HCC

HCC/SEC/AGM/2026 July 24, 2026

BSE Limited The Corporate Relationship Dept, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 Scrip Code : 500185	**National Stock Exchange of India Ltd.** Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai-400 051 Symbol : HCC

Dear Sir / Madam,

Sub : Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-26

This is in reference to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Kindly find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26.

The BRSR also forms part of the Annual Report for the Financial Year 2025-26, submitted to the Stock Exchanges vide letter dated July 24, 2026.

We request you to kindly take the above on record.

Yours sincerely,
For **Hindustan Construction Company Ltd.**

NITESH KUMAR JHA

Digitally signed by NITESH KUMAR JHA
DN: c=IN, o=PERSONAL, title=1979, pseudonym=ebcd2c690280495281de1c520fcccf9f, 2.5.4.20=85a282acf1b74a6ba8d538e01089e6d1b58b675e59040a9af4e4f835f71cc335, postalCode=410210, st=Maharashtra, serialNumber=ea422f12d8f4e8778bf2857e9d6c0509df9788526f7246d5a89164fa23df53e6, cn=NITESH KUMAR JHA
Date: 2026.07.24 15:11:45 +05'30'

Nitesh Kumar Jha
Company Secretary

Encl.: As above

Hindustan Construction Co Ltd
Hincon House,
LBS Marg, Vikhroli (West),
Mumbai - 400 083, India
Tel : +91 22 2575 1000 Fax : +91 22 2577 7568
CIN : L45200MH1926PLC001228

www.hccindia.com

ANNEXURE III TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

1) Details of the Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity: L45200MH1926PLC001228
2. Name of the Listed Entity: Hindustan Construction Company Ltd.(HCC)
3. Year of Incorporation: 1926
4. Registered Office Address: Hincon House, Lal Bahadur Shastri Marg, Vikhroli West, Mumbai 400083
5. Corporate Address: Hincon House, Lal Bahadur Shastri Marg, Vikhroli West, Mumbai 400083
6. E-mail: contactus@hccindia.com
7. Telephone: +91 22 25751000
8. Website: www.hccindia.com
9. Financial year for which Report is prepared: 2025-26
10. Name of the Stock Exchange(s) where shares are listed:
    a. National Stock Exchange of India Limited (NSE)
    b. BSE Limited (BSE)
11. Paid-up Capital: ₹261.94 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:

Particulars	Details
Name	Mr. Soubhik Mitra
Designation	General Manager – Corporate Communications
Telephone Number	+91 22 2575 1353
Email ID	secretarial@hccindia.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).

    The disclosures under this Report have been made on a standalone basis. The reporting scope encompasses HCC's project sites and offices across India.

    Some of the Business Responsibility and Sustainability (BRS) initiatives of the Company are also extended to its Subsidiary / Associate Companies, and they are also encouraged to participate in the Company's BRS initiatives.

14. Name of assurance provider- None
15. Type of assurance obtained- N/A

2) Products/Services

16. Details of business activities:

Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
Infrastructure	Engineering, Procurement and Construction of Roads, Railways, Metros, Elevated Corridors, Water Supply and Distribution, Irrigation Projects, Hydel Power, Nuclear Power and Process Plants.	100%

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

NIC Code			Products/Services	% of total Turnover contributed
Group	Class	Sub Code		
421	4210	42101	Construction and maintenance of motorways, streets, roads, other vehicular and pedestrian ways, highways, bridges, tunnels and subways	41.46
422	4220	42201	Construction and maintenance of power plants	42.45
422	4220	42204	Construction and maintenance of water main and line connection, water reservoirs including irrigation system (canal)	10.04

3) Operations

18. Number of locations where plants and / or operations / offices of the Entity are situated

Location	Number of projects	Number of offices	Total
National	26	2	28
International	1		1

19. Markets served by the Entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	1

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

Nil

c. A brief on types of customers

HCC is engaged in the engineering and construction of large infrastructure projects, many of which are of national importance. It develops and executes technically complex, high-value projects that span across diverse segments such as transportation, power, marine projects, irrigation and water supply, special buildings and industrial plants.

Majority of HCCs clients are State and Central Government departments, Ministries and local Municipal Bodies.

4) Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	888	833	93.81%	55	6.19%
Other than permanent (E)	37	36	97.30%	1	2.70%
Total Employees (D+E)	**925**	**869**	**93.95%**	**56**	**6.05%**
Workers					
Permanent (F)	2,570	2,570	100.00%	-	-
Other than permanent (G)	4,432	4,432	100.00%	-	-
Total Workers (F+G)	**7,002**	**7,002**	**100.00%**	**-**	**-**

b. Differently abled Employees and Workers:

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (D)	1	1	-	-	-
Other than permanent (E)	0		-	-	-
Total Employees (D+E)	**1**	**1**			
Workers					
Permanent (F)	-	-	-	-	-
Other than permanent (G)	-	-	-	-	-
Total Workers (F+G)	**-**	**-**	**-**	**-**	**-**

21. Participation / Inclusion / Representation of women

	Total (A)	No. and Percentage of Female	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	-	-

22. Turnover rate for Permanent Employees and Workers

	FY 25-26 (Turnover rate in current FY in %)			FY 24-25 (Turnover rate in previous FY in %)		
	Male	**Female**	**Total**	Male	Female	Total
Permanent Employees	20.05%	11.67%	19.46%	23.41%	1%	24.89%
Permanent Workers	-	-	-	-	-	-

5) Holding, Subsidiary and Associate Companies (including Joint Ventures)

23. Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sr. No.	Name of the Subsidiary/Associate Companies (A)	Indicate whether Subsidiary / Associate	% 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	HCC Contract Solutions Limited	Subsidiary	100	No
2	HCC Infrastructure Company Limited	Subsidiary	100	No
3	Highbar Technologies Limited	Subsidiary	100	No
4	HRL (Thane) Real Estate Limited	Subsidiary	100	No
5	HRL Township Developers Limited	Subsidiary	100	No
6	Maan Township Developers Limited	Subsidiary	100	Yes
7	Panchkutir Developers Limited	Subsidiary	100	No
8	Badarpur Faridabad Tollway Limited	Subsidiary	100	No
9	Narmada Bridge Tollways Limited	Subsidiary	100	No
10	HCC Mauritius Enterprises Limited	Subsidiary	100	No
11	HCC Mauritius Investments Limited	Subsidiary	100	No
12	H56 Immo AG	Subsidiary	100	No
13	HCC Operations and Maintenance Limited (Upto September 30, 2025)	Subsidiary	100	No
14	Prolific Resolution Private Limited	Joint venture	49	No
15	Highbar Technocrat Limited	Associate	49	No

#Including Holding through subsidiary companies.

6) CSR Details

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

    ii. Turnover (in ₹): 3,937.25 crore

    iii. Net worth (in ₹): 3,086.68 crore

7) Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)	**FY 26 Current Financial Year**			FY 25 Previous Financial Year		
	(If Yes, then provide weblink for grievance redress policy)#	**Number of complaints filed during the year**	**Number of complaints pending resolution at close of the year**	**Remark**	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Shareholders	Yes	125	3	Resolved	226	4	Resolved
Employees and workers	Yes	-	-	-	-	-	-
Customers*	Yes	-	-	-	-	-	-
Value chain partners	-	-	-	-	-	-	-
Other (Anonymous emails/letters)	-	-	-	-	-	-	-

#The Policies guiding HCC's conduct with all its stakeholders including grievance mechanism are available on the Company's Website. The link to the policies: https://hccindia.com/investors/hcc-code

*Customer satisfaction score of 93.20% in FY25-26.

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Customer experience & satisfaction	O	-	-	Positive
2	Corporate Governance	R	-	Policy revision / upgradation / Board review (Refer to Principle–1)	Negative
3	Business Ethics	R	-	Vigil Mechanism Policy and its deployment. The Company has a Vigil Mechanism Policy for its Employees, Vendors and Channel Partners, for further details refer to Principle–1	Negative
4	Employee & workforce engagement, welfare	O	-	-	Positive
5	Health & safety	R	-	Training / awareness / technological upgradation / review at senior level and Board committee. HCC is committed to achieve 'ZERO reportable injuries' at each work front. For more details refer to Principle–3	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
6	Human rights & labour conditions	R	-	HCC has always been committed to foster a culture of caring and trust. Training on various issues related to human rights are covered under new employee induction, EHS training, Code of Conduct etc. For more details, refer to Principle 3.	Negative
7	Skilled manpower	O/R	-	Skill-based trainings is imparted to Workers based on the needs. For further details refer to Principle 3 on training given to Employees for skill upgradation.)	Positive / Negative
8	Sustainable supply chain	O/R	-	Supplier / Vendor Code of Conduct (COC) covers EHS and Human Rights parameters to be adhered to and supply chain partners must sign the COC as a part of the contract documents.	Positive / Negative
9	Talent management, attrition, retention, and development	O/R	-	For details, refer to chapter on Human Resources in the MD&A section.	Positive / Negative
10	Climate action	O	-	-	Positive
11	Diversity, inclusion & equal opportunity	O	-	-	Positive
12	Data security, privacy, and cybersecurity	R	-	Policy and deployment, audits / Cyber Security Assurance Framework	Negative
13	Quality of products and project delivery	O/R	-	For details, refer to chapter on Operations overview in the MDNA section.	Positive
14	Brand management	O	-	-	Positive
15	Water, waste & hazardous material management	O/R	-	For details, refer to Principle 6.	Positive / Negative
16	Social engagement & impact	O	-	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

P 3 Businesses should respect and promote the well-being of all Employees, including those in their value chains.

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

P 5 Businesses should respect and promote human rights.

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

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

P 8 Businesses should promote inclusive growth and equitable development.

P 9 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
Policy and management process									
1 a. Whether your Entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.hccindia.com/public/investors/list-of-corporate-policies								
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4 Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Entity and mapped to each principle. SEBI (Listing obligation and Disclosure Requirements) Regulations, 2015	ISO14001 and ISO45001	ISO45001	IIRC IR Principle	Indian labour codes	ISO14001	-	IIRC IR Principle	IIRC IR Principle	
5 Specific commitments, goals and targets set by the Entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6 Performance of the Entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-

We advocate efforts to achieve 'ZERO reportable injuries' at each work front.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

   HCC believes in environmental transparency and disclosing its activities' economic, environmental, and social impacts through sustainability reports. It had published thirteen sustainability reports prepared in accordance with the Global Reporting Initiative guidelines.

   One of HCC's overarching sustainability priorities is designing and building infrastructure in an environmentally responsible manner. Its Integrated Management System reflects the commitment to improving environmental, safety and quality performance in ways that go beyond regulatory compliance. The Company is also conscious of material consumption and water footprint and encourages energy-efficient practices.

   The Company is a member of UN Global Compact (UNGC), TERI-World Business Council on Sustainable Development and signatory to various UNGC initiatives, including 'Caring for Climate' and 'The CEO Water Mandate'.

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

Name of Director	Mr. Arjun Dhawan
Designation	Vice Chairman & Managing Director
DIN	01778379

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.

Yes, the Company's CSR Committee is responsible for decision making on sustainability related issues.

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by the CSR Committee as a part of ESG review. During the review, the effectiveness of the Policies is evaluated and necessary amendments to Policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.																	

11.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes. ISO certification body has conducted audit in various Head Office functions and projects on different subjects such as ISO 9001, ISO14001. During the audit process they check working of the related policies of the Company. This is undertaken by reviewing checking policy elements, procedures and action plans etc.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The Entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The Entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

NA – Data not available

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

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	-	Business, strategy, risk, and updates of laws	-
Key Managerial Personnel	-	Business, strategy, risk, and updates of laws	-
Employees other than BOD and KMPs	3 programmes	POSH training	100%
Workers	1,08,183 hours of training	HSE training	100% (HSE induction training is mandatory for all workers before commencing work)

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:

The Company had no monetary and non-monetary 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 FY 2025–26 based on materiality thresholds.

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in ₹)	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	Amount (in ₹)	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: Not applicable

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
-	-

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.

Yes, The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes. The Code of Conduct of the Company serves as a guide for all Executive Directors, Senior Management Personnel and Functional Heads including Members of the core Management Team for ensuring compliance with applicable anti-bribery laws, rules and regulations.

The Code of Conduct is disclosed on the Website of the Company at https://www.hccindia.com/investors/hcc-code.

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

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery / corruption against Directors / KMPs / Employees / Workers that have been brought to the Company's attention.

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 25-26 (Current Financial Year)		FY 24-25 (Previous Financial Year)	
	Number	**Remarks**	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not applicable

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Number of days of accounts payables	294.56	243.91

9. Openness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	**FY 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	0.56%	2.20%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	99%	98%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the Training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
51,661 participants	Health, safety and environment trainings and awareness	100% of training achieved vs target training.

*% given against of total manpower trained vs target training for FY2024-25. The training covers all the manpower at site.

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

   Yes, the company has a detailed policy known as the Code of Conduct, the purpose of which is to ensure that "Senior Management shall observe high standards of ethical conduct, fairness and integrity and shall work to the best of their ability, responsibility and judgement in a manner that is in consonance with the best interests of the Company and its stakeholders".

   More details of the same can be found at https://hccindia.com//uploads/corporate/Code-of-Conduct.pdf

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	Current FY FY25-26 (Cr)	Previous FY FY24-25 (Cr)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

   HCC conducts R&D linked to environmental and social initiatives, however currently the expenditures are not tracked.

2. a. Does the Entity have procedures in place for sustainable sourcing?

   Yes, the Company has implemented a sourcing framework whereby all new and existing supply chain partners are subject to a mandatory assessment covering environmental, health, safety, and sustainability parameters before onboarding.

   Additionally, compliance with the Supplier/Vendor Code of Conduct, which specifies key HSE requirements, is mandatory for all value chain partners, and acceptance of the Code is incorporated as a contractual requirement. To further strengthen adherence, a vendor evaluation system is in place for periodic monitoring and assessment of supplier compliance.

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

   Before onboarding, all value chain partners are required to undergo an evaluation through a questionnaire covering HSE and sustainability criteria, ensuring that all inputs are assessed from a sustainable sourcing perspective.

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.

   Construction activities produce distinct categories of waste as by-products. The Company has implemented defined procedures to manage these wastes in full compliance with applicable regulatory requirements, ensuring their safe handling and disposal throughout both the construction and operational phases.

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.

   Extended Producer Responsibility (EPR) is not applicable to the Company, as its core business involves construction and related services, and it does not manufacture consumer products.

Leadership Indicators

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

   No, the Company has not undertaken a formal Life Cycle Assessment (LCA). However, a life cycle perspective is considered for major products prior to procurement, and the corresponding assessments are maintained in documented form.

NIC Code	Name of Product / Service	% of Total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes / No). If yes, provide the web-link.
-	-	-	-	-	-

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

   Not Applicable.

Name of Product / Service	Description of the risk/concern	Action Taken
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
	FY 25-26	FY 24-25
Fly ash and Ground Granulated blast-furnace Slag in place of Cement	6.25%	8.82%
Crushed sand in place of Natural Sand	99.99%	99.47%

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

   Not applicable as the Company does not have any specific consumer product and there is no product reclamation at the end of the product life. However, the waste material generated at the operation and project sites are safely disposed as per the applicable regulatory requirements.

	FY25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	Re-used	**Re-cycled**	**Safely Disposed**	Re-used	Re-cycled	Safely Disposed
Plastics (including packaging) (MT)	-	-	20.10	-	-	240.00
E-waste (Nos.)	-	-	671.00	-	-	309.00
Hazardous Waste a) Used Oil (KL) b) MS Empty Drums (Nos.)	-	-	30.39 410.00	-	-	25.40 1,328.00
Other Waste a) Cement bags (MT) b) Steel Scrap (MT)	-	-	13.35 5,136.81	-	-	550.00 11,473.00

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

NA: Not applicable

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	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	833	833	100%	833	100%	-	-	-	-	-	-
Female	55	55	100%	55	100%	3	5.45%	-	-	-	-
Total	**888**	**888**	**100%**	**888**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent employees											
Male	36	36	100%	36	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	-	-	-	-	-	-
Total	**37**	**37**	**100%**	**37**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	2,570	2,570	100%	2,570	100%	-	-	-	-	-	-
Female	-			-		-	-	-	-	-	-
Total	**2,570**	**2,570**	**100%**	**2,570**	**100%**						
Other than Permanent workers											
Male	4,432	4,432	100%	4,432	100%						
Female	-			-		-	-	-	-	-	-
Total	**4,432**	**4,432**	**100%**	**4,432**	**100%**	**-**	**-**	**-**	**-**	**-**	**-**

- Permanent workers are being paid medical allowance @ 25 days basic salary per Annum.
- For the Health Insurance of the other than Permanent workers free first-aid is provided.

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.02	0.02

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

Benefits	**FY 25-26 Current Financial Year**			FY 24-25 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/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0%	100%	N	0%	100%	N
NPS	13.30%	NA	Y	-	-	-

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, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy is available on Company's intranet portal.

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%	-	-	-
Female	100%	-	-	-
TOTAL	**100%**	**-**	**-**	**-**

*Gender-wise breakup for permanent Employees and Workers not available.

#The Company is putting a process in place to compile the above data for Permanent workers for FY27.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we have a dedicated team of personnel officers stationed at all our sites. All grievances raised by employees are resolved as per the established guidelines.
Other than Permanent Workers	
Permanent Employees	The Company has a mechanism accessible to all employees to raise their complaints and grievances which are addressed by HR. The grievances can be also raised either through whistle-blower system through dedicated mail or may contact the HR Team.
Other than Permanent Employees	

7. Membership of Employees and Workers in Association(s) or Unions recognised by the Listed Entity:

Category	**FY 25-26 (Current Financial Year)**			FY 24-25 (Previous Financial Year)		
	Total employees / worker in respective category (A)	**No. of employees / Workers in respective category, who are part of association(s) or Union (B)**	**% (B / A)**	Total employees / worker in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Permanent Workers						
Male	2,570	2,570	100%	2,996	2,996	100%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 25-26 Current Financial Year					FY 24-25 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)
Employees										
Male	869	-	-	344	39.58%	853	59	7%	-	-
Female	56	-	-	45	80.35%	57	-	-	-	-
Total	**925**	**-**	**-**	**389**	**42.05%**	**910**	**59**	**6%**	**-**	**-**
Workers										
Male	-	-	-	-	-	6.864	409	5.96%	-	-
Female	-	-	-	-	-				-	-
Total	**-**	**-**	**-**	**-**	**-**	**6.864**	**409**	**5.96%**	**-**	**-**

Training on various issues related to human rights are covered under new employee induction and EHS training.

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

Category	FY 25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Total (A)	Total (B)	% (B / A)	Total (C)	Total (D)	% (D / C)
Employees						
Male	833	725	87%	853	726	85%
Female	55	50	91%	57	55	96%
Workers (Permanent)	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

10. Health and safety management system:

1. Whether an occupational health and safety management system has been implemented by the Entity? (Yes/No). If yes, the coverage of such system?

   Yes, the Company has established an Integrated Management System incorporating Occupational Health & Safety (ISO 45001), Quality (ISO 9001), and Environmental Management (ISO 14001) standards. The HSE Management System outlines the key requirements for systematic implementation, monitoring, and control across the organization.

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

   The Company carries out risk assessments for routine and non-routine project activities through HIRAC (Hazard Identification, Risk Assessment and Control) and EAI (Environmental Aspects and Impacts) during the planning stage. These assessments identify potential risks and define appropriate control measures for safe execution of activities. In addition, the Proactive Safety Observation Programme (PSOP) is implemented to identify root causes of potential incidents, near misses, unsafe acts, and unsafe conditions, facilitating timely preventive actions. Regular reporting of unsafe conditions and behaviours further strengthens continuous hazard identification and risk mitigation at the workplace.

3. Whether you have processes for Workers to report work related hazards and to remove themselves from such risks.

   Yes, the Company has established procedures that allow workers to report work-related hazards and remove themselves from hazardous situations.

4. Do the Employees/Workers of the Entity have access to non-occupational medical and healthcare services?

   Yes, the Company provides employees and workers with access to medical and healthcare services for non-occupational needs.

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

Safety Incident/Number	Category	**FY 25-26 Current Financial Year**	FY 24-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.44	0.72
Total recordable work-related injuries	Employees	-	-
	Workers	12	21
No. of fatalities	Employees	-	-
	Workers	-	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

    The Company ensures a safe and healthy workplace through a structured HSE management system comprising project-specific safety plans, risk assessments, and defined control measures. Key initiatives include mandatory safety inductions, toolbox talks, PPE demonstrations, and periodic internal and external audits. In addition, proactive initiatives such as the Proactive Safety Observation Programme (PSOP) and Behaviour-Based Safety (BBS) programmes further strengthen workplace safety culture and enhance overall safety performance across project sites.

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

Benefits	**FY 25-26 Current Financial Year**			FY 24-25 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	-	-	-	-	-	-
Health and safety	-	-	-	-	-	-
Others	-	-	-	-	-	-

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	HCC has robust External and Internal audit process in line with (ISO 9001:2015, ISO 45001 and ISO 14001) and it covers all construction projects and offices. At least one External audit and two internal audits are conducted in a financial year for all such sites/ offices.

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.

    Corrective actions are implemented following detailed investigations conducted by internal experts to identify root causes. Risks are subsequently reassessed, and the effectiveness of corrective measures is reviewed and verified by senior management. Key learnings from such incidents are communicated across the organization to strengthen awareness and prevent recurrence of similar events.

Leadership Indicators

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

   The Company extends life insurance coverage in the event of death of its Employees and Workers.

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

   Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The Company makes sure that all the relevant clauses dealing with statutory compliance are validated and honoured by both sides.

3. Provide the number of Employees / Workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Benefits	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY25-26 (Current FY)	FY24-25 (Previous FY)	**FY25-26 (Current FY)**	FY24-25 (Previous FY)
Employees	-	-	-	-
Workers	-	-	-	-

4. Does the Entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

   The Company extends all possible support to employees whose careers might have ended due to retirement or retrenchment. The benefits extended are in accordance with the local laws.

5. Details on assessment of value chain partners (supply chain partners):

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	100%
Working Conditions	A procedure is in place to assess the working conditions of value chain partners.

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

   As per the internal EHS audit procedure and assessment carried out, all the observations and non-conformances are properly recorded and notified for closeout. Once closeouts are done, they are recorded with details of closeouts. These details can be retrieved from respective sites, manufacturing units and operations.

   All the suppliers and contractors of the Company are evaluated on their safety infrastructure processes and strengths before awarding a contract. The continued monitoring and measuring of suppliers and contractors ensure a comprehensive safe environment. This is further enhanced with regular refresher training sessions and capacity-building programmes. In addition, periodic site visits by the senior management and site audits improve the EHS performance.

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.

   HCC has systematically identified, prioritised, and engaged with a diverse set of stakeholders considering the present and potential impacts of its business on them and vice versa. In line with its business models, the Company has identified the following as key stakeholder groups:

Stakeholders	Basis of Identification
Customers / Clients:	Government owned enterprises (central and state) contribute to majority of the Company's current orderbook, hence they are the largest clients for the businesses. In addition to providing the business, they also determine policies for various areas as well as determine the plans for various sectors.
Suppliers / Subcontractors:	EPC have significant dependence on supply chain partners for sourcing of key raw materials e.g., cement, aggregates, steel and other materials for construction projects and outsourcing activities such as low-end civil works in construction projects. To maintain sustainable growth, these partners are key elements in meeting the delivery and cost objectives for various contracts.
Employees and workforce:	Construction is a labour-intensive activity, and HCC employs over 25,000 workers in addition to >1,100 of its own employees. Hence, their skills development, health and well-being are important for the Company's ongoing and future operations.
Investors and Shareholders:	Investors and shareholders make an important contribution to the growth of the Company by providing financial resources. They also play an important role through exercise of their voting rights with respect to important plans of the Company.

Stakeholders	Basis of Identification
JV Partners:	Partnership development is a critical management approach in the strategic business sector, minimizing business risk during the bid and project execution.
Local Communities:	HCC helps catalyse socio-economic development of communities around its project sites at various locations across the country. Focus is on underprivileged and marginalized sections to enable them to bring them on-par with others.

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 and Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers / Clients:	No	Business interactions, client satisfaction surveys	Quarterly	Customer satisfaction and feedback, project delivery, timeline, challenges faced during execution.
Suppliers / Subcontractors:	No	One-on-one engagement continuously to fulfil the requirements and resolve the issues.	As and when required	Need and expectation, schedule, supply chain issues, need for awareness and other training, their regulatory compliance, EHS performance etc.
Media	No	Press Releases, Quarterly Results, Annual Reports, stock exchange filings and corporate website, Access information and media interactions	As and when required	Performance reporting, good practices, project show cases, etc are discussed and reported.
Employees & workforce:	No	regular communications, newsletter HCC News, emailer E&C connect, employee intranet, departmental meetings, training programs, and structured performance management system.	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.
Investors and Shareholders:	No	Press Releases, dedicated email ID for Investor Relations, Quarterly Results, Annual Reports, AGM (Shareholders interaction), Quarterly investor presentation, Investors meets, stock exchange filings and corporate website.	As and when required	To understand their need and expectation which are material to the Company. Key topics are company's financial performance etc.
JV Partners:	No	Business interactions	As and when required	To understand their need and expectations which are material to the Company.
Local Communities:	Yes. (Some of the Company's CSR Project Beneficiaries)	Direct engagement and through the Company's CSR project implementation partners (NGOs)	As and when required	Their expectations and feedback on impact / success of CSR project and further scope of community engagement.

Leadership Indicators

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

The Company has established several committees to oversee and manage areas related to Environmental, Social, and Governance (ESG) issues. Among these are the Corporate Social Responsibility (CSR) Committee, the Risk Management Committee, and the Stakeholders Relationship Committee. In accordance with their respective terms of reference, these statutory and internal committees convene regularly to review the company's performance in their designated areas.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Stakeholder consultation is actively utilized to support the identification and management of environmental and social topics. Specifically, structured consultation and participation processes are in place for both employees and workers. For workers, representatives regularly participate in monthly committee meetings where they present their concerns for discussion. Management addresses these issues directly, ensuring that workers' voices are heard and acted upon. Additionally, suggestion boxes are strategically placed at various project sites, providing workers with an accessible platform to express their concerns. These suggestions are carefully reviewed during project meetings, and appropriate actions are taken to resolve any issues raised.

Similarly, regular meetings are held with employees to gather their input on environmental and social topics. These inputs are systematically documented and discussed by the project management team, who then implement relevant measures in response to the feedback received. This ongoing dialogue ensures that the policies and activities of the entity are continuously informed by the perspectives and concerns of its stakeholders.

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

NIL

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 25-26 (Current Financial Year)**			FY 24-25 (Previous Financial Year)		
	Total (A)	**No. of employee / workers covered (B)**	**% (B / A)**	Total (C)	No. of employee / workers covered (D)	% (D / C)
Employees						
Permanent	888	-	-	883	-	-
Other than permanent	37	-	-	27	-	-
Total Employees	**925**	**-**	**-**	**910**	**-**	**-**
Workers						
Permanent	2,570	-	-	2,148	-	-
Other than permanent	4,432	-	-	4,716	-	-
Total Workers	**7,002**	**-**	**-**	**6,864**	**-**	**-**

Training on various issues related to human rights like POSH etc.

2. Details of minimum wages paid to Employees and Workers, in the following format:

Category	FY 25-26 Current Financial Year					FY 24-25 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)
Employees Permanent										
Male	833	-	-	-	-	-	-	-	-	-
Female	55	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	36	-	-	-	-	-	-	-	-	-
Female	1	-	-	-	-	-	-	-	-	-
Workers Permanent										
Male	2,570	-	-	2,570	100%	2,148	-	-	2,148	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	4,432	4,432	100%	-	-	4,716	4,716	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-

*100% coverage of employees and workers towards payment of equal to / more than minimum wages.

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

a. Median remuneration / wages:

Benefits	Male		Female	
	Number	Median remuneration / salary/ wages of respective category (In Rupees)	Number	Median remuneration / salary / wages of respective category (In Rupees)
Board of Directors (BOD) (Whole-time Directors)	2	5,25,00,000	-	-
Key Managerial Personnel	2	2,15,24,228	-	-
Employees other than BOD and KMP	865	13,20,111	56	12,81,006
Workers	2,570	-	-	-

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.8%	4.69%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The Company is compliant to all national and international norms and guidelines on human rights. The HR and IR team acts as the single point of contact for such issues.

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

Any grievances related to human rights issues may be reported to the HR / IR team directly in person or through email or a written grievance.

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

Benefits	**FY 25-26 Current Financial Year**			FY 24-25 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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour / Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human Rights related issues	-	-	-	-	-	-

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

   We have established a host of policies like the Code of Conduct, Vigil mechanism, Prevention of Sexual harassment at the Workplace etc. that outline the various redressal mechanisms available to all employees. Additionally, there are elaborate guidelines which must be followed by the investigating authority to ensure that confidentiality is maintained and victimization is prevented.

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

   Yes. The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses.

10. 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%
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

    We do not foresee any significant risks / concerns.

Leadership Indicators

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

   No complaint received in FY2026 for human rights violation.

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

The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. Further, the Company conducts regular audits and inspections through internal audit protocols by EHS and IR departments on EHS and human rights issues. The scope of audit covers all project sites and corporate offices.

3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

All of the permanent facilities and office buildings are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

% of Value chain partners (by value of business done with such partners) that were assessed	
Child labour	-
Forced / involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others – please specify	-

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

Not applicable

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:

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) **(GJ)**	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**-**	**-**
From non-renewable sources		
Total electricity consumption (D) (**GJ**)	1,44,533.95	1,26,670.27
Total fuel consumption (E) (**GJ**)	2,76,151.97	2,97,590.13
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,20,685.92	4,24,260.40
Total energy consumed (A+B+C+D+E+F)	**4,20,685.92**	**4,24,260.40**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	**10.68**	**8.84**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	218.18	178.50
Energy intensity in terms of physical output	-	-
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. Not Applicable.

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

Parameter	**FY 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	94,485	1,27,945
(ii) Groundwater	79,773	8,263
(iii) Third party water	48,907	2,03,592
(iv) Seawater / desalinated water	-	2,929
(v) Others	-	12,742
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**1,34,057**	**3,55,048**
Total volume of water consumption (in kilolitres)	**2,27,052**	**3,17,125**
Water intensity per rupee of turnover (Water consumed / turnover)	-	0.007
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	-	3.4
(Total water consumption / Revenue from operations adjusted for PPP)	**-**	**3.4**
Water intensity in terms of physical output	-	-

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 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)	-	-
(i) To Surface water	-	-
- No treatment	20,102	40,416
- With treatment – please specify level of Treatment	37,491	4,199
(ii) To Groundwater	-	-
- No treatment	12,527	10,429
- With treatment – please specify level of Treatment	72,008	18,430
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	21,561
(iv) Sent to third-parties	-	-
- No treatment	-	70,057
- With treatment – please specify level of treatment	3,621	-
(v) Others	-	-
- No treatment	-	58,555
- With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	**1,28,131**	**2,23,648**

All the plants under our scope have treatment facilities and operates under Zero Liquid Discharge (ZLD)

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

No. The Company does not have any manufacturing facility, hence Zero Liquid discharge will not be applicable. However, at the project site, all the wastewater is treated and treated wastewater is recycled or reused as appropriate.

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

Parameter	Unit	**FY 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
NOx	Tonnes	3.67	4.50
SOx	Tonnes	5.76	4.69
Particulate matter (PM)	Tonnes	0.33	0.09
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – (ODS)	Tonnes	NA	NA

*NOx, SOx and PM emissions are estimated from annual diesel consumption using CPCB emission factors. SOx is based on fuel sulphur content.

NA- Not Applicable

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**

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

Parameter	Unit	**FY 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, $N2_O$, HFC_s, PFC_s, SF_6, NF_3, if available)	Metric tonnes of CO_2 Equivalent	20,462.86	22,051.43
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N2O, HFC_s, PFC_s, SF_6, NF_3, if available)	Metric tonnes of CO_2 Equivalent	28,505.31	25,580.36
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO_2 Equivalent Per R Bn	1.24	0.99
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		25.40	24.70
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No.

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

Parameter	**FY 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
Total Waste generated		
Plastic waste (A) (in metric tonnes)	20.10	240
E-waste (B)	3.76	12.36
Bio-medical waste (C)	0.19	0.10
Construction and demolition waste (D)	29,213.0	2,000.0
Battery waste (E)s	0.57	3.06
Radioactive waste (F)	-	-

Parameter	**FY 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
Other Hazardous waste. Please specify, if any. (G) a) Used Oil b) MS Drums	 26.74 3.48	 25.40 11.28
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)) a) Steel scrap b) Cement bags	 5136.81 13.35	 11,473.2 550.0
Total (A + B + C + D + E + F + G + H)	**34,418.26**	**14,315.40**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.87	0.36
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	17.85	7.42
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	-	-
Category of waste		
(iv) Incineration	-	-
(v) Landfilling	-	-
(vi) Other disposal operations (Disposed through authorised vendors)	34,418.26	14,315.40

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.

    HCC is (ISO 14001:2015) certified, with the certification encompassing all operations, including offices, headquarters, construction sites, and temporary facilities. Under its Environmental Management System, the Company has established comprehensive procedures for waste management covering waste identification, segregation, collection, recycling, and safe disposal. The Company also focuses on minimizing the use of hazardous and toxic chemicals in its processes and has implemented appropriate measures for their safe handling, storage, and disposal.

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

Sr. No.	Location of operations / offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y / N) If no, the reasons thereof and corrective action taken, if any.
1	Agardanda Creek Bridge Project	Construction	The project falls under the Coastal Regulation Zone (CRZ). Environmental Clearance (EC) has been obtained which falls under the Client's scope.

The above selected projects mentioned herein are the Company's major construction projects.

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

The Company did not conduct any Environmental Impact Assessments (EIA) for projects or industrial facilities during FY 2025–26, as undertaking EIAs for construction projects falls under the scope of the project proponents. The Company ensures that all applicable regulatory approvals and clearances, including EIA approvals wherever required, are obtained by the proponent prior to commencement of construction activities.

Name and brief details of project	EAI notification no.	Date	Whether conducted by independent external agency (yes / no)	Results communicated in public domain (yes / no)	Relevant Web link
None	–	–	–	–	–

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).

Yes, all Company projects and facilities comply with applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and associated rules.

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

Sr. 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
-	-	-	-	-
-	-	-	-	-

Leadership Indicators

Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	**FY 25-26 (Current Financial Year) GJ**	FY 24-25 (Previous Financial Year) GJ
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**-**	**-**
From non-renewable sources		
Total electricity consumption (D) {purchased electricity}	1,44,533.95	1,26,670.27
Total fuel consumption (E)	2,76,151.97	2,97,590.13
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**4,20,685.92**	**4,24,260.40**

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**

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

None.

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

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	**FY 25-26 (Current Financial Year)**	FY 24-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the Entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**NA**	**NA**

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

Parameter	Unit	**FY25-26 (Current Financial Year)**	FY24-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 Equivalent / Billion INR	NA	NA
Total Scope 3 emission intensity – (optional) – the relevant metric may be selected by the Entity			

At present only Scope 1 and 2 emissions are being captured and calculated.

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**

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the Entity on biodiversity in such areas along with prevention and remediation activities.

   Currently, only one HCC project falls under the Coastal Regulation Zone (CRZ) Notification, 2011, as identified through the respective Environmental Impact Assessment (EIA) studies. All required Environmental Clearances (EC), approvals, and permits are in place. The Company ensures compliance with the stipulated EC conditions through regular submission of regulatory compliance reports. In addition, valid Consent to Establish (CTE) and Consent to Operate (CTO) have been obtained for batching plants, precast yards, fabrication yards, and other applicable industrial facilities associated with the project.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Promoting sustainable construction	Reduction in CO2 impact by Using supplementary cementitious materials in concrete	GHG emission of 4775.12 Ton CO2eq saved due to usage of fly ash and GGBS instead of cement.
2	Deployment of electric vehicles for project operations	05 electric vehicles were deployed for project operations to promote cleaner mobility and reduce dependency on conventional fossil fuel.	Reduction in fossil fuel consumption, lower GHG emissions, and promotion of cleaner and sustainable mobility within project operations.
3	Server virtualization (HCI)	Migration of ~25 physical servers to 3 Nutanix servers.	Reduced energy consumption and improved IT efficiency.

5. Does the Entity have a business continuity and disaster management plan? Give details in 100 words / weblink

   The Company has established emergency preparedness plans at each project site to deal with the emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid.

   As the founder member of the Disaster Resource Partnership (DRP) formed at the World Economic Forum in 2004, HCC ensures that the core strengths and existing capacities of the Infrastructure and Urban Development community are mobilized during and after crisis to reduce suffering and save lives. HCC became a co-founder and regional coordinator of the Disaster Resource Network India in November 2002. DRN India's missions were to train private firm personnel in disaster relief, and to make plans and structures that could become operational in crises. When disaster strikes, we're the first responders with heavy equipment and satellite communication systems availability. Before external help arrives, we know what infrastructure has broken down, how to repair it and what the requirements are. With trained personnel in disaster response, we offer help to local authorities in rescue and relief operations.

   The plan is available on the Website of the Company at http://hccindia.com/about-us/beyond-bread/disaster-relief

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

   No significant adverse impact has been reported from any value chain partners. A separate Code of Conduct (CoC) has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labour practices, minimum wages.

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

   None

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

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

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

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industry (CII)	National
2	World Economic Forum (WEF)	Global
3	Construction Federation of India (CFI)	National
4	United Nations' Global Compact's CEO Water Mandate	Global
5	Young Presidents' Organization (YPO) Mumbai chapter	National

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

   During the year, there were no such cases.

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

Leadership Indicators

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

   HCC is represented by its Vice Chairman and Managing Director, Mr. Arjun Dhawan at several national and global, governmental, departmental and industries forums. The Company proactively engages with various stakeholders including industry chambers, associations, governments, and regulators and provides its inputs on various areas such as infrastructure development and construction, health, and safety, amongst others. The Company is committed to engage in the public policy advocacy process in a responsible and ethical manner.

Sr. No.	Public Policy Covered	Method restored for such advocacy	Whether information in public Domain	Frequency of review by Board	Web Link if available
-	-	-	-	-	-
-	-	-	-	-	-

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief detail of the project	SIA Notification Number	Date of Notification	Whether conducted by independent external agency	Results communicated in public domain	WebLink if available
NA	NA	NA	NA	NA	NA

   NA: Data not applicable

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

   Not applicable. No rehabilitation and resettlement were undertaken by the Entity during this reporting period.

Sr. No	Name of the project for which R&R is going	State	District	No. of Projects Affected families	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in ₹)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

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

   At the Company's construction sites, public complaints are collected through suggestion box and mail. The complaints or grievances received from community is addressed by the site management involving the industrial and administration department and also the clients, as applicable. Any issue which is unresolved or needs management intervention is escalated to the respective business heads.

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

	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Directly sourced from MSMEs / Small Producer	18%	18%
Directly from within India	86%	86%

   The data is for the three projects in Maharashtra state and the sourcing pattern remains similar for rest of India.

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.

	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Rural	88%	85.98%
Semi-urban	-	-
Urban	-	-
Metropolitan	12%	14.02%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
No negative social impact has been identified in social impact assessment.	N.A.

   NA: Not available

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

Sr. No.	Aspirational District	Amount spent (In ₹)
-	-	-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups?

   HCC is engaged in the business of construction and engineering and majority of the Company's procurement is of industrial origin and procured in bulk. The Company does not have a preferential procurement policy to purchase from suppliers comprising marginalized / vulnerable groups.

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

   Not Applicable.

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

   Not Applicable.

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

   Not applicable as the Company does not have any intellectual properties owned or acquired by the Entity (in the current financial year), based on traditional knowledge.

Sr. No.	Intellectual Property based upon traditional knowledge	Owned / Acquired (Yes / No)	Benefit (Yes / No)	Benefits of calculating benefit share
-	-	-	-	-

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

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
-	-	-	-

   The Company's projects are designed to serve the beneficiaries from the underprivileged, marginalised, vulnerable and backward communities of the society.

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.

   The Company collects feedback forms from client / customer every six months as per the Company's established IMS documented information. Customers evaluate the performance and provide rating on the following parameters:

   - Designing / Detail Engineering
   - Planning
   - Construction Capability
   - Project Quality
   - Management

   Customer complaints are received through email, transmittal letter communications and verbal communications directly to project management teams. A complaint register is maintained for customers to record their complaints as per the established IMS documented information.

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 Safe and responsible usage Recycling and / or safe disposal	Not applicable as the Company does not have specific consumer product or product range.

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

	FY 25-26 (Current Financial Year)		**Remarks**	FY 24-25 (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:
The Company does not have any specific consumer products, hence not applicable.

	Number	Reason for Call
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the Entity have a framework / policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy.

Yes, the Company has a framework / policy on cyber security and risks related to data privacy and the said Policy is available on Company Intranet portal.

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.

None.

7. Provide the following information relating to data breaches:

a) Number of instances of data breaches along with impact

There were no data breaches during the year.

b) Percentage of data breaches involving personally identifiable information of customers-

NIL

c) Impact, if any, of the data breaches

NIL

Leadership Indicators

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

   The Company's business offerings can be found on the website: http://hccindia.com/.

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

   The Company does not operate in B2C model. For projects, regular interaction with the client is conducted during the execution phase. The Company extends an opportunity to explain about its innovations, new technology and techniques that are implemented to enhance product quality and work methodology.

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

   During execution of construction projects and transport of heavy machinery, the clients and concerned departmental authorities are informed through transmittal letters and their permissions are sought for road closure, traffic diversion and isolation of essential services.

4. Does the Entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief. Did your Entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the Entity, significant locations of operation of the Entity or the Entity as a whole? (Yes / No)

   Not applicable, as the Company operates in B2B model. The average customer satisfaction score during FY25-26 was 93.20%.