



# GRAPHITE INDIA LIMITED

REGD. & H.O. : 31, CHOWRINGHEE ROAD, KOLKATA - 700 016, W.B., INDIA  
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WEBSITE : www.graphiteindia.com, CIN : L10101WB1974PLC094602

GIL/SEC/SM/23-24/22

July 6, 2023

BSE Limited  
The Corporate  
Relationship Department,  
1<sup>st</sup> Floor, New Trading Ring,  
Rotunda Bldg., P.J. Towers,  
Dalal Street, Mumbai 400 001.  
**Scrip Code – 509488**

The Manager  
Listing Department,  
National Stock Exchange  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No –C/1,G Block,  
Bandra-Kurla Complex,  
Bandra (E) Mumbai 400 051  
**Symbol: GRAPHITE**

Dear Sirs,

**Subject: Business Responsibility and Sustainability Report for FY 2022-23**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, we are submitting herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year ended 31 March 2023, which forms part of Annual Report for FY 2022-2023.

Thanking You,

Yours faithfully,  
For Graphite India Limited

S. Marda  
Dy. Company Secretary  
Encl. : As above.

## Annexure 10

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT****SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1. Corporate Identity Number (CIN) of the Listed Entity: **L10101WB1974PLC094602**
2. Name of the Listed Entity: **GRAPHITE INDIA LIMITED**
3. Year of incorporation: **1974**
4. Registered office address: 31, Chowringhee Road, Kolkata - 700 016
5. Corporate address: 31, Chowringhee Road, Kolkata - 700 016
6. E-mail: **gilro@graphiteindia.com**
7. Telephone: **033-40029600**
8. Website: **www.graphiteindia.com**
9. Financial year for which reporting is being done: **2022-2023**
10. Name of the Stock Exchange(s) where shares are listed: **NSE and BSE**
11. Paid-up Capital: **Rs. 39.08 Crore**
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: **B Shiva, Designation-Company Secretary, Telephone No. 022-22886418, Email Id: bshiva@graphiteindia.com**
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).: **Standalone**

**II. Products/services**

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing & Selling	Graphite Electrodes and Miscellaneous Graphite Products	70.85%
2	Manufacturing & Selling	Calcined Petroleum Coke	10.76%
3	Manufacturing & Selling	Impervious Graphite Equipment and Spares	7.88%
4	Manufacturing & Selling	High Speed Steel	6.03%
	<b>Total</b>		<b>95.52%</b>

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

Sl. No.	Product/Services	NIC Code	% of total Turnover Contributed
1	Graphite Electrodes, Miscellaneous Graphite Products, Impervious Graphite Equipment and Spares	23994	78.73%
2	Calcined Petroleum Coke	19209	10.76%
3	High Speed Steel	24105	6.03%
	<b>Total</b>		<b>95.52%</b>

**III. Operations**

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
<b>National</b>	7	3	10
<b>International</b>	2	1	3

17. **Markets served by the entity:**

- a. Number of locations

Location	Number
National (No. of States)	22
International (No. of Countries)	27

- b. What is the contribution of exports as a percentage of the total turnover of the entity:
- 29.19%**

- c. A brief on types of customers :

**Company is engaged in the business of manufacturing graphite electrodes and specialties, calcined petroleum coke, impervious graphite equipment, glass reinforced plastic pipes, steel and generation of renewable energy.**

**The Company caters to a wide range of customers, engaged in manufacturing steel, cutting tool industry, chemicals, fertilizers, polymers, drug intermediaries, metal pressing, effluent treatment, irrigation etc.**

IV. **Employees**

18. Details as at the end of Financial Year: 31.03.2023

- a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	798	779	98%	19	2%
2.	Other than Permanent (E)	52	52	100%	0	0
3.	<b>Total employees (D + E)</b>	850	831	98%	19	2%
<b>WORKERS</b>						
4.	Permanent (F)	922	919	100%	3	0
5.	Other than Permanent (G)	824	823	100%	1	0
6.	<b>Total workers (F + G)</b>	1746	1742	100%	4	0

- b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	1	1	100%	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	4	4	100%	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	<b>Total differently abled workers (F + G)</b>	4	4	100%	0	0

- 19.
- Participation/Inclusion/Representation of women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	0	0%

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

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	6.18	0.43	6.61	12.60	0.43	13.03	5.82	0.43	6.25
<b>Permanent Workers</b>	10.53	0	10.53	11.14	0	11.14	5.83	0	5.83

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

21. (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	Emerald Company Private Limited	Holding	N.A.	No
2	Carbon Finance Limited, India	Subsidiary	100	No
3	Graphite International BV (GIBV)	Subsidiary	100	No
4	Graphite Cova Gmbh	Subsidiary of GIBV	100	No
5	Bavaria Electrodes Gmbh	Subsidiary of GIBV	100	No
6	Bavaria Carbon Specialties Gmbh	Subsidiary of GIBV	100	No
7	Bavaria Carbon Holdings Gmbh	Subsidiary of GIBV	100	No
8	General Graphene Corporation	Subsidiary of GIBV	55.315	No

VI. **CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**  
(ii) Turnover (in Rs.) : **29,13,47,71,988.30**  
(iii) Net worth (in Rs.) : **46,42,85,81,746.38**

VII. **Transparency and Disclosures Compliances**

23. 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 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	YES *	NIL	NIL		NIL	NIL	
Investors (other than shareholders)	YES	NIL	NIL		NIL	NIL	
Shareholders	YES \$	28	NIL		25	NIL	

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 2022-23 Current Financial Year			FY 2021-22 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
Employees and workers	YES	NIL	NIL		NIL	NIL	
Customers	YES #	23	2		23	NIL	
Value Chain Partners	YES	NIL	NIL		NIL	NIL	

\*at Durgapur and Nashik.

\$ Company has separate email id.

# redressed subsequently in April 2023.

24. 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 :-

Sl.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	Natural Resource availability	Risk and Opportunity	Natural resources are relevant part of our product manufacturing process. Minimizing use of natural resources to meet our business needs by developing sustainable products and processes	<ul style="list-style-type: none"> <li>Company is investing in wind power and solar power. Company is further investing in hydel power</li> <li>Location wise water balance has been carried out. Maximum recycling is being carried out. Dirty water/ water from canteen/ washrooms is being recycled after treatment. Approach of Zero liquid discharge is being followed by all plants</li> </ul>	<p>Positive : Reduction in fresh water usage. Scope to increase usage of renewable energy.</p> <p>Negative : unavailability or shortage of natural resources can impact service to customer</p>
2	GHG emission, Energy management, air quality	Risk	Operational sustainability may be hampered by negative impact created on environment. GHG emission reduction will reduce carbon foot print and improve air quality. Improving energy efficiency will reduce consumption of fuel as well electricity.	<ul style="list-style-type: none"> <li>Replacement of fossil fuel with CBM/ PNG</li> <li>Monitoring GHG emission and taking corrective measure to reduce carbon foot print</li> <li>Improving energy efficiency by replacing inefficient motor &amp; pumps, using carriage frequency drives, optimizing energy usage by improving load factor and power factor</li> </ul>	<p>Positive : Reduction in carbon foot print and energy consumption. Improvement in air quality</p>

Sl.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)
3	Environmental Risk	Risk	Changes in existing regulations/ emerging regulations	<ul style="list-style-type: none"> <li>The company continues to monitor all emerging regulations and plan for compliance</li> <li>Proactively work on emerging regulations and implement ahead of statute</li> </ul>	Negative : Increased expenses in transiting towards meeting new regulations
4	Handling hazardous wastes/ non hazardous wastes	Risk and opportunity	Handling hazardous and other wastes with care to avoid any threats posed to the health and well being of our employees and to our surrounding environment	<ul style="list-style-type: none"> <li>We continue to monitor quantity of different kind of wastes and implement waste management plan focusing on waste reduction, reuse and recycle</li> <li>All hazardous wastes are handled as per the procedure set by the regulations and disposed off as per Hazardous Waste Management Rules-2016</li> </ul>	<p>Positive : Reduction in waste generation, reuse and recyclability of waste</p> <p>Negative: Impact on health of employees and community near by.</p>
5	Health and Safety risk	Risk and opportunity	The manufacturing operations of the company requires employees to work with plant, machineries, material handling equipment, all of which carry risk of injury	<ul style="list-style-type: none"> <li>Adherence to safety standards, Company's Environment policy and Health and safety policy</li> <li>Continuous training to employees</li> <li>Hazard identification, risk assessment, incident investigation,.</li> <li>Occupational health and safety management programs in all plants</li> <li>All plants have initiated steps towards getting ISO 45001 certification during next financial year</li> </ul>	<p>Positive : Adoption of safety related protocols and measures to create a safe work environment.</p> <p>Negative : Impact on health and well being of employees</p>
6	Labour unrest	Risk and opportunity	Disruption in manufacturing due to labour unrest	<ul style="list-style-type: none"> <li>Regular IR Management and contract labour management.</li> <li>Create conducive environment by regularly interacting with labour and labour unions.</li> <li>Training program on health and safety and general awareness.</li> </ul>	<p>Positive : Opportunity to develop stronger relationship and engagement with labour and labour unions.</p> <p>Negative : Unavailability of labour can impact manufacturing.</p>

Sl.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)
7	Reputation	Risk and opportunity	Bad publicity arising out of any act/inaction by company on any platform. Customer complaints not resolved satisfactorily.	<ul style="list-style-type: none"> <li>Actively monitor voices on all platforms and address those positively and timely</li> <li>Actively and satisfactorily resolving customer complaints</li> <li>Ensuring product delivery in time</li> <li>Strengthening corporate governance norms, including adherence to code of conduct by all</li> <li>Timely compliance with all regulations.</li> </ul>	Positive : Opportunity to improve brand presence and reputation.  Negative : Negative effect on brand image and company reputation, loss of customers

**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		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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	<b>Principles 1 &amp; 8 approved by Board / Rest by Management signed by Executive Director</b>								
	c. Web Link of the Policies, if available	<b>Code of Conduct and CSR are available on our website. <a href="http://www.graphiteindia.com">www.graphiteindia.com</a> as per law. The other Policies are made available to respective stakeholders.</b>								
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)	N	N	N	N	N	N	N	N	N
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.	N	Y	Y	Y	Y	Y	Y	Y	Y
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	All plants are ISO 9001 certified. Both electrode plants are ISO 14001 certified. ISO 45001 (OHSAS) certification of all plants planned by end of June 2023. GE Div, Satpur has been already recommended for ISO 45001 certification by M/s TUV India								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		NA				NA			
<b>Governance, leadership and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> )									

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<b>Ashutosh Dixit</b> Executive Director																		
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.	<b>Ashutosh Dixit</b> Executive Director																		
10.	Details of Review of NGRBCs by the Company:																			
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>									<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>									
		<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	
	Performance against above policies and follow up action	<b>Monitored by Executive Director every quarter and reported through Operations report on quarterly basis to Board.</b>																		
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	<b>Statutory compliance certificate on applicable laws is provided by Company Secretary (basis compliance certificates received from Plants/Functional heads) to the Board of Directors on quarterly basis.</b>																		
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.	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>										
		N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: <b>N.A.</b>																			
	<b>Questions</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>										
	The entity does not consider the Principles material to its business (Yes/No)																			
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																			
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)																			
	It is planned to be done in the next financial year (Yes/No)																			
	Any other reason (please specify)																			

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

#### Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year

<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics/principles covered under the training and its impact</b>	<b>% age of persons in respective category covered by the awareness programmes</b>
Board of Directors	4 - As part of Board Meetings	During the year, the Board engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.	100%

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
Key Managerial Personnel	0	During the year, the KMP received updates pertaining to business, regulatory, safety, ESG matters and leadership training.	0%
Employees other than BoD and KMPs	161	Health, Safety, EMS, QMS, OS&H, LOTO, General Awareness, Effective Communication etc.	60%
Workers	170	Health, Safety, EMS, OS&H, Fire, LOTO, General Awareness, Discipline etc.	70%

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 Requirement) Regulations, 2015 and as disclosed on the entity's website): **Nothing Material**

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed. **N.A.**
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 has policies like Code of Conduct for Directors and Management Personnel, Vigil Mechanism and Whistle Blower Policy for all employees which are in conformity with the legal and statutory framework on anti-bribery and anti-corruption legislation prevalent in India. The Policies reflect the commitment of the Company and its management for maintaining highest ethical standards while undertaking open and fair business practices and culture, and implementing and enforcing effective systems to detect, counter and prevent bribery and other corrupt business practices. The policies are available on our website [www.graphiteindia.com](http://www.graphiteindia.com).

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 2022-23 (Current Financial Year)	FY 2021-22 (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 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	N.A.	NIL	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	N.A.	NIL	N.A.

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

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators**

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	1.28%	1.76 %	IGE Division : Upgradation of Dust collector panels, installation of energy efficient compressor.
Capex	31.57%	69.34%	GE Division Durgapur : installation of dust collection system, Pneumatic conveying system, Packed media suction system on 6 fce of LWG3, Effluent treatment plant, replacement of old conventional baking furnace with energy efficient furnace & control system, ESP to control dust emission.  GE Division Satpur : Replacement of old conventional furnaces with environment friendly furnace, installation of dust collectors. Use of PNG in place of LSHS, wind barrier in north west corner, installation of dust and fume collection in graphite.

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

b. If yes, what percentage of inputs was sourced sustainably?

**The Company has procedures in place for assessment of supplier and majority of our raw material supplies, supplementary material, packing material, transportation services and spares required are sourced from approved suppliers.**

## 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.

**Whenever possible, products, treated water & waste are recycled back into the production line. Wherever required, we have ETP and STP for treatment and reuse. We dispose hazardous waste as per HWM Rules 2016.**

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). **No**5. 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. **N.A.**

**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:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	783	728	93%	764	98%	0	0	0	0	0	0
Female	19	19	100%	19	100%	19	100%	0	0	0	0
<b>Total</b>	<b>802</b>	<b>747</b>	<b>93%</b>	<b>783</b>	<b>98%</b>	<b>19</b>	<b>2%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	44	44	100%	44	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>44</b>	<b>44</b>	<b>100%</b>	<b>44</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% 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)
<b>Permanent workers</b>											
Male	870	865	99%	867	100%	0	0	0	0	0	0
Female	2	2	100%	2	100%	2	100%	0	0	0	0
<b>Total</b>	<b>872</b>	<b>867</b>	<b>99%</b>	<b>869</b>	<b>100%</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	1186	1072	90%	1156	97%	0	0	0	0	848	72%
Female	4	4	100%	4	100%	4	100%	0	0	4	100%
<b>Total</b>	<b>1190</b>	<b>1076</b>	<b>90%</b>	<b>1160</b>	<b>97%</b>	<b>4</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>852</b>	<b>72%</b>

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others – please Specify	NA	NA	NA	NA	NA	NA

- 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: **No**

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: **No**
5. Return to work and Retention rates of permanent employees and workers that took parental leave. **Nil**

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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) Yes
Permanent Workers	The HR department at the head office and the plants through standing orders attend to grievances of all employees and workers through regular meeting, suggestion box, joint committee, safety committee, notice board and email etc.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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)
<b>Total Permanent Employees</b>	134	45	34%	150	61	41%
- Male	130	45	35%	146	61	42%
- Female	4	0	0	4	0	0
<b>Total Permanent Workers</b>	894	886	99%	904	904	100%
- Male	891	883	99%	901	901	100%
- Female	3	3	100%	3	3	100%

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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)
<b>Employees</b>										
Male	645	600	93%	595	92%	363	318	88%	295	81%
Female	8	7	88%	7	88%	9	9	100%	8	89%
<b>Total</b>	653	607	93%	602	92%	372	327	88%	303	81%
<b>Workers</b>										
Male	1174	1115	95%	561	48%	1192	1124	94%	1169	98%
Female	2	2	100%	0	0	2	2	100%	2	100%
<b>Total</b>	1176	1117	95%	561	48%	1194	1126	94%	1171	98%

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

All eligible employees are entitled to annual increments and promotions based on their performance review throughout the year. The superiors support their sub-ordinates with career development reviews.

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	298	298	100%	319	319	100%
Female	6	6	100%	7	7	100%
<b>Total</b>	<b>304</b>	<b>304</b>	<b>100%</b>	<b>326</b>	<b>326</b>	<b>100%</b>
<b>Workers</b>						
Male	515	515	100%	511	511	100%
Female	0	0	0	0	0	0
<b>Total</b>	<b>515</b>	<b>515</b>	<b>100%</b>	<b>511</b>	<b>511</b>	<b>100%</b>

## 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, the occupational health and safety management system has been implemented in all our plants and offices.**

- 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 and risk assessment (HIRA) is carried out on a regular 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 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1	0
	Workers	3	10
Total recordable work-related injuries	Employees	0	0
	Workers	9	9
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

**The Company ensures a safe and healthy work place as per the health and safety policy of the Company and in compliance of legal requirements.**

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	18	0	0	9	0	0
Health & Safety	4	0	0	10	0	0

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	100 %
Working Conditions	100 %

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

**For safety related incidents, root cause analysis is done by a team which is monitored and reviewed by the safety committee. Corrective measures in various forms based on the root causes are taken (like elimination of man machine interaction, adequate guarding, providing safety tools and tackles, training etc.).**

**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.

**Stakeholders play an integral role in our journey and we recognise the need to partner with them and understand their concerns to deliver the targets which we have set for ourselves. Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by analysing the impact of each stakeholder groups on our business and vice versa.**

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)	Channel of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meeting, Notice Board, Website), other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-please specify)	Purpose and scope of engagement including key topics and concern raised during such engagement
Communities	Yes	Physical meeting with people	Regular	CSR activities
Shareholders	No	Website, General Meetings, email	Quarterly	Company performance
Employees and workers	No	Notice Boards and physical meetings	Regular	EHS, Quality, productivity matters.
Customers	No	Marketing visit, emails	Regular	Product performance, technical and commercial discussions.
Suppliers	No	Physical/Virtual meetings and emails.	Regular	Quality and timely delivery of material

**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 2022-23 (Current Financial Year)			FY 2021-22 (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	182	140	77%	182	136	75%
Other than permanent	3	3	100%	3	3	100%
<b>Total Employees</b>	185	143	77%	185	139	75%
<b>Workers</b>						
Permanent	85	77	91%	82	74	90%
Other than permanent	379	244	64%	381	245	64%
<b>Total Workers</b>	464	321	69%	463	319	69%

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	741	0	0	738	100%	739	0	0	739	100%
Female	8	0	0	8	100%	8	0	0	8	100%
<b>Other than Permanent</b>										
Male	45	0	0	45	100%	43	0	0	43	100%
Female	0	0	0	0	0	1	0	0	1	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	909	0	0	909	100%	926	0	0	926	100%
Female	3	0	0	3	100%	3	0	0	3	100%
<b>Other than Permanent</b>										
Male	1444	394	27%	1050	73%	1459	390	27%	1069	73%
Female	1	0	0	1	100%	2	0	0	2	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	4,00,000	1	4,50,000
Key Managerial Personnel	2	53,90,335	0	0
Employees other than BoD and KMP	868	8,72,709	24	7,81,456
Workers	888	14,52,759	1	2,76,112

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**
5. Describe the internal mechanisms in place to redress grievances related to human rights issues: **Procedure to redress grievance pertaining to human rights are in place and are attended to by the Plant Heads/ Functional Heads/ Executive Director.**
6. Number of Complaints on the following made by employees and workers:

	FY 2022-23 Current Financial Year			FY 2021-22 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	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases: **Company has a Whistle Blower Policy.**
8. Do human rights requirements form part of your business agreements and contracts? **(Yes/No): NO**
9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. No significant risks / concerns arising from the assessments.

#### **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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	3705968498 MJ	3969459397 MJ
Total fuel consumption (B)	3431821298 MJ	3704587320 MJ
Energy consumption through other sources (C)	3157489 MJ	7713966 MJ
<b>Total energy consumption (A+B+C)</b>	<b>7681760683 MJ</b>	<b>7140947285 MJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	2451002 MJ/ Cr Rs of turnover	2744534 MJ/ Cr Rs of turnover
Energy intensity (optional) – the relevant metric may be selected by the entity	52320 MJ/MT of Production	50216 MJ/MT of Production

**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 TUV India Pvt Ltd (Member of TUV Nord Group)**

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 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	271544 KL	294692 KL
(ii) Groundwater	73364 KL	73349 KL
(iii) Third party water	0 KL	0 KL
(iv) Seawater / desalinated water	0 KL	0 KL
(v) Others	0 KL	0 KL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>344908 KL</b>	<b>368041 KL</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>335795 KL</b>	<b>359297 KL</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>115.3 KL/ Cr Rs of turnover</b>	<b>128.4 KL/ Cr Rs of turnover</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 TUV India Pvt Ltd (Member of TUV Nord Group)**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Yes, all water is recycled and reused after treatment except for drinking water.
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format :

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>NOx</b>	Kg/year	254940	369690
<b>Sox</b>	Kg/year	223090	229062
<b>Particulate matter (PM)</b>	Kg/year	445678	669611
<b>Persistent organic pollutants (POP)</b>	Kg/year	-	-
<b>Volatile organic compounds (VOC)</b>	Kg/year	-	-
<b>Hazardous air pollutants (HAP)</b>	Kg/year	41.3	36.5
<b>Others – please specify</b>	Kg/year	536.84 Hydrocarbon in Steel Division, Titlagarh	533.6 Hydrocarbon in Steel Division, Titlagarh

**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 TUV India Pvt Ltd (Member of TUV Nord Group)**

**Testing agencies :**

**IGE Division Amabad : M/s Green Envirosafe, Pune**

**Coke Division Barauni : M/s. Shiva Test House, Patna**

**GE Division Durgapur : M/s Indicative Consultant, Durgapur**

**GRP Division Gonde : M/s Green Envirosafe, Pune**

**Steel Division Titlagarh : M/s Earth & Environment Lab, Bhuvaneshwar**

**GE Division Satpur : M/s Accurate Analyser, Nasik**

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (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	110968 tCO <sub>2</sub>	131105 tCO <sub>2</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	309494 tCO <sub>2</sub>	345451 t CO <sub>2</sub>
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> / Cr Rs of turnover	144.3 tCO <sub>2</sub> / Cr Rs of turnover	170.27 tCO <sub>2</sub> / Cr Rs of turnover

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> /MT of Production	2.96 tCO <sub>2</sub> /MT of Production	3.25 tCO <sub>2</sub> /MT of Production

**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 TUV India Pvt Ltd (Member of TUV Nord Group)**

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

**GIL has taken up multiple projects at all locations to reduce greenhouse gas emissions. Some of the major projects are listed below :**

- Heating with electricity or CNG instead of Diesel
- Installation of scrubbing systems for exhaust gases
- Graphitisation of nipples through LWG instead of Acheson to save electricity
- Modification of LWG furnaces to reduce electricity as well as work zone dust emission by modifying furnaces and installing packed media suction system.
- Closing down of old conventional RC furnace and replacing those with energy efficient furnaces along with electrostatic precipitators to clean exhaust gases
- Replacement of fossil fuel with PNG
- Installation of VFD's as replacing old lighting with LED lights
- Replacement of grid power with renewable energy

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	340.6 MT	338.9 MT
E-waste <b>(B)</b>	3.03 MT	3.1 MT
Bio-medical waste <b>(C)</b>	0.05004 MT	0.00991 MT
Construction and demolition waste <b>(D)</b>	3.7 MT	8.2 MT
Battery waste <b>(E)</b>	131 Nos	288 Nos
Radioactive waste <b>(F)</b>	Nil	Nil
Other Hazardous waste. Please specify, if any. <b>(G)</b>	723.6 MT (Used or waste oil, ESP tar, ETP sludge, Paint sludge, broken asbestos etc)	748.2 MT (Used or waste oil, ESP tar, ETP sludge, Paint sludge, broken asbestos etc)
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	45853 Mainly Carbonaceous material, Graphite powder & broken pcs, Scrap Wood, Steel scrap etc)	51617 MT (Mainly Carbonaceous material, Graphite powder & broken pcs, Scrap Wood, Steel scrap etc)
<b>Total (A+B + C + D + E + F + G + H)</b>	46924.8 MT	52715.9 MT
<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	4645.4 MT	4309 MT
(ii) Re-used	7.9 MT	4.3 MT
(iii) Other recovery operations	-	-
<b>Total</b>	4653.3	4313.3 MT
<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	4.17 MT	43.6 MT
(ii) Landfilling	34.63 MT	39.01 MT
(iii) Other disposal operations	46273MT	51844 MT
<b>Total</b>	46311 MT	51927 MT

**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 TUV India Pvt Ltd (Member of TUV Nord Group)**

9. 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. **Hazardous and non hazardous wastes are segregated and kept at designated place/bins. Hazardous wastes are sent Pollution control board Authorised Hazardous waste handling agency for further disposal and non hazardous waste is sold.**
10. 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: **None of the operations/offices are in/around ecologically sensitive areas.**

Sl. 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.
	NA	NA	NA

11. 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
	Nil		Nil	Nil	

12. 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:

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Environment Protection Act 1986 u/s 15 & 16	Construction of New Expansion project initiated without Environmental clearance in Durgapur	Rs. 6 lacs fine imposed by Court, paid to WBPCB.	Further construction was done after receipt of clearance.
2	Environment Protection Act 1986 u/s 15 & 19	Construction of New Expansion project initiated without Environmental clearance in Durgapur	1. For remediation plan, natural and community resource augmentation plan at 2% of the total project cost (i.e.) Rs. 2,20,19,213.02 paid to WBPCB 2. Penalty of 1% of the total project cost attributable to the violation portion i.e. Rs.110,09,606.51 paid to WBPCB.	Further Construction was done after receipt of clearance.

**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. 9
- 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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1.	CAPEXIL	National
2.	EEPC India	National
3.	Indian Chamber of Commerce	National
4.	FICCI	National
5.	Indo German Chamber of Commerce	National
6.	Indian Carbon Society	National
7.	Bombay Chamber of Commerce	State
8.	FIEO	National
9.	Delhi Chamber of Commerce	State

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 : **N.A.**

Name of authority	Name of authority	Name of authority

**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. – **Social Impact Assessment of CSR projects are done internally. When required to be done under CSR Rules, the assessments would be done through external agencies.**

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
N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Sl. 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)
NIL	NIL	NIL	NIL	NIL	NIL	NIL

3. Describe the mechanisms to receive and redress grievances of the community : Through meetings
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	16.18%	15.80%
Sourced directly from within the district and neighbouring districts	14.40%	7.77%

**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.

**Complaints are handled by customer service department. Once an email or phone call is received from a customer about any complaint, customer service engineer gets in touch with customer to get more information. Complaint is investigated either by site visit or collection of data from the site and equipment are set right at customer's site or brought back to our works for rectification depending on the quantum of work involved. Action may also include call-back of the product already shipped / free replacement and/or monetary compensation as the case may demand. Corrective actions are taken to prevent the recurrence of the problem in future. Feedback received from the Customer is discussed internally and translated into action wherever necessary. Customer satisfaction survey is carried out on an annual basis.**

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	Negligible
Safe and responsible usage	100%
Recycling and/or safe disposal	The Company educates its customers on environmental parameters and for safe and responsible usage of its products.

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Nil	N.A.
Forced recalls	Nil	N.A.

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. www.graphiteindia.com**
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. **N.A.**