailed assessment of potential risks and is designed to minimize the impact of incidents that may lead to injury, asset damage, or operational disruption. It outlines preventive measures and response protocols for various scenarios, including accidents, fire incidents, explosions, and natural calamities.

Clearly defined roles and responsibilities are assigned to management and personnel, ensuring coordinated action during emergencies. The plan also specifies communication protocols and response actions to facilitate timely intervention. Its flexible structure allows for partial or full implementation depending on the nature and severity of the situation, thereby enabling an effective and organized response to safeguard people and assets.

6. **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?**

Value chain partners are currently not being assessed.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

Value chain partners are currently not being assessed.

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

a. By the listed entity

NIL

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

NIL

TERMS AND CONDITIONS

...the purchaser's general purchasing conditions...
...the order, will only be considered as accepted...
...considered as final only after our acknowledgment...

SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 7:

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



Essential Indicators

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

MOIL is affiliated with 3 trade and industry chambers.

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Mineral Industries	National
2	Standing Conference of Public Enterprises	National
3	International Manganese Institute	National

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

Name of authority	Brief of the case	Corrective active taken
	NIL	

Leadership Indicators

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

S. 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
	The Company through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.				



SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development



Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
No projects attracting SIA were undertaken in the reporting year.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
No projects attracting R & R were undertaken in the reporting year.						

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

The company acknowledges the imperative to consistently prioritize the safety and well-being of the communities residing in and around its operational area. It is widely recognized and agreed upon that ongoing efforts are necessary to safeguard the lives of these communities. To facilitate communication and address any concerns, members of the community are encouraged to utilize the Public Grievance Portal to voice their grievances.

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

Location	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	68.28%	67.80%
Directly from within India	100%	100%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2025-26	FY 2024-25
Rural	90.79	90.16
Semi-Urban	0	0
Urban	0	0
Metropolitan	9.21	9.84

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Uttar Pradesh	Construction of Hall for Surendra Paul Gramodaya Vidyalaya Chitrakoot District, UP	27,17,199.76

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

Yes, the company has a government mandated purchase preference policy.

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

In line with its Preference Purchase Policy, the company gives priority to Micro, Small, and Medium Enterprises (MSMEs), businesses owned by Scheduled Castes, Scheduled Tribes, and women, as well as Class 1 local suppliers—those providing more than 50% local content.

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

MSME constitutes 67.80% of total procurement; SC/ST contribute 5.35% of total procurement and Women contribute 3.30% of total procurement.

4. 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:

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

5. 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		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Construction of Hall for Surendra Paul Gramodaya Vidyalaya Chitrakoot District, UP	500	100%



SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 9:

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



Essential Indicators

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

MOIL Limited places high importance on consumer complaints and feedback, acknowledging their vital role in improving the company's products and services. To promote transparent communication, MOIL has established a dedicated platform on its website, allowing users to easily submit grievances and share feedback. This interactive system enables the company to actively address customer concerns, respond promptly to issues, and continuously refine its offerings based on the insights received from its customers.

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

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

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	NIL	NIL		NIL	NIL	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
Total						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes, the Company has implemented an IT Policy that has been formally approved by the Board.

Further as part of its Business Continuity Plan (BCP), the company has established a disaster recovery site for its SAP data centre in Faridabad to ensure data security and operational continuity in the event of natural or man-made disasters. Cyber risk is acknowledged as a significant threat, and targeted control measures have been implemented to mitigate it. The Risk Management Committee of the Board of Directors regularly monitors and evaluates the effectiveness of these measures and reviews the ongoing actions taken to address potential risks.

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.

Not Applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

No Impact, as there was no instance of data breach

Leadership Indicators

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

Facebook: <https://www.facebook.com/MOILlimited/>

Twitter: https://twitter.com/i/flow/login?redirect_after_login=%2FMOIL_Limited

Instagram: https://www.instagram.com/moil_limited/?hl=en

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

To promote the safe and responsible use of its products and services, the company conducts regular customer meetings aimed at educating consumers on proper usage practices. These sessions serve as a platform to provide clear guidance and enhance consumer awareness.

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

In case of any risk of disruption/ discontinuation of essential services, the e information would first be disclosed on stock exchange and then the consumers would be emailed individually.

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

Not Applicable as the products are used for further processing.

Further MOIL carries out customer satisfaction surveys with regard to customer satisfaction in significant locations.