

No. Secy/906/9/10

29.08.2025

<b>The BSE Limited</b> <b>Phiroze Jeejeebhoy Towers</b> <b>Dalal Street, Fort</b> <b>Mumbai – 400 023</b> <b>Scrip Code-532178</b>	<b>The National Stock Exchange of India Limited</b> <b>Exchange Plaza, 5<sup>th</sup> Floor</b> <b>Bandra Kurla Complex</b> <b>Bandra (East), Mumbai-400051</b> <b>Symbol-ENGINEERSIN</b>
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**Sub: Business Responsibility & Sustainability Report – Disclosure under Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015.**

Dear Sir/Madam,

Pursuant to the provisions of Regulation 34(2)(f) of SEBI (LODR), Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report of the Company for the financial year 2024-25, which forms part of the Integrated Annual Report for the financial year 2024-25.

The same is also hosted on the website of the Company at:

<https://www.engineersindia.com/Investor/Internal/General-Meeting-Information>

This is for your information and records.

Thanking you,

Yours faithfully,  
For Engineers India Limited

S. K. Padhi  
Company Secretary  
& Compliance Officer

Encl: as above

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity-

1.	Corporate Identity Number (CIN):	L74899DL1965GOI004352
2.	Name of the Company:	Engineers India Limited
3.	Year of incorporation:	15-03-1965
4.	Registered Office Address:	Engineers India Bhavan, 1, Bhikaji Cama Place, New Delhi -110066
5.	Corporate address:	Engineers India Bhavan, 1, Bhikaji Cama Place, New Delhi -110066
6.	E-mail:	<a href="mailto:eilmbd@eil.co.in">eilmbd@eil.co.in</a>
7.	Telephone:	011-26762012/3451
8.	Website:	<a href="https://www.engineersindia.com">https://www.engineersindia.com</a>
9.	Financial year for which reporting is being done:	2024-25
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Ltd. National Stock Exchange of India Limited
11.	Paid-up Capital:	₹ 281,02,11,865
12.	Name and contact Details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR:	Name : Smt Gopa Swain Designation : Group General Manager (HR) Telephone Number : 011-26762320, e-mail id : <a href="mailto:gopa.pradhan@eil.co.in">gopa.pradhan@eil.co.in</a>
13.	Reporting Boundary:	Standalone Basis
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

### 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.	Professional, Scientific, Technical	Consultancy & Engineering Services	55%
2.	Professional, Scientific, Technical	Turnkey Projects	45%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Consultancy & Engineering Services	71100	55%
2.	Turnkey Projects	42901	45%

### 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	0	10	10
International	0	6	6

**19. Markets served by the entity:****a. Number of locations:**

Locations	Number
National (No. of States)	17
International (No. of Countries)	8

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

Export % to total turnover is 12.25%.

**c. A brief on types of customers**

EIL's clientele includes all major National and International companies in both Public & Private Sectors. EIL also provides its services to the State Governments, Central Govt. Ministries, Institutions and other statutory bodies.

**IV. Employees****20. Details as at the end of Financial Year 2024-25:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)*	No. (C)	% (C / A)*
	<b>EMPLOYEES</b>					
1	Permanent (D)	2650	2334	88.08	316	11.92
2	Other than Permanent (E)	3	2	66.67	1	33.33
<b>3</b>	<b>Total employees (D + E)</b>	<b>2653</b>	<b>2336</b>	<b>88.05</b>	<b>317</b>	<b>11.95</b>
	<b>WORKERS</b>					
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
<b>6</b>	<b>Total workers (F + G)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Note:** All of EIL workforce is categorized as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL.

\* Figures are rounded off upto 2 decimal.

**b. Differently abled employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	<b>DIFFERENTLY ABLED EMPLOYEES</b>					
1.	Permanent (D)	44	41	93%	3	7%
2.	Other than Permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>44</b>	<b>41</b>	<b>93%</b>	<b>3</b>	<b>7%</b>
	<b>DIFFERENTLY ABLED WORKERS</b>					
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**Note:** All of EIL workforce is categorized as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL.

**21. Participation/Inclusion/Representation of women-**

Location	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	9	2	22.22
Key Management Personnel	1	0	-

\*C&MD and Functional directors including Director (Finance), who is CFO, are KMP's. However, they are included in Board of Directors.

**22. Turnover rate for permanent employees and workers**

	FY 2024-2025			FY 2023-2024			FY 2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.66%	5.77%	4.79%	4.81%	7.14%	5.08%	3.71%	5.06%	3.87%
Permanent Workers	-	-	-	-	-	-	-	-	-

**Note:** All of EIL workforce is categorized as "Employees" and none as "Workers". Hence in all the sections, details sought of the "Workers" category are not applicable to EIL.

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Certification Engineers International Limited	Subsidiary	100	No
2	Ramagundam Fertilizers and Chemicals Limited	Joint Venture	26.00	No
3.	LLC Bharat Energy Office, Russia	Associate	20	No

**VI. CSR Details**

**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

**(ii) Turnover (₹ In lakhs):** 302835.26

**(iii) Net worth (in ₹ in lakhs):** 262004.02

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 FY Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities*	NA	-	-	-	-	-	-
Investors (other than shareholders)	Refer the information in the below mentioned points.						
Shareholders	Yes <a href="mailto:company.secretary@eil.co.in">company.secretary@eil.co.in</a>	22	0	-	34	0	
Employees and workers	Yes <a href="https://connect.eil.co.in">https://connect.eil.co.in</a>	7	3	-	3	0	
Customers**	Yes <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	0	0	-	0	0	

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 2024-25 FY Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners**	Yes <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	6	0	-	3	0	
Other (please specify)	-	-	-	-	-	-	-

\* Being a consultancy company, the company does not deal directly with the community at large

\*\*<https://pgportal.gov.in/> is a centralized portal of Govt. of India where stakeholders can lodge their grievances for the consideration and resolution by CPSEs. EIL is receiving such grievances through this centralized portal.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

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	Environment: The climate change	Risk	There is a strong need for the industry to reduce their carbon footprints amidst the growing concerns of global warming.	Increased focus on energy efficient processes and minimization of wastes. The company has declared to become net zero carbon emitting corporate by the year 2035.	Negative: The initial investments would be required to install clean energy facilities to reduce the scope-1 and scope-2 emissions of the company.
2	Environment: To offer value-added and clean energy technology to the clients to meet their energy transition objectives.	Opportunity	The ongoing energy transition requires the implementation of clean energy technologies in the energy sector which is our core business segment. EIL is already involved in development of clean energy technology both on its own or in collaboration with the industry, national laboratory and academia.		Negative: It requires manpower efforts in development of green energy technologies and investments/ funding for collaborative clean energy technology development. The investment would be largely funded by the R&D budget of the company. It will help secure more business in the clean energy segment that will significantly outnumber the initial investment

## 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.

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote Human Rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	P1: <a href="https://engineersindia.com/admin/img/UploadedFiles/InvestorInternal/Files/English/7faac7c15dd041f3abc6f6e99268c1ca.pdf">https://engineersindia.com/admin/img/UploadedFiles/InvestorInternal/Files/English/7faac7c15dd041f3abc6f6e99268c1ca.pdf</a> P2: <a href="https://engineersindia.com/admin/img/UploadedFiles/InvestorInternal/Files/English/5bcf585ae88f421493d51c087839f794.pdf">https://engineersindia.com/admin/img/UploadedFiles/InvestorInternal/Files/English/5bcf585ae88f421493d51c087839f794.pdf</a> P3: <a href="https://engineersindia.com/storage/2021/10/HSE-Policy.pdf">https://engineersindia.com/storage/2021/10/HSE-Policy.pdf</a> P4: <a href="https://engineersindia.com/storage/2022/09/CSR-Policy-of-EIL-w.e.f.-22.03.2023.pdf">https://engineersindia.com/storage/2022/09/CSR-Policy-of-EIL-w.e.f.-22.03.2023.pdf</a> P5: <a href="https://engineersindia.com/storage/2022/08/EQUAL-OPPORTUNITY-POLICY.pdf">https://engineersindia.com/storage/2022/08/EQUAL-OPPORTUNITY-POLICY.pdf</a> P6: <a href="https://engineersindia.com/storage/2021/10/HSE-Policy.pdf">https://engineersindia.com/storage/2021/10/HSE-Policy.pdf</a> P7: <a href="https://engineersindia.com/storage/2022/09/CSR-Policy-of-EIL-w.e.f.-22.03.2023.pdf">https://engineersindia.com/storage/2022/09/CSR-Policy-of-EIL-w.e.f.-22.03.2023.pdf</a> P8: <a href="https://engineersindia.com/storage/2022/09/CSR-Policy-of-EIL-w.e.f.-22.03.2023.pdf">https://engineersindia.com/storage/2022/09/CSR-Policy-of-EIL-w.e.f.-22.03.2023.pdf</a> P9: <a href="https://engineersindia.com/storage/2021/10/Quality-Policy.pdf">https://engineersindia.com/storage/2021/10/Quality-Policy.pdf</a> EIL's policies are approved by Board/ Competent Authorities as per Delegation of Power. Some of the Policies are internal and are only available in the Company's Intranet.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Tr ustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 45001, ISO 14001	ISO 45001,	ISO9001, ISO14001, ISO-45001	-	ISO 14001	-	-	ISO 9001

[illegible]

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action					Director									Annually				

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Director									Half yearly				

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	Yes	Yes	Yes	No	Yes	No	No	Yes
		M/s	M/s	M/s		M/s			M/s
		ICS	ICS	ICS		ICS			ICS
		Pvt. Ltd.	Pvt. Ltd.	Pvt. Ltd.		Pvt. Ltd.			Pvt. Ltd.

**12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, Reasons to be stated:**  
Not Applicable-

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**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	7	Induction Program,Capability Building ,Corporate Governance	75% (9/12*100)
Key Managerial Personnel	3	Leadership ,domain and general training programs	100% (1/1 *100)
Employees other than BoD and KMPs	309	Leadership ,soft skill, domain and general training programs	91 %(2430/2644*100)
Workers	–	–	–



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Type	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	Principle 4	Collector of Stamp (HQ) Govt. of National Capital Territory of Delhi	1,00,000	Collector of Stamp (HQ) imposed Penalty due to delay in submission of application for payment of stamp duty for Bonus Equity Shares allotted by the company in 2016-17.	No
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

Non-Monetary					
Type	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	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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. Not Applicable -
4. Does the entity have anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Various policies/rules such as Code of Conduct, Conduct and Discipline Appeal (CDA) Rules and Whistle Blower Policy are applicable to all EIL employees. Copy of CDA Rules is available on the Company webpage <https://www.engineersindia.com/Right-to-Information>.

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

As per details available with Disciplinary Cell, no disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption during past two financial years.

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

**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.**

The Company has no case of corruption and hence no fine, penalty was paid and no action has been taken by regulators/ law enforcement agencies/ judicial institutions in FY 2024-25.

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Number of days of accounts payables	109	82

**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:

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A.	N.A.
	b. Number of trading Houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	N.A.	N.A.
	b. Number of dealers/distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	N.A.	N.A.
Share of RPTs In	a. Purchases (Purchases with related parties /Total Purchases)	0.16%	0.06%
	b. Sales (Sales to related parties / Total Sales)	0.23%	0.78%
	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



## 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.

	Current Financial Year 2024-25 (₹ in Lakhs)	Previous Financial Year 2023-24 (₹ in Lakhs)	Details of improvements in Environmental and Social impacts
R&D	700.57 (30.17%)	549.94 (26.091%)	Note A
Capex	185.27 (51.82%)	267.166 (33.21%)	Note B

#### Note-A:

EIL has developed several innovative technological solutions to address the climate change issues pertinent to its domain industries either on its own or in collaboration with private and public sector entities both in India and overseas. Development of - CO<sub>2</sub> capture, utilization and sequestration (CCUS) technology, alternative options for hydrogen production, helium recovery process, various processes to reduce the OPEX of refinery units etc. are important options for reducing the greenhouse gases buildup in the atmosphere. EIL-R&D is working on various technologies like - solvent development for removal of CO<sub>2</sub> in presence of impurities, H<sub>2</sub> production from photolysis, Amine purification process, Super Adsorbent Polymer Technology (SAP), Development of Bio-Jet ATF process (SAF) etc.

Further, EIL executed collaborative agreements with reputed national laboratories, academic institutions and Oil majors to catapult its efforts towards environment and sustainability. Some of them includes, EIL has extended the synergistic potential with research organizations, educational institutes and research wings of other corporate. The collaborative efforts are pursued in diverse fields where pressing needs such as energy intensification, renewable energy, CCUS etc. are also addressed. Following fresh tie-ups were formalized:

- MoA signed with IIT Roorkee for Development of technology for "Direct CO<sub>2</sub> Conversion to Dimethyl Ether through Catalytic Hydrogenation
- MoA signed with HPCL for H<sub>2</sub> PSA Technology specially includes the applications of HGU\_PSA, CCR-PSA and ROG-PSA/FG-PSA.
- MOU signed between EIL & IIT Kanpur for joint research in the field of hydrocarbon, petrochemicals, energy technology and commercialize such jointly developed technologies

#### Note-B:

EIL is committed to develop environmentally friendly technologies that create social impact. EIL has invested in upgrading laboratory facilities for development of various process technologies and also invested in setting up of facilities like Bench scale catalyst screening unit and other facilities related to Biolab. Bench scale catalyst screening facility will be used to develop / test the de-oxo catalyst which will play a significant role in development of technology related to production of green hydrogen. Green hydrogen significantly reduces the carbon footprint of Hydrogen production.

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

EIL PDD is entrusted to empanel Suppliers & Contractors for various goods and services for its Project Procurement requirements.

During enlistment process, compliance for factory license is ensured which ensures regulation of minimum wage policy, safety of work place. Further, suppliers MSE status including SC/ST/ Women led is recorded and subsequently during procurement process benefits as notified by latest GOI policies are extended to the eligible bidders.

Secondly, during enlistment process, verification of supplier's HSE status is ensured which ensures storage and handling of hazardous items, meeting pollution norms etc.

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

In EIL 100% goods are procured through sustainable sourcing.

Within our extensive supply chain, a strong sustainable data base is being maintained which are domestic suppliers, vendors, and service providers for almost all major capital goods and services for EIL Project execution. To bolster local/domestic market

various policies like enlistment of entities such subsidiaries of foreign suppliers, empanelment of domestic suppliers through Prototype/Demo route, Start Up India.

We are committed to source from local vendors in alignment with the directives of the Government of India, we prioritize procurement from small and Micro Enterprises (MSEs), in accordance with established government and company policies. Our procurement practices reflect our dedication to promoting local content. Preference is accorded to MSEs and Class I Local Suppliers, guided by the Public policies.

**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.**

Due to the nature of our business, solid waste generation is also fairly limited in EIL offices and restricted primarily to municipal solid waste (MSW). A major component of the solid waste generated is paper waste which is sent for recycling. Other wastes include e-waste and a small proportion of wastes like batteries, electrical waste, waste lube oil, etc.

Type of product	Processes in place to safely reclaim your products for reusing/ recycling and disposing at end of life (please provide a brief right-up of the process in place)
(a) Plastics (including packaging) & (d) other waste.	Other mixed dry waste is sent to scrap dealers or municipal disposal. Also, EIL has state-of-the-art sewage treatment plants at its Gurugram, Chennai and Mumbai offices, wherein the treated sewage is recycled & reused for secondary applications within the office premises. Proper segregation philosophy is used for segregation of municipal wastes and is disposed through third party adopting standard practice as per applicable Municipal Waste handling Rules 2016.
(b) E-waste	IT E-waste is disposed through E-waste disposal agencies registered with Central/State Pollution Control Boards in accordance with the E-Waste Management Rules 2022 of the Govt. of India.
(c) Hazardous waste	Our waste management practices seek to reduce the environmental impact of this limited waste to the extent possible by reduction in generation, segregation at source and proper management including recycling and disposal through authorized recyclers.

**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, EIL being a consultancy organization.



**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:**

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2334	2334	100	2334	100	-	-	2334	100	2334	100
Female	316	316	100	316	100	316	100			316	100
Total	2650	2650	100	2650	100	-	-			2650	
Other than Permanent employees											
Male	2	2	100	2	2	-	-	-	-	Nil	
Female	1	1	100	1	1	1	100	-	-		
Total	3	3	100	3	3	-	-	-	-		

# All employees are covered under Contributory Medical Scheme

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

Category	% of workers covered by#										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
				Permanent workers							
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
				Other than Permanent workers							
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

# No worker on EIL payroll.

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

	<b>FY 2024-25</b> (Current Financial Year)	<b>FY 2023-24</b> (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	%age – 0.59%	%age – 0.57

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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%	-	Y	100%	-	Y
Gratuity	100%	-	N	100%	-	N
ESI	NA	-	NA	NA	-	NA
DCS	100%	-	N	100%	-	N
CPRMCS	100%	-	N	100%	-	N

**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.** Yes

**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.**

Yes, link of policy is available on EIL Website <https://engineersindia.com/storage/2022/08/EQUAL-OPPORTUNITY-POLICY.pdf>

**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	100%	100%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	-	-

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	-
Other than Permanent Workers	-
Permanent Employees	Yes.  For redressal of grievances of all the regular employees of the Company, an online Grievance Management System (GMS) is in place at EIL. In case of any grievance, employees may register their grievance online on 'Grievance Management' portal. GMS consists of structured formal channel for resolution of employee grievances in the following order - Reporting Officer, Head of Department, Grievance Redressal Committee (GRC) and Appellate Authority.
Other than Permanent Employees	No, the same is dealt by the concerned Department in coordination with the agency/contractor from where such personnel are deployed.

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association (s) or Union	% (B / A)	Total employees/ workers in respective category	No. of employees / workers in respective category, who are part of association (s) or Union	% (D / C)
	(A)	(B)		(C)	(D)	
	Total Permanent Employees	2650		2650	100%	2658
- Male	2334	2334	100%	2350	2350	100%
- Female	316	316	100%	308	308	100%
Total Permanent Workers	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

## 8. Details of training given to employees and workers.

[illegible]

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

Category	FY 2024-25 Current Financial Year*			FY 2023-24 Previous Financial Year*		
	Total (A)	No. (B)	% (B/A)	Total (c)	No. (D)	% (D/C)
<b>Employees</b>						
Male	2334	2334	100%	2350	2346	99.83%
Female	316	316	100%	308	307	99.68%
<b>Total</b>	<b>2650</b>	<b>2650</b>	<b>100%</b>	<b>2658</b>	<b>2653</b>	<b>99.81%</b>
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\*Directors and CMD not included

## 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?

Yes, EIL has implemented an integrated Health, Safety and Environment Management System through certification to ISO 45001:2018 and ISO 14001:2015.

The coverage of HSE Management System includes:

Feasibility Studies, Process Studies, Licensing; Design; Basic & Detailed Engineering; Procurement; Inspection; Construction; Overall - Project Management; Project Control / Monitoring; and Other Associated Services including Specialized Engineering and Commissioning Assistance Services for various Pre FEED Studies, BDEP (Basic Design Engineering Package), FEED (Front End Engineering Design), PMC (Project Management Consultancy), EPCM (Engineering Procurement Construction Management), OBE (Open Book Estimate) and EPC (Engineering Procurement and Construction) Projects.

### b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Hazard Identification Risk assessment and Control process and Job Safety Analysis process are used to assess risks on routine and non-routine basis.

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

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

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA <sup>#</sup>	NA <sup>#</sup>
Total recordable work-related injuries	Employees	0	2
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

<sup>#</sup> No Workers on EIL rolls.

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

EIL has certified its HSE Management system to ISO 45001:2018 (Occupational Health and Safety Management System) and ISO 14001:2015 (Environmental Management system). An independent department (CQA&HSSE) audits the HSE Management System of all divisions/departments including construction sites. The results of these audits are reported to the Management through Management Review Committee Meetings. Apart from other agenda, the performance of the HSE Management System and opportunities for improvement are presented to the Management in these meetings. A number of improvements pertaining to Health, Safety and Environment are triggered and addressed through these meetings. Improvements are also initiated based on the feedbacks received on HSE from EIL employees through Feedback Management System (FBMS). Digitization of employee claims, arranging OPD visits of various specialists, organizing Health camps, health talks, yoga sessions and improvement in safety processes are few examples.

On the engineering front, HSE aspects that are to be addressed in the design and engineering phases are built into the procedures/specifications/guidelines of various engineering departments. Exhaustive HSE check lists are in place to ensure that these aspects are complied positively during design and engineering phases.

Being a renowned engineering consultant in the hydrocarbon sector, EIL deploys proven risk assessment methodologies like HAZOP, RRA, QRA, SIL etc. to ensure the process safety of the plants.

On the office infrastructure front, EIL is continuously making efforts to provide a Healthy, Safe and environment friendly work place to its employees. Mock Evacuation Drills and Fire Safety Trainings are conducted periodically. Incident Reporting System has been implemented for ease of reporting of Safety incidents by EIL employees.

On the construction front, the specification for HSE Management at construction sites, which specifies the HSE requirements to be complied by construction contractors, is revisited periodically to bring it in line with the current trends and to improve the HSE performance. Reward and recognition of construction sites based on HSE performance, issue of appreciation certificate to the best performing construction contractors, issue of LTA-free certificates to contractors ensure improvement in safety awareness. We have in place a mechanism for reporting HSE observations through mobile application which is implemented for ease of reporting of Safety non-compliances occurring at EIL sites.

HSE Performance Rating system for Construction Sites and HSE award mechanism for Individuals are in place to foster and promote HSE culture both at site as well as individual level.

To enhance HSE competence, employees have attended various trainings in HSE domain, namely, ISO 45001 Lead Auditor certification, ISO 14001 Lead Auditor certification and other special trainings specific to construction safety. In-house HSE awareness sessions are also organized from time to time for sensitization of employees.

To raise awareness and communicate the happenings on the HSE front to all employees, an in-house HSE publication - 'HSE Pulse' is released every quarter.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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	23	Nil	-	650	Nil	-
Health & Safety	03	Nil	-	Nil	-	-

## 14. Assessments for the year:

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Health and safety practices	Locations for audit are covered by the third-party auditors on sampling and rotation basis, every year. Typically, around 10% of the sites/offices are covered every year.
Working Conditions	Locations for audit are covered by the third-party auditors on sampling basis, every year. Typically, around 10% of the sites/offices are covered every year.

## 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No significant risks/concerns related to health and safety.





## 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.

EIL stakeholders includes our Investors, Clients, Employees, Vendors/Partners, Government and Local Communities.

#### 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
Customer	No	Email	Quarterly	For collecting customer perception survey. Customers provide their views on EIL's services.
Supplier – (Vendors / Contractors)	No	NIC – CPP Portal, GeM Portal, EIL Tender Portal, E-mails, Contractor/Vendor meetings at EIL-Delhi / Gurugram	others – as per procurement requirement.	To disseminate key information about the Projects and briefly elaborate on key components like Scope of works/services, completion schedules, Conditions of Contract, bidder qualification criteria, HSE , Quality requirements, etc.
Employees	No	Email, Employee Portal EIL Connect, EIL Mobile Application	Quarterly	Employees welfare/ working conditions etc.
Shareholders	No	Website	Quarterly	Share price appreciation, dividends, profitability and financial stability, robust ESG, practices, cyber risks, growth prospects



## 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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	-	-	-	-	-	-
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	-	-	-	-	-	-

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
	Employees									
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
	Workers									
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Note: All the employees of EIL are out of the purview of payment of Minimum Wages Act.

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

(Amount in ₹)

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration /salary/ wages of respective category
Board of Directors (BoD)*	6	5490206.5	1	7666743
Key Managerial Personnel	1	4416034		
Employees other than BoD and KMP**	2322	2990088	316	2865531
Workers	-	-	-	-

\* This includes CMD and Functional Directors

\*\* information pertains to employees engaged as on 31.03.2025

**b. Gross wages paid to females as % of total wages paid by the entity:**

	FY 2024-25 Current Financial Year	FY 2023-24 Current Financial Year
Gross wages paid to females as % of total wages	11.44	11.33%

**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, for redressal of grievances of all the regular employees of the Company, an online Grievance Management System (GMS) is in place at EIL. In case of any grievance, employees may register their grievance online on 'Grievance Management' portal.

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

For redressal of grievances of all the regular employees of the Company, an online Grievance Management System (GMS) is in place at EIL. In case of any grievance, employees may register their grievance online on 'Grievance Management' portal.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	-	-	Nil	-	
Discrimination at work place	Nil	-	-	Nil	-	
Child Labour	Nil	-	-	Nil	-	
Forced Labour/Involuntary Labour	Nil	-	-	Nil	-	2 nos. carry forward from last year
Wages	Nil	-	-	2	0	
Other human Rights related issues	Nil	-	-	Nil	-	

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

	<b>FY 2024-25</b> Current Financial Year	<b>FY 2023-24</b> Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/ workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

To prevent adverse consequences to the complainant, immediate Disciplinary action is taken in the matter to appropriately discipline personnel who are involved in harassment. Awareness is also generated among the employees by imparting Training on Sexual harassment from time to time.

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

**10. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	NIL
Forced/involuntary labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL (Paid as per wage act)
Others – please specify	NA

**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



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

### Essential Indicators

The Following calculation has been used in this section:

- Turnover is measured as income from Revenue from Operations
- PPP Adjusted Revenue in INR= (Revenue in INR/PP Conversion Factor)\* Exchange rate (USD to INR)
- PPP Conversion Factor is taken as 20.662 (FY 24-25) and 20.22 (FY 23-24) as per the latest available value on finalization of this report and is taken from <https://data.worldbank.org/indicator/PA.NUS.PPP>
- Foreign Exchange Rate has been considered as the rate on the end of FY and has been taken from <https://www.rbi.org.in/scripts/ReferenceRateArchive.aspx.PPP>

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	38,46,323 MJ	23,54,788 MJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	62,195 MJ	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>39,08,518 MJ</b>	<b>23,54,788 MJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2,86,45,756 MJ	3,37,11,030 MJ
Total fuel consumption (E)	22,53,163 MJ	12,38,528 MJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non renewable sources (D+E+F)	3,08,98,919 MJ	3,49,49,558 MJ
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>6,57,06,356 MJ</b>	<b>7,22,53,904 MJ</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0021697063 MJ/Rs	0.0022354646 MJ/Rs
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0002780085 MJ per Rs	0.0002799091 MJ per Rs
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity		-

**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

### 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. No -

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	24 KL	-
(ii) Groundwater	35310 KL	18,665 KL
(iii) Third party water	67199 KL	74,154 KL
(iv) Seawater / desalinated water		-
(v) Others		-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,02,533 KL</b>	<b>92,819 KL</b>

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,02,533 KL</b>	<b>92,819 KL</b>
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000003386 KL/Rs.	0.0000028717 KL/Rs.
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0000008189 KL/Rs	0.0000006965 KL per Rs.
Water intensity in terms of physical output	NA	NA
Water intensity (optional) –the relevant metric may be selected by the entity		-

**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

#### 4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(ii) To Groundwater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iii) To Seawater		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
(iv) Sent to third-parties		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
<b>Total water discharged (in kilolitres)</b>	<b>NIL</b>	<b>NIL</b>

**Note:** Mechanism is not available for measurement of discharge to public sewer system

**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

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

Yes. Zero discharge implemented in EIL Office Complex Gurgaon and EIL Mumbai Office.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Mg/m3	0.042	0.031
Sox	Mg/m3	0.020	0.014
Particulate matter (PM)	Mg/m3	0.088	.087
Persistent organic pollutants (POP)	ppm	---	0.94
Volatile organic compounds (VOC)		---	---
Hazardous air pollutants (HAP)	ppm	--	<0.1
Others–CO,C6H6,NH3,Ozone	Mg/m3	CO-0.001 Ozone-0.028	CO - 0.94 Ozone- 0.015

**Note:** The above parameters are monitored ambient air quality values for EIL HO Delhi.

**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. Yes

##### 1. Global Enviro Laboratories

Plot No. 4, Khasara No. 45, 8<sup>th</sup> KM, Milestone, Industrial Area, Meerut Road, Ghaziabad-201003, U.P.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	279 MT CO <sub>2e</sub> /Yr	269 MT CO <sub>2e</sub>
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6213 MT CO <sub>2e</sub> /Yr	6648 MT CO <sub>2e</sub>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO <sub>2e</sub> / Turnover (₹ in Cr.)	0.000000214 MT CO <sub>2e</sub> /Rs. (Turnover)	0.000000214 MT CO <sub>2e</sub> /Rs. (Turnover)
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT CO <sub>2e</sub> per Rs.	0.0000000519	0.0000000499
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

**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

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

Solar Photovoltaic (SPV) Systems have been installed on rooftops of various EIL offices and housing complexes across India to reduce scope-2 emissions. In the Financial Year 2024-2025, SPV of combined capacity of 297 KWp have been commissioned making total installed capacity of 1292 KWp.

Also, in its commitment to fostering a greener environment, EIL spearheaded the development of a Miyawaki forest in its Gurugram office with over 8,000 saplings planted in April 2023. The Miyawaki forest is being maintained and developed well.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	NIL	NIL
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	1.3
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>0</b>	<b>71.16</b>
<b>Waste intensity per rupee of Turnover</b> (Total waste generated / Revenue from operations)	0	72.46

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	NIL	0.0000000022
<b>Waste intensity in terms of physical output</b>	NIL	0.0000000005 MT per ₹
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0	7.83
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>0</b>	<b>7.83</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	0	64.63
<b>Total</b>		<b>64.63</b>

**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.- Yes M/s R.K.Waste Supply Co. Delhi.

**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.**

EIL has engaged authorized waste disposal agency for waste management who handle both Hazardous and non-hazardous waste as per Govt. guidelines.

**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	Type of operations	Whether the conditions of Environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and Corrective action taken, if any.
NOT APPLICABLE			

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Results communicated in public domain (Yes / No)
As per Note below					

**Note :** EIL being a Consultancy Organization, has not undertaken any EIA study for its own installations.

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes**





**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. 36 (Thirty Six)**  
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 Petroleum Industry	National
2	Standing Conference of Public Enterprises	National
3	Federation of India Chambers of Commerce and Industry (FICCI)	National
4	Confederation of Indian Industry (CII)	National
5	Fertilizer Association of India (FAI)	National
6	The Institution of Engineers (India)	International
7	Heat Transfer Research Inc. (HTRI)	International
8	University of Manchester Institute of Science & Technology (UMIST)	International
9	The Center for Chemical Process Safety	International
10	Fractionation Research Inc.	International

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

Name of authority	Brief of the case	Corrective action taken
NOT APPLICABLE		



**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
As per Note below					

**Note:** EIL being a Consultancy Organization, has not undertaken any SIA study for its own installations. However, as part of its business operations, EIL has undertaken several Social Studies as part of EIA studies for its clients.

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)
NOT APPLICABLE						

3. Describe the mechanisms to receive and redress grievances of the community. NOT APPLICABLE -

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	61.02%	51.91%
Sourced directly from within the district and neighbouring districts	NA	NA

Above % shows the overall procurement of goods & services from Micro & Small Enterprises (MSEs)

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	2.86%	3.58%
Semi-urban	1.72%	1.69%
Urban	53.47%	49.18%
Metropolitan	41.94%	45.55%



**9 PRINCIPLE** 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.  
EIL provides its services to other companies. It does not deal directly with consumers.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: NOT APPLICABLE

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

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks <sup>#</sup>
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security (ITS)	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

<sup>#</sup> EIL provides its services to other companies. It does not deal directly with consumers.

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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. Not Applicable
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: Not Applicable
  - a. Number of instances of data breaches:
  - b. Percentage of data breaches involving personally identifiable information of customers
  - c. Impact, if any, of the data breaches