हिन्दुस्तान कॉपर लिमिटेड

भारत सरकार का उपक्रम
A GOVT. OF INDIA ENTERPRISE

HINDUSTAN COPPER LIMITED

CIN No. : L27201WB1967GOI028825

पंजीकृत एवं प्रधान कार्यालय
Registered & Head Office

ताम्र भवन TAMRA BHAVAN
1, आशुतोष चौधरी एवेन्यू
1, Ashutosh Chowdhury Avenue,
पो०बॉ०सं० P.B. NO. 10224
कोलकाता KOLKATA - 700 019

No. SCY/CA/59/2026 27.08.2026

To,
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001
BSE Scrip Code: 513599

To,
National Stock Exchange of India Ltd
Exchange Plaza, C-1, Block G
Bandra-Kurla Complex, Bandra (East)
Mumbai 400 051
NSE Symbol: HINDCOPPER

Sub: Business Responsibility and Sustainability Report 2025-26 of Hindustan Copper Ltd

Sir / Madam,

In terms of Regulation 34 (2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, a copy of Business Responsibility and Sustainability Report (BRSR) 2025-26 of the Company along with Assurance Statement thereon is submitted for information and record please. The said BRSR 2025-26 is also available at the Company's website at the following link:

Business-Responsibility-Sustainability-Report-2025-26.pdf

Thanking you,

Yours faithfully,

MRITUNJAY KUMAR DEV
Digitally signed by MRITUNJAY KUMAR DEV
Date: 2026.08.27 17:40:07 +05'30'

(Mritunjay Kumar Dev)
Company Secretary &
Compliance Officer

Encl. as stated

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

FY 2025-26

Hindustan Copper Limited

(A Government of India Enterprise)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27201WB1967GOI028825
2	Name of the Listed Entity	HINDUSTAN COPPER LIMITED (A Government of India Enterprise)
3	Year of incorporation:	9th November 1967
4	Registered office address:	'Tamra Bhavan' 1, Ashutosh Chowdhury Avenue, Kolkata – 700019, West Bengal, India Tel. No: (033) 2202 1000
5	Corporate address:	'Tamra Bhavan' 1, Ashutosh Chowdhury Avenue, Kolkata – 700019, West Bengal, India Tel. No: (033) 2202 1000
6	E-mail:	investors_cs@hindustancopper.com
7	Telephone:	(033) 2202 1000
8	Website:	www.hindustancopper.com
9	Financial year for which reporting is being done.	2025-26
10	Name of the Stock Exchange(s) where shares are listed.	• National Stock Exchange of India Ltd Exchange Plaza, C-1, Block G, Bandra-Kurla Complex, Bandra (East), Mumbai 400 051, India. • BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400 001, India.
11	Paid-up Capital:	Rs. 4,83,51,20,100/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Shri Mritunjay Kumar Dev, Company Secretary & Compliance Officer (033) 2202 1000 mritunjay_kd@hindustancopper.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
14	Name of assessment or assurance provider	**ISSPL Limited**
15	Type of assessment of assurance obtained	Reasonable Assurance on BRSR Core

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Mining and quarrying	Mining of Metal Ores	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Mining of Copper Ore(Copper Concentrate)	07291	99.83%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International	-	-	-

Name of Plants: Khetri Copper Complex (KCC), Indian Copper Complex (ICC), Malanjkhand Copper Project (MCP), Taloja Copper Project (TCP), Gujarat Copper Project (GCP)
Name of Offices : HCL Corporate Office (CO), Kolkata & Regional Office(RO), New Delhi
Note: GCP site not in operation.The operational data not included.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	1

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

The contribution of Exports as a percentage of the Total Turnover is 13.31%.

c. A brief on types of customers

Total tonnage of copper concentrate produced is being sold through Online Open Tendering process using Government NIC portal for the Domestic/International customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES*(Executives)*					
1.	Permanent (D)	552	500	90.58	52	9.42
2.	Other Than Permanent (E)	110	103	93.64	7	6.36
3.	Total Employees (D+E)	662	603	91.09	59	8.91
	WORKERS					
4.	Permanent (F) *(Non-executive employees)*	602	569	94.52	33	5.48
5.	Other Than Permanent (G)*(Hired through contractors)*	2008	1957	97.46	51	2.54
6.	Total Workers(F+G)	2610	2526	96.78	84	3.22

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES*(Executives)*					
1.	Permanent (D)	18	16	88.89	2	11.11
2.	Other Than Permanent (E)	0	0	0	0	0
3.	Total differently abled Employees (D+E)	18	16	88.89	2	11.11
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	10	10	100	0	0
5.	Other Than Permanent (G)	0	0	0	0	0
6.	Total differently abled Workers (F+G)	10	10	100	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6*	0	0
Key Management Personnel	1**	0	0

*(*Including Functional Directors, Govt. Nominee Directors and Independent Directors **Excluding Functional Directors)*

22. Turnover rate for permanent employees and workers(Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.39	2.00	5.09	5.83	6.67	5.89	7.66	11.76	7.99
Permanent Workers	0.82	0	0.78	0.88	2.15	0.97	0.95	0	0.88

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Chhattisgarh Copper Ltd	Subsidiary	74	No
2.	Khanij Bidesh India Ltd	Joint Venture	30	No

VI. CSR Details

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

(ii). Turnover (in Rs): Rs 30779207017.21/- (Revenue from operations in Rs)

(iii). Net worth (in Rs): Rs 31360528773.55/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://pgportal.gov.in/	0	0	-	0	0	-
Investors (other than shareholders)	N.A.	0	0	Hindustan Copper Ltd. does not have investors other than shareholders	0	0	-
Shareholders	https://www.hindustancopper.com/Page/companysec	4	0	-	4	0	-
Employees and workers	https://www.hindustancopper.com/Content/PDF/EPMS.pdf,https://www.hindustancopper.com/Page/HCLForum	0	0	-	0	0	-
Customers	Complaints are being addressed over mails.	0	0	-	0	0	-
Value Chain Partners	1. Weblink "https://samadhaan.msme.gov.in/MyMsme/Govoffices/COM_Ministry_Welcome.aspx" for "MSME *SAMADHAAN*- Delayed Payment Monitoring System". 2. Apart from the above mentioned platform, complaints/	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	grievances of the vendors are being addressed as per the guidelines of "Incident Management Policy" of etendering Platform (GeM) Weblink "https://gem.gov.in/"						
Other (please specify)-	https://pgportal.gov.in/	93	0	Includes employees, ex-employees and stakeholders	173	0	-
Total		**97**	**0**		**177**	**0**	-

Note: 358 compliants filed by employees and workers during FY 2025-26 on health and safety at site level. But there are zero grievances.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Adoption of new technology	O	Outdated technology and obsolete infrastructure.	1. Upgradation to the new efficient technologies. 2. Modernization of existing Copper complex infrastructure.	Positive
2.	Employee Health & Safety (Including Working Conditions)	R	Lost Time Injury Frequency Rate (LTIFR).	1. Build Safety Leadership capability at all levels to achieve zero harm. 2. Excellence in Process Safety Management (PSM). 3. Achieve zero harm to contract employees by strengthening deployment of Contractor Safety Management Standard. 4. Improvement in working conditions (Implementation of 5S). 5. Implementation of latest Occupational Safety & Health Management System Standards (OSHAS).	Negative
3.	Research and Development	O	Environmental and Social Impact	1. Conducting Life Cycle Assessment of the product. 2. Investments in specific technologies to improve the environmental and social impacts of products and processes.	Positive
4.	Critical incident risk management	R	Waste Management	1. Significant operational hazards associated with the structural integrity of Tailings Storage facilities (TSFs).	Negative

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.

The National Guidelines for Responsibility Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

PRINCIPLE 1:	PRINCIPLE 2:	PRINCIPLE 3:
Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Business should provide goods and services in a manner that is sustainable and safe.	Business should respect and promote the well-being of all employees, including those in their value chains.
PRINCIPLE 4:	**PRINCIPLE 5:**	**PRINCIPLE 6:**
Business should respect the interests of and be responsive to all its stakeholders.	Business should respect and promote human rights.	Business should respect and make efforts to protect and restore the environment.
PRINCIPLE 7:	**PRINCIPLE 8:**	**PRINCIPLE 9:**
Business, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Business should promote inclusive growth and equitable development.	Business should engage with and provide value to their consumers in a responsible manner.

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.hindustancopper.com/Page/CodeandPolicy https://www.hindustancopper.com/Page/HCLForum https://www.hindustancopper.com/Page/Sustainability								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
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.**		ISO 9001:2015 *(at MCP,KCC,ICC& TCP)* ISO 14001:2015 *(at MCP & KCC)*	ISO 45001:2018 *(at MCP & KCC)*			IMS (Integrated Management System) inclusive of ISO 9001:2015, ISO 14001:2015 *Remaining Sites Viz ICC and TCP ISO* 9001:2015 is practiced			
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**						Nil			
6.	**Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.**						N.A.			
	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)** HCL, a Mini Ratna Category -I Central Public Sector Enterprise under the Ministry of Mines, Government of India, is committed to achieve sustainability in terms of Environment, Social and Governance (ESG) aspects. HCL acknowledges its role in mitigating the impact of climate change and prioritizes environmental stewardship. As a responsible corporate organization, HCL is fully conscious of its societal responsibilities. The company places significant emphasis on Corporate Governance.									
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**						Dr. Sanjeev Kumar Sinha Director (Operations) & Addl. Charge Director (Mining) (DIN: 10993006)			
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.**						No			

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board /Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Director									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Director									Annually								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	**Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).**	No	No	No	No	No	No	No	No	No

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)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
It is planned to be done in the next financial year (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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 (BoD)	2	**(P-4)**	33
Key Managerial Personnel (KMP)	2	**(P-3), (P-6), (P-7)**	100
Employee other than BoD and KMPs (Executives)	118	**(P-1), (P-3), (P-7)**	93.67
Workers	43	**(P-1), (P-3), (P-7)**	55

Note: Topics covering different Principles are:
P-1 (Program on "Forensic Accounting & Red Flags for Prevention of Frauds, Program on Preventive Vigilance); P-3 (Program on "Awareness & Early Detection on Cancer", Program on "Stroke Management - Prevention & Precautions", Labour Codes, Health Care workers, Workshop on Happiness); P-4 (Training program on 'Master Class for Building Better Boards'); P-6 (Advanced Training on Environmental, Social Governance Standard, Statutory issues on Environmental clearance & Forest Clearance).

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/ No)**
Penalty / Fine	P6	CGWA – NOC	2,30,43,605/-	Excess mine Dewatering than NOC Quantity – Khetri	No
	P6	CGWA – Khetri	2,50,000/-	Non working Water Meters	No
	P6	Indian Bureau of Mines	5,00,000/-	Excess ore production during the year 2023-24	No
Settlement	Nil	N.A.	N.A.	N.A.	N.A.
Compounding fee	Nil	N.A.	N.A.	N.A.	N.A.

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

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

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

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

Yes. The company has formulated its Code of Ethics & Business conduct for employees, Whistle Blower Policy and Hindustan Copper Limited (Conduct, Discipline and Appeal) Rules, 2021 which pertain to maintenance of ethics and prevention of bribery & corruption. Its Code of Business Ethics governs the manner in which the Company carries out its activities and interacts with its stakeholders.
Following are the weblinks:
https://www.hindustancopper.com/Content/PDF/Code_of_Fair_Disclosure_Code_of_Conduct_Designated_Person.pdf
https://www.hindustancopper.com/Content/PDF/Whistle_Blower_Policy.pdf

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

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

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

N.A.

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

	FY 2025-26	FY 2024-25
Accounts payable *365	711279277571.15	423433261256.45
Cost of goods/services procured	14568866267.79	11958139762
Number of days of account payables	49	35

9. **Open-ness of business**

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil

Parameter	Metrics	FY 2025-26	FY 2024-25
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	N.A.	N.A.
	b. Number of dealers /distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers /distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made) *Khanij Bidesh India Ltd.*	0	Nil

Leadership Indicators

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

Total number of Awareness Programmes held	Topics/Principles under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	NA	NA

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.

Hindustan Copper Limited (HCL) has formulated the following key governance policies as part of its commitment to ethical and transparent corporate practices:

- Code of Fair Disclosure **and** Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons
- Policy on Materiality of Related Party Transactions and Policy on Dealing with Related Party Transactions

These policies are aimed at enhancing **Corporate Governance** by ensuring a fair, ethical, and transparent approach in managing the affairs of the Company. They serve to safeguard the interests of stakeholders and ensure compliance with applicable regulatory requirements.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	30.10%	3.10%	• Subsidence Monitoring Survey of Mining Lease at ICC • Procurement and installation of PH/ EC/ TDS Meter for R&D Use at ICC • Study of Critical mineral in Ore, Tailings and Concentrate of ICC • Feasibility Study for Tailing Water Recovery at KCC Technical consultancy & monitoring of the Reclamation/Rehabilitation work at KCC • Subsidence study for Mine leases at KCC
Capex	1.04%	1.08%	• Energy efficiency improvement & Sustainable production/process improvements at ICC • EIA study and consultancy for EC amendment of Rakha and Kendadih Mine • The procurement of OIL SKIMMER, LED Lights & energy efficient equipments etc at MCP • Maintenance-free batteries & BS-VI compliant Boom Crane mounted on truck body at MCP

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

   No

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

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.**

Plastics (including packaging)	Empty Plastic Drums/Cans and waste Rubber items are sold to actual recyclers through MSTC Ltd.'s tendering process.
E-waste	E-waste is sold to State Pollution Control Board (SPCB) authorized actual recyclers/ agencies vendors through MSTC Ltd.'s tendering process.
Hazardous Waste	Hazardous wastes are sold to SPCB authorized agencies/ vendors through MSTC Ltd.'s tendering process.
Other Waste	Wooden pallet, Iron scrap, Steel Strap including Cold Roll Control Annealed (CRCA) wastes are sold through MSTC Ltd.'s tendering process. Bio-medical Waste generated are handed over to SPCB authorized Common Bio-medical Waste Treatment Facility (CBWTF).

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.**

   No.

Leadership Indicators

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
	Not conducted				

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

Name of Product / Service	Description of the risk / concern	Action Taken
Copper Concentrate	Air Pollution Water Pollution	Pollution prevention and control measures are implemented in accordance with the guidelines of the Ministry of Environment, Forest and Climate Change (MoEF&CC), State Pollution Control Boards (SPCBs), and the Indian Bureau of Mines (IBM). These measures are regularly reviewed and upgraded to ensure continued compliance with evolving environmental standards and regulatory requirements.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Continuous Cast Copper Wire Rod (CCR) rejected in quality	13.66	14.00

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:**

Disposed off to Authorised Agencies/ Vendors/ Disposal Facilities

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
E-waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Hazardous waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other waste	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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
N.A.	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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES *(Executives)*											
Male	500	500	100	500	100	NA	NA	500	100	500	100
Female	52	52	100	52	100	52	100	NA	NA	52	100
Total	552	552	100	552	100	52	100	500	100	552	100
OTHER THAN PERMANENT EMPLOYEES											
Male	103	NA	NA	103	100	NA	NA	NA	NA	103	100
Female	7	NA	NA	7	100	7	100	NA	NA	7	100
Total	110	NA	NA	110	100	7	100	NA	NA	110	100

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	569	569	100	569	100	NA	NA	569	100	569	100
Female	33	33	100	33	100	33	100	NA	NA	33	100
Total	602	602	100	602	100	33	100	569	100	602	100
OTHER THAN PERMANENT WORKERS											
Male	1957	NA	NA	1957	100	NA	NA	NA	NA	1957	100
Female	51	NA	NA	51	100	51	100	NA	NA	51	100
Total	2008	NA	NA	2008	100	51	100	NA	NA	2008	100

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.55%	0.94%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Others-Retrenchment Benefits etc	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

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

Yes

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

Yes, the Company has formulated Equal Opportunity Policy and the same can be accessed at https://www.hindustancopper.com/Page/HCLForum

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

	Permanent employees *(Executives)*		Permanent workers *(non-Executives)*	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, in HCL there is a "Workmen's Grievance Redressal Procedure" for Workers. An aggrieved worker may submit his/her grievance to their reporting officer and further to the next chain in command, if not satisfied.
Other than Permanent Workers	Yes, other than permanent workers may submit their grievance to their reporting officer in the Company.
Permanent Employees	Yes, permanent employees may submit their grievance to their reporting officer and further to the next chain in command, if not satisfied.
Other than Permanent Employees	Yes, other than permanent employees may submit their grievance to their reporting officer in the Company.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D /C)
Total Permanent Employees (Executives)	552	517	93.66	587	558	95.06
Male	500	467	93.40	539	512	94.99
Female	52	50	96.15	48	46	95.83
Total Permanent Workers (Non-Executives)	602	602	100	687	676	98.40
Male	569	569	100	647	636	98.30
Female	33	33	100	40	40	100

8. **Details of training given to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					EMPLOYEES *(Executives)*					
Male	500	193	38.60	397	79.40	539	171	31.73	475	88.13

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Female	52	13	25.00	33	63.46	48	18	37.50	40	83.33
Total	552	206	37.32	430	77.90	587	189	32.20	515	87.73
WORKERS										
Male	569	163	28.65	247	43.41	647	186	28.75	237	36.63
Female	33	2	6.06	5	15.15	40	2	5	2	5
Total	602	165	27.41	252	41.86	687	188	27.37	239	34.79

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES *(Executives)*						
Male	500	500	100	539	539	100
Female	52	52	100	48	48	100
Total	552	552	100	587	587	100
WORKERS						
Male	569	569	100	647	647	100
Female	33	33	100	40	40	100
Total	602	602	100	687	687	100

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, Occupational Safety & Health Management System Standard ISO 45001:2018 have been established at MCP & KCC.

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

The following processes are used by the Company to identify work-related hazards & assess risks on a routine and non-routine basis:

- Hazard Identification and Risk Assessment.
- Safety Management Plan.
- Safety Inspections / Observations.
- Accident Investigation.
- Interactions with employees.
- Meetings of the Pit Safety Committee.
- Action on observations of Workman Inspectors.

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 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees (Executives)	0	0
	Workers (both permanent & contractual)	2.244	0
Total recordable work-related injuries	Employees (Executives)	0	10
	Workers (both permanent & contractual)	67	19
No. of fatalities (safety incident)	Employees(Executives)	0	1
	Workers (both permanent & contractual)	2	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees(Executives)	0	1
	Workers (both permanent & contractual)	0	0

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

- SOPs are framed for each work and work is carried out in accordance with the SOPs.
- The 'Zero Harm Policy' has been implemented at the units.
- Regular training, including pre-employment safety induction and on job training of workers is in place.
- Regular inspections are conducted by supervisors and senior officials.
- An 'on-site emergency plan' approved by the Chief Inspector of Factories is available.
- Mock drills and safety instructions are conducted at the beginning of each shift.
- Enquiry reports are prepared, discussed in the Pit Safety Committee Meeting and the recommendations are implemented.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Working conditions	0	0	Nil	67	17	Nil
Health and safety	358	21	Nil	94	23	Nil

Note: 358 compliants filed by employees and workers during FY 2025-26 on health and safety at site level. But there are zero grievances.

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.

As per the Group Personal Accident Insurance Policy, an amount of Rs. 20 lakh has been paid in respect of the two (02) fatalities pertaining to P3 EI Q11.

Leadership Indicators

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

Employees	Yes
Workers	Yes

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

- Bills of value chain partners are withheld from processing in our Finance Department until statutory dues are cleared.
- Temporary Return Reference Number (TRRN) used to check the status of PF Challan payment

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:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	**FY 2024-25**	**FY 2025-26**	**FY 2024-25**
Employees	0	1	0	1
Workers	0	0	0	0

Note: Two (02) fatalities reported at P3 EI Q.11 belongs to workforce under contractor.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5. Details on assessment of value chain partners:

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

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

None

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.**

   HCL has a well-defined mechanism to identify and engage with both internal and external stakeholders.
   External stakeholders such as suppliers, dealers, contractors, customers, and transporters are primarily identified through open tenders conducted via the Government e-Marketplace (GeM) and the Central Public Procurement (CPP) Portal. Investors are identified through periodic financial and regulatory disclosures. Regular correspondence and ongoing interaction are maintained with all stakeholders as part of HCL's comprehensive stakeholder engagement process.
   HCL also engages in various CSR activities to take care of the communities within a radius of 20 km from its units/offices with special emphasis on the marginalized groups.

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

Stakeholder Group	**Whether identified as Vulnerable &Marginalized Group (Yes/No)**	**Channels of communication** (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	**Frequency of engagement (Annually/Half yearly/ Quarterly / others – please specify)**	**Purpose and scope of engagement including key topics and concerns raised during such engagement**
Community	Yes	Community Meetings	Fortnightly	Understanding community issues and implementing CSR projects
Government Bodies / Statutory Bodies	No	Meetings, Emails, Letters	Event Based	Providing updates on the progress of various projects of the Company and periodical reporting
Suppliers, Customer, Dealers, Contractors, Transporters	No	Meetings, Emails, Letters, Notice Board, Website	Event Based	Concerns regarding products, tendering, procurement, etc.
Shareholders	No	Meetings, Emails, Newspaper, Notice Board, Website, correspondences with Stock Exchanges	Event Based	Spreading awareness, addressing grievances, and furnishing various information, reports, etc.

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.**

   None

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.**

   No

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

   Yes, the Company undertakes various initiatives to engage with disadvantaged or marginalized stakeholders with special needs. All decisions that impact such stakeholders are taken only post deliberations.

   Prior to implementation of CSR projects, inputs / feedback are taken from the community to identify feasible need-based CSR projects. The needs of the communities, especially the disadvantaged and marginalized amongst them, are prioritized.

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:**

	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /Workers covered (D)	% (D/C)
EMPLOYEES (Executives)						
Permanent	552	0	0	587	0	0
Other than permanent	110	0	0	90	0	0
Total Employees	662	0	0	677	0	0
WORKERS						
Permanent (Non-Executives)	602	0	0	687	0	0
Other than permanent	2008	0	0	3700	0	0
Total Workers	2610	0	0	4387	0	0

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES (Executives)										
Permanent	552	-	-	552	100	587	-	-	587	100
Male	500	-	-	500	100	539	-	-	539	100
Female	52	-	-	52	100	48	-	-	48	100
Other than Permanent	110	-	-	110	100	90	-	-	90	100
Male	103	-	-	103	100	86	-	-	86	100
Female	7	-	-	7	100	4	-	-	4	100
WORKERS										

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent (Non-Executives)	602			602	100	687	-	-	687	100
Male	569	-	-	569	100	647	-	-	647	100
Female	33	-	-	33	100	40	-	-	40	100
Other than Permanent	2008	1143	56.92	865	43.07	3700	68	1.84	3632	98.16
Male	1957	1101	56.26	856	43.74	3608	67	1.86	3541	98.14
Female	51	42	82.35	9	17.65	92	1	1.09	91	98.91

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category in INR	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	4752656	0	-
Key Managerial Personnel	1	2487339	0	-
Employees other than BoD and KMP (Executives)	496	2204798	52	1826266.5
Workers (Permanent Workers i.e non-Executives)	569	1856871	33	1885392

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	6.87	8.9

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

Yes, the HR department has policies which ensure the implementation of human rights as per applicable guidelines. Issues raised under human rights are addressed by Shri Anil Kumar Singh, GM (M&C, HR).

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

HCL has policies and practices in place to address grievances. The Company has a 'Workmen's Grievance Procedure' for Workers to resolve their grievances. Similarly, aggrieved Executives may submit their grievance to their Reporting Officer and further to the next chain in command, if not satisfied on any matter including matter related to human rights. Further, to address grievances of employees belonging to SC/ST/OBC and PWD categories, HCL has an online Grievance Redressal Mechanism in ERP (Enterprise Resource Planning).

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

	FY 2025-26			FY 2024-25		
	Filed during the year	**Pending resolution at the end of the year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of the year**	**Remarks**
Sexual Harassment	Nil	Nil	-	1	1	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labor	Nil	Nil	-	Nil	Nil	-
Forced Labor/ Involuntary Labor	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

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

Note : It is to inform you that a complaint was received by IC on 24.01.2025 on POSH. The complaint was examined by IC members & after examination it was found that "the incident as narrated in the complaint comes into the ambit of indiscipline conducted in the company premises, however, the same was not categorized into a misbhaviour of sexual nature." Accordingly the matter was disposed off on 17.05.2025. Accordingly, FY 2024-25 declaration is corrected.

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

To prevent adverse consequences to the Complainant in discrimination and harassment cases, the willing complainants are transferred to different section/department/unit/office.

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

   Yes, the Company addresses human rights issues through its own codes and procedures in compliance with applicable laws. HCL adheres to the statutes of India such as Mines Act and Factories Act which embody human rights principles such as prevention of child labor, forced labor etc.

   The Company has a structured mechanism in place to address human rights issues such as equal opportunity to all, non-discrimination, removing pay anomaly, etc. Adequate efforts are made to eliminate discrimination and harassment such as workers' participation from mines to corporate level, concessions to persons with disability, prohibition of sexual harassment of women at workplace. HCL is an equal opportunity employer and does not discriminate among employees based on color, caste, race, region, religion, gender, etc. The Company also implements directives of Government of India for reservation of SC/ST/ OBC/PWD/Ex-Servicemen in recruitment and promotion, whenever specified.

10. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100
Forced/involuntary labor	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	N.A.

11. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

    Nil

Leadership Indicators

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

   None

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

   None

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

   Yes

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	None
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others, please specify	-

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

   N.A.

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	39424.65	32994
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**39424.65**	**32994**
From non-renewable sources		
Total electricity consumption (D)	562364.87	533008
Total fuel consumption (E)	141778.74	104971
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**704143.61**	**637979**
Total energy consumed (A+B+C+D+E+F)	**743568.26**	**670973**
Energy intensity per rupee of turnover(Total energy consumed / Revenue from operations)	**0.0000242**	**0.0000324**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total energy consumed / Revenue from operations adjusted for PPP)	**0.000491**	**0.000677**
Energy intensity in terms of physical output ***(GJ/ORE in MT)***	**0.202**	**0.193**
Energy intensity (optional) – the relevant metric may be selected by the entity		-

*Note: *For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 25-26 has been taken as @20.34/USD as per the data available at (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND) .*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, reasonable assurance on core principles has been carried out by ISSPL Limited.

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	11124402	8031833
(ii) Groundwater	660922	3364378
(iii) Third party water	4692388.19	24504
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	16477712.19	11420715
Total volume of water consumption (in kilolitres)	16237280	11214903
Water Intensity per rupee of turnover (Total water consumption / Revenue from operations)	**0.000528**	**0.000542**
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP**)**	**0.01073**	**0.011313**
Water intensity in terms of physical output ***(kl/ORE in MT)***	**4.421**	**3.228**
Water intensity *(optional)* – the relevant metric may be selected by the entity		-

*Note: *For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 25-26 has been taken as @20.34/USD as per the data available at (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND) .*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, reasonable assurance on core principles has been carried out by ISSPL Limited.

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	219000	198000
- No treatment	0	0
- With treatment – please specify level of treatment	219000 (Secondary Treatment)	198000
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0

Parameter	FY 2025-26	FY 2024-25
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	153.25	273.34
- No treatment	0	0
- With treatment – please specify level of treatment	153.25	273.34
(v) Others	21278.94	7539
- No treatment	21278.94	7539
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**240432.19**	**205812.34**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, reasonable assurance on core principles has been carried out by ISSPL Limited.

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

Yes. MCP and KCC units have implemented a mechanism for Zero Liquid Discharge. MCP unit has maintaining Zero Liquid Discharge (ZLD) System, separate pumping and dedicated pipeline installed for collection and complete recycling of mine and dump Seepage water. Mine pit water is being recycled through multistage pumping arrangement and collected in recycled holding pond near concentrator plant. From the recycled holding pond it is being supplied to Concentrator plant process. Similarly, dump seepage water at Bhimjori and Khursipar are collected in concretized sumps. Both the sumps have pumping and separate pipeline arrangement to collect and recycle seepage water to process water holding tank at Water treatment plant. From the water treatment plant seepage water is supplied to Concentrator plant for reuse in process. Both the sumps have pumping and separate pipeline arrangement to collect and recycle seepage water to process water holding tank at Water treatment plant. From the water treatment plant seepage water is supplied to Concentrator plant for reuse in process.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	µg/m3	25.81	19.57
SOx	µg/m3	15.64	11.64
Particulate matter (PM-2.5)	µg/m3	32.18	37.95
Particulate matter (PM-10)	µg/m3	66.48	58.52
Persistent organic pollutants (POP)	-	N.A.	N.A.
Volatile organic compounds (VOC)	-	N.A.	N.A.
Hazardous air pollutants (HAP)	-	N.A.	N.A.
Others – Carbon Monoxide	mg/m3	0.86	0.62

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, reasonable assurance on core principles has been carried out by ISSPL Limited.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MTCO2e	9653.08	9186.43
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MTCO2e	110911	107638
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO2e	**0.0000039**	**0.00000564**
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 emission / Revenue from operations adjusted for PPP)	MTCO2e	**0.000080**	**0.000118**
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO2e /Metric Tonnes	**0.0328**	**0.0336**
Total Scope 1 and Scope 2 emission intensity *(optional)* – the relevant metric may be selected by the entity			

The emission factor used for calculating Scope 1 emissions is sourced from SEBI Circular SEBI/HO/CFD//CFD-PoD-1/P/CIR/2024/177 dated 20th December, 2024, while the factor for Scope 2 emissions is taken from the CO2 Baseline Database Version 21/November 2025 of the Central Electricity Authority for the FY 2024-25.

*Note: *For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 25-26 has been taken as @20.34/USD as per the data available at (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND) .*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, reasonable assurance on core principles has been carried out by ISSPL Limited.

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

Yes. Under the Zero Carbon Emission Initiative programme by Jharkhand State Pollution Control Board (JSPCB), Govt. of Jharkhand, Hindustan Copper Limited /Indian Copper Complex,Ghtasila has actively implemented the Geo-tag based Teak Wood plantation programme among the nearby Panchayat's (Uttari Moubhandar ,Gopalpur ,Terenga ,Bankati ,Meriya ,Sohda, Dharmbahal and Koilisuta) covering households for a collaborative and sustainable approach to carbon sequestration, where industries and households co-own climate action efforts to reduce the carbon foot print.
Under this programme the Carbon Credit generated through these plantations will be claimed by the organization, while the ownership of the planted trees, along with the product value derived from them, will remain with the respective households. So far HCL has provided 85 nos Teak wood saplings among the households whose Geo-Tag has been completed and managed by Plantation software mapping as created by JSPCB. This initiative represents a meaningful step towards extended climate responsibility, fostering economic empowerment for rural communities while advancing our collective goal of sustainability.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste ***(A)***	2.05	10.55
E-waste (B)	5.41	11.9

Parameter	FY 2025-26	FY 2024-25
Bio-medical waste ***(C)***	0.508835	1.733
Construction and demolition waste ***(D)***	0	0
Battery waste (E)	12	16.1
Radioactive waste ***(F)***	0	0
Other Hazardous waste. Please specify, if any. ***(G)***	584.134	3029.738
Other Non-hazardous waste generated ***(H).*** Material Scrap	1031.71	302.315
Granulated Slag	0	
Copper Tailings	3551623.547	3197624.88
Total (A+B + C + D + E + F + G + H)	**3553259.36**	**3200997.216**
Waste Intensity per rupee of turnover. (Total waste generated / Revenue from operations)	**0.000115**	**0.000155**
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP**)**	**0.00235**	**0.003229**
Waste intensity in terms of physical output **(MT/ORE in MT)**	**0.97**	**0.921415**
Waste intensity *(optional)* – the relevant metric may be selected by the entity		-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1635.304	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	**1635.304**	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	Nil
(ii) Landfilling	2600044.547	Nil
(iii) Other disposal operations	951579.5088	3372.336
Total	**3551624.06**	3372.336

*Note: *For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor for FY 25-26 has been taken as @20.34/USD as per the data available at (https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND) .*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, reasonable assurance on core principles has been carried out by ISSPL Limited.

10. Briefly describe the waste management practices adopted in your establishments.

HCL follows the practices and procedures for waste management and it undertakes the following activities in this regard:

a. E-Waste is handed over to parties authorized by the Pollution Control Board (PCB)

b. Bio-medical waste is handed over to a Common Bio-medical Waste Treatment Facility (CBWTF) authorized by the PCB
c. Hazardous waste is handed over to parties authorized by the PCB
d. Spent oil is sold to a PCB authorized recycler
e. Tailings are used for backfilling in the mine to fill the voids generated during mining operations

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.

N.A.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Malanjkhand Copper Project P.O. Malanjkhand, Dist. Balaghat Madhya Pradesh, India	Underground Mining and beneficiation	Yes
2.	Khetri Copper Complex P.O. Khetrinagar, Dist. Jhunjhunu Rajasthan, India	Underground Mining and beneficiation	Yes
3.	Indian Copper Complex P.O. Ghatsila, Dist. Singhbhum, Jharkhand, India	Underground Mining and beneficiation	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
Amendment in Environmental Clearance of Kendadih underground Copper Mine with production capacity of 0.45 million TPA of Copper Ore (ROM) (ML area 1139.60 ha) by M/s Hindustan Copper Limited, located at village(s) Uparbandha, Sohada, Benashol, Terenga, Kendadih under Ghatsila subdivision of East	File No.: J-11015/280/2011-IA.II (M) EC Identification No.: EC24A0105JH5559686A	06-09-2025	Yes, NABET Accredited agency M/s. Grass Roots Research & Creation India(P) Ltd.	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FJH%2FMIN%2F492573%2F2024&proposal=92775447

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
Singhbhum, District, Jharkhand– Amendment in Environmental Clearance reg.					
Amendment in Environmental Clearance of Rakha underground Copper Mine with production capacity of 3.0 million TPA of Copper Ore (ROM) (ML area 785.091 ha) by M/s Hindustan Copper Limited, located at village(s) Kumirmuri, Roam, Murgaghutu, Tentuldanga, Matigara, Kulamara, Ichra, Tehsil Ghatsila, District East Singhbhum, Jharkhand – Amendment in Environmental Clearance reg.	File No.: J-11015-269-2011-IA-II-M EC Identification No.: EC24A0105JH5586901A	13-08-2025	Yes, NABET Accredited agency M/s. Grass Roots Research & Creation India(P) Ltd.	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal/proposal-details?proposalId=IA%2FJH%2FMIN%2F494650%2F2024&proposal=98195258

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. We are currently compliant as issues were rectified.

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

S. 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
NA				

Leadership Indicator

1. **Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):**
For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Khetri Copper Complex (KCC), Khetri, Jhunjhunu, Rajasthan

(ii) Nature of operations: Mining and Beneficiation

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	1292578	1065094
(ii) Groundwater	390822	73275
(iii) Third party water	4655000	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
Total volume of water withdrawal (in kilolitres)	**6338400**	**1138369**
Total volume of water consumption (in kilolitres)	**6338400**	**1138369**
Water intensity per rupee of turnover *(Water consumed / turnover)*	**0.00020593**	**0.000055**
Water intensity *(optional)* – Per MT of ORE	**1.7260**	**0.3446**
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment	-	-

Parameter	FY 2025-26	FY 2024-25
- With treatment – please specify level of treatment	-	-
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes, reasonable assurance on core principles has been carried out by ISSPL Limited.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MTCO2e	None	None
Total Scope 3 emission intensity per rupee of turnover	MTCO2e	None	None
Total Scope 3 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?

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

HCL has obtained wildlife clearance and received approval for its Wildlife Management Plan. Funds allocated as per approved plan has also been deposited to State Forest Department.

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.	Zero Carbon Emission Initiative Programme by Jharkhand State Pollution Control Board	Under the Zero Carbon Emission Initiative programme by JSPCB,GoJ, Hindustan Copper Limited /Indian Copper Complex,Ghtasila has actively implemented the Geo-tag based Teak Wood plantation programme among the nearby Panchayat's (Uttari Moubhandar ,Gopalpur ,Terenga ,Bankati ,Meriya ,Sohda, Dharmbahal and Koilisuta) covering households for a collaborative and sustainable approach to carbon sequestration, where industries and households	So far HCL has provided 85 nos Teak wood saplings among the households whose Geo-Tag has been completed and managed by Plantation software mapping as created by JSPCB. This initiative represents a meaningful step towards extended climate responsibility, fostering

Sr. No	Initiative undertaken	Details of the initiative *(Web-link, if any, may be provided along-with summary)*	Outcome of the initiative
		co-own climate action efforts to reduce the carbon foot print. Under this programme the Carbon Credit generated through these plantations will be claimed by the organization, while the ownership of the planted trees, along with the product value derived from them, will remain with the respective households.	economic empowerment for rural communities while advancing our collective goal of sustainability.
2	A separate pumping system and dedicated pipeline have been installed at the MCP unit for the collection and complete recycling of mine and dump seepage water.	Mine pit water is being recycled through multistage pumping arrangement and collected in recycled holding pond near concentrator plant. From the recycled holding pond it is being supplied to Concentrator plant process.	Since inception the project has carried out extensive tree plantation in open areas available within and around the mine premises in consultation with expert agency i.e. Madhya Pradesh Rajya Van Vikash Nigam Limited.
3	MCP unit has maintaining Zero Liquid Discharge (ZLD) System, separate pumping and dedicated pipeline installed for collection and complete recycling of mine and dump Seepage water.	Mine pit water is being recycled through multistage pumping arrangement and collected in recycled holding pond near concentrator plant. From the recycled holding pond it is being supplied to Concentrator plant process. Similarly, dump seepage water at Bhimjori and Khursipar are collected in concretized sumps. Both the sumps have pumping and separate pipeline arrangement to collect and recycle seepage water to process water holding tank at Water treatment plant. From the water treatment plant seepage water is supplied to Concentrator plant for reuse in process.	Both the sumps have pumping and separate pipeline arrangement to collect and recycle seepage water to process water holding tank at Water treatment plant. From the water treatment plant seepage water is supplied to Concentrator plant for reuse in process.
4	At MCP unit, mineral handling area has been provided with dust control arrangements.	At primary crusher & transfer points water sprinkling system is in place. At secondary, tertiary crushing & screening area water scrubber system is in place. Regular water sprinkling over haul road is being done through two nos. dedicated 45 KL capacity water tankers. Wet drilling is practiced to reduce fugitive emissions. Continuous Ambient Air Quality Measuring Station (CAAQMS) has been installed at Town Administration building premises of MCP unit and the information is uploaded in MPPCB Portal live. Real Time Online Water Monitoring System installed at Chhinditola is functioning properly and the data is transmitted live on MPPCB Portal. Online flow meter with telemetry system have been installed at two different locations (a) Mine dewatering pipeline near reclamation pond, (b) Intake well pipe line near Water Treatment	Better Working Conditions and Ambient Air meeting the Norms.

Sr. No	Initiative undertaken	Details of the initiative *(Web-link, if any, may be provided along-with summary)*	Outcome of the initiative
		Plant. Environmental display board is installed at R&D Building premises of MCP unit. Two new piezometers have been installed and commissioned for systematic monitoring of ground water levels and quality. Daily data is being recorded to assess any impact of mining operations on the local aquifer system. Plantation drive of 1000 native species saplings was carried out near Bhimjori Sump. All Compliances regarding Environment are followed diligently with periodic inspection.	
5	Plantation drive at MCP	Saplings of native species are being planted in and around the Mining Lease area, backfilled and reclaimed areas, around water bodies, and along roads, etc. of MCP unit.	Planting trees around mining sites is a vital environmental strategy that restores degraded land and mitigates operational hazards. It accelerates soil recovery, acts as a natural pollution sink to trap dust and noise, and supports local biodiversity.
6	Environmental control measures at KCC	100% of Mine discharge water/STP treated water at KCC unit is getting recycled in the system by using it in the mineral processing plant. The air borne dust during various mining operations is regularly suppressed by proper water sprinkling arrangements. Water spraying system on conveyor belt has been installed and effective operation of Rotocyclone has been implemented in concentrator plant for control of dust. Milli Second delay detonators are used in blasting to control noise & ground vibration and to get better fragmentation. Wet drilling is practiced invariably for reducing the generation of dust during drilling operation. Monsoon Plantation drive has been conducted in KCC unit where 4,506 saplings distributed and 4,200 saplings planted in mines / township area.	Environmental control measures reduce exposure to health hazards (like allergens and pollutants) and optimize facility efficiency. They improve **air quality**, lower **operational costs** through resource conservation, and protect against regulatory fines.
7	Water Recycling initiatives	To reduce dependence on fresh water requirement for beneficiation plant operations laying of pipeline as per MoU singed with Khetri Nagar Palika for supply of 1.2 MLD treated sewage water is nearly completion. This will reduce the fresh water foot print of KCC unit.	Reduce fresh water withdrawl
8	Plantation drive at KCC	A Monsoon Plantation Drive was conducted in the KCC Unit, during which 8,500 saplings were procured and planted in the mines	Planting trees around mining sites is a vital environmental strategy that restores degraded

Sr. No	Initiative undertaken	Details of the initiative *(Web-link, if any, may be provided along-with summary)*	Outcome of the initiative
		and township areas, and also distributed to nearby villagers.	land and mitigates operational hazards. It accelerates soil recovery, acts as a natural pollution sink to trap dust and noise, and supports local biodiversity.
9	Environmental control measures at ICC, Ghatsila	Ambient Air, Noise and Effluent Monitoring has been carried out at ICC unit periodically through Jharkhand State Pollution Control Board web portal. Three nos. of Telemetry based water flow meter has been installed at Surda, Kendadih and Rakha Mine to check the ground water abstraction. Five nos. of new water flow meters have been installed and commissioned at different location of inflow for surface water to quantify the water drawn from river. The distribution and installation of 30 nos. of bio toilet in nearby villages is being carried out in a proper and systematic manner. Installation of 3 nos. Continuous Ambient Air Quality Monitoring System (CAAQMS) for Surda mine is under process. An Electrolyte machine and a CBC machine at CHC-Mosabani, Kendadih and Anumandal Hospital, Ghatshila to ensure proper medical checkup for local villagers. Monitoring of radioactive element Radon (Rn) in mine dewater water of Rakha and Kendadih Mines through BARC. ICC unit has distributed 5000 nos. of tree sapling among the local people of the unit. 3400 nos. local growing tree saplings planted at Surda & Kendadih Mine on the occasion of World Environment Day.	Environmental control measures reduce exposure to health hazards (like allergens and pollutants) and optimize facility efficiency. They improve **air quality**, lower **operational costs** through resource conservation, and protect against regulatory fines.

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

   No.

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.**

   The hazardous waste generated during mining activities by value chain partners / contractors are disposed of as per prevailing environmental norms and guidelines.

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

   Nil

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

   a. **By the listed entity** Nil

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

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.**

   06 (Six)

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1.	Women in Public Sector (WIPS)	National
2.	National institute of Personnel Management (NIPM)	National
3.	The Indian Society for Training and Development (ISTD)	National
4.	Indian National Committee (INC) World Mining Congress (WMC)	National
5.	Confederation of Indian Industry (CII)	National
6.	Indian Primary Copper Producers Association (IPCPA)	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.**

   Nil

Leadership Indicator

1. **Details of public policy positions advocated by the entity:** None

Sl.No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain ? (Yes/No)	Frequency of review by board(Annually/Half yearly/Quarterly/Others-Please specify)	Web-Link if available

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

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Nil						

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

   Grievances of the communities are addressed through the Centralized Public Grievance Redress and Monitoring System (CPGRAMS), email / letter and meetings.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	51.6%	13.9%
Directly from within India	100%	100%

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

Location	FY 2025-26	FY 2024-25
Rural (KCC)	15.59	12.74
Semi – Urban (TCP + ICC)	38.19	2.11
Urban (MCP)	17.67	75.24
Metropolitan (RO + CO)	28.55	9.91

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

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 impacts identified	Corrective action taken

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

S. No.	State	Aspirational District	Amount spent (in INR)
1	Jharkhand	East Singhbhum	1,58,45,116/-

2	Jharkhand	Ranchi	15,36,000/-
3	Jharkhand	Giridih	10,00,000/-
4	Jharkhand	Khunti	7,33,950/-
		Total	**1,91,15,066/-**

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

Yes.

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

MSEs (including MSEs owned by SC/ST Entrepreneur and MSEs owned by Women's Entrepreneurs).

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

51.6 %

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefits shared. (Yes/No)	Basis of calculating benefits share
Nil				

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:**

S. No.	CSR Project	No. of persons benefitted fromCSR projects	% of beneficiaries from vulnerable and marginalised groups	Remarks (Unit/Office)
1	Health Camps	1569	100%	KCC
2	Installation of Water cooler at the campus of SDM office and Tehsil office, Khetri	6000	100%	KCC
3	Support for Microwave Tumour Ablation System for treatment of cancer patients at Bhagwan Mahaveer Cancer Hospital & Research Centre, Jaipur	105	100%	KCC
4	Distribution of Free Medicines through PM Janaushadhi Kendra	5500	100%	KCC
5	Installation of 05 nos. Open Gyms	2500	100%	KCC
6	Support for distribution of Poshan Kits to TB patients at Khetri under Nikshay Mitra Program	370	100%	KCC
7	Rural Medical Camps in 2 villages (Borkheda & Chinditola) (52 camps)	3603	100%	MCP
8	Health camp with specialised Doctor (Paediatrician) (52 camps)	679	100%	MCP
9	AYUSH Camps (Ayurvedic and Homeopathic) (60 camps)	3000	100%	MCP
10	Health & Wellness Awareness and Camps for Particularly Vulnerable Tribal Groups (PVTGs) in Birsa Block (10 health camps)	5000	100%	MCP
11	Drinking Water Supply through water tanker to 4 villages (Chhinditola, Suji, Borkheda & Khursipar)	3000	100%	MCP
12	Weekly Health Camps with Specialised doctors (Gynecologist, Pediatrician)	5284	100%	MCP

S. No.	CSR Project	No. of persons benefitted fromCSR projects	% of beneficiaries from vulnerable and marginalised groups	Remarks (Unit/Office)
13	Provision of drinking water through piped water facility to Chinditola village	1000	100%	MCP
14	Nutritional support to TB Patients (100 nos.) and Campaign against TB under Nikshay Mitra Program of GoI	158	100%	MCP
15	Support for Mushroom Cultivation to 40 women farmers	40	100%	MCP
16	Supporting Poor Households with Vermi-Compost Units and for Nutritional Gardening	50	100%	MCP
17	Rural Medical Camps (86 camps)	3010	100%	ICC
18	Ayush Medical Camps (56 camps)	2520	100%	ICC
19	Weekly Health Camps with Specialised doctors (Gyanecologist, Child, ENT) (60 camps)	265	100%	ICC
20	Construction of New Jal Minars (Borewell with motor fitting, Stabilizer, electrical wiring, soak pit for water recharging, etc) in villages and schools (30 nos.)	6020	100%	ICC
21	Repair and Maintenance/ Facelifting of existing Proto-type Drinking water structures/Jal Minar (Motor Pump repair, electrical wiring, etc) (30 nos.)	1810	100%	ICC
22	Procurement of sanitary napkins from Jai Sarna Aajeevika Sakhi Mandal, Gumla District, Jharkhand for free distribution during medical camps	2632	100%	ICC
23	Improved vegetable cultivation (50 farmers)	50	100%	ICC
24	Nutritional garden (50 farmers)	50	100%	ICC
25	Mushroom Cultivation Unit (50 farmers)	50	100%	ICC
26	Support for purchase of 01 vehicle for transportation and distribution of meals, Kitchen equipment & racks for free food distribution in Kolkata (ISKCON New Town)	2050	100%	CO
27	Support for distribution of wheel chairs (80 nos.) and BP machines (22 nos.) to marginalised people in Delhi	102	100%	CO
28	Support for construction of toilet complex at Divyayan Krishi Vidyan Kendra, Morabadi, Ranchi	350	100%	CO
29	Support for organizing health camps and public health awareness campaigns & supprot for deprived communities in West Bengal	1050	100%	CO
30	Provision of infrastructural improvement (repair & renovation of existing toilets) for the benefit of people with intellectual disability at Alakendu Bodh Niketan Residential, Kolkata	145	100%	CO
31	Support to sanitation and hygiene improvement initiatives viz., repair & renovation of existing toilet facility for the benefit of children with Autism at Autism Society West Bengal	185	100%	CO
32	Support for infrastructure improvement i.e. 15 KVA Generator with installation base and 01 no. Pump for fire fighting	32	100%	CO

S. No.	CSR Project	No. of persons benefitted fromCSR projects	% of beneficiaries from vulnerable and marginalised groups	Remarks (Unit/Office)
	system at Paripurnata Halfway Home.			
33	Support underprivileged girls from surrounding villages to pursue Degree/ Diploma Course in Nursing.	15	100%	KCC
34	Taitoring Project at Ma Sarada Silai Prashikshan Kendra , Khetri	60	100%	KCC
35	Computer Training for 30 students, Khetri	30	100%	KCC
36	Support underprivileged girls from surrounding villages to pursue Degree/ Diploma Course in Nursing.	15	100%	MCP
37	Construction of basketball court and supply of sports equipment to Govt. Higher Secondary School, Mohgaon	180	100%	MCP
38	Training & Support to women SHG members on making of Earthenware	20	100%	MCP
39	Training & Support to rural youths on Jute & Bamboo Crafts	50	100%	MCP
40	Training on Driving and arranging Driving Licence for local youths (15 nos.)	15	100%	MCP
41	Training on computer & IoT to local youths	60	100%	MCP
42	Furnitures (Desk, bench, table, chaors, etc.) at Schools	421	100%	ICC
43	Support underprivileged girls from surrounding villages to pursue Degree/ Diploma Course in Nursing.	15	100%	ICC
44	Income Generation activitiies with SHGs: Training & support to existing & new SHGs in Wooden Craft/ Muri (Puffed Rice)/ Leaf Plate Unit/ Jute Bag making, and other such livelhood activities & Support for participation in Exhibition/ workshops, etc.	155	100%	ICC
45	Support towards provision of Sewing Machines	20	100%	ICC
46	Support for establishment of library in RK Mission Vidyapith Agriculture College, Purulia, West Bengal.	220	100%	CO
47	Support for 3 KW Solar Off Grid System in 03 nos. Anganwadi Centres at Girdih (Jharkhand)	120	100%	CO
48	Sansadiya Sankul Vikas Pariyojana - Tribal Women-Led Pulses and Oilseed Cluster for Sustainable Livelihoods in Murhu Block, Khunti	550	100%	CO
49	Strengthening livelihoods of women through embroidery project at RK Mission Kamarpukur	175	100%	CO
50	Electrification of 04 Villages of Birsa Block	750	100%	MCP
51	Support for Community Activities in Naxalite-affected Areas in Balaghat	290	100%	MCP
52	Construction of Bus Stops	500	100%	ICC
53	Support for provision of facilities for Senior Citizens	45	100%	CO
54	Support to tribal girl (mountaineer) to go for double 8000m Everest and Lhotse expedition	1	100%	KCC
55	Archery Training and Support	120	100%	ICC
56	Support to Jharkhand Sports Council of the Deaf for for participation of 45 players in	45	100%	ICC

S. No.	CSR Project	No. of persons benefitted fromCSR projects	% of beneficiaries from vulnerable and marginalised groups	Remarks (Unit/Office)
	the 26th National Chess Championship of the Deaf at Nagpur and 27th National Athletic Championship of the Deaf at Ahmedabad			
57	Construction of Soakpit at Gothra Village	250	100%	KCC
58	Poviding new ambulance at PHC Gothra, Khetrinagar	250	100%	KCC
59	Rural Medical Camps (264 camps)	9240	100%	ICC
60	Ayush Medical Camps (55 camps)	2530	100%	ICC
61	Weekly Health Camps with Specialised doctors (Gyanecologist, Child, ENT) (69 camps)	500	100%	ICC
62	Rural Medical Camps in 2 villages (Borkheda & Chinditola) (12 camps)	250	100%	MCP
63	AYUSH Camps	50	100%	MCP
64	Blood Donation camps (02 nos.)	40	100%	MCP
65	Drinking Water Supply to 4 villages (Chhinditola, Suji, Borkheda & Khursipar)	3000	100%	MCP
66	Weekly Health Camps with Specialised Doctor (Paediatrician)	205	100%	MCP
67	Mega Medical Camp at Malanjkhand (Madhya Pradesh)	1500	100%	MCP
68	Nutrition Support to 101 nos. TB patients under Nikshay Mitra Program, GoI in Kolkata	101	100%	CO
69	Support for health and nutrition of 30 nos. underprivileged children at Unicorn Child Development Centre in Pune, Maharashtra	32	100%	CO
70	Construction of library building in Tambajuri village	350	100%	ICC
71	Support to SHGS for participation in Exhibition/ workshops, etc.	20	100%	ICC
72	Training on Computer	30	100%	MCP
73	Training on Forest Guide Job to local youths	30	100%	MCP
74	Support for tailoring training and provision of sewing machines	30	100%	MCP
75	Training on Making of Traditional Tribal Jewelleries	20	100%	MCP
76	Training and Kits support on Making of Millets based products	50	100%	MCP
77	Establishing Vermi-Compost Units in Poor Households for income generation	10	100%	MCP
78	Creation of employment through Earthenware making among SHG members (02 SHGs)	70	100%	MCP
79	Plantation along with its maintenance (1500 nos.) near Adharshila Hostel	2000	100%	KCC
80	Installation of Rooftop 40 KW Solar Power Plant at Ramakrishna Mission	850	100%	KCC
81	Installation of high mast light (05 nos.)	250	100%	KCC
82	Construction of Bus Stops (03 nos.)	500	100%	ICC
83	Boundary wall repair & facelifting of CSR Community centre at Purnapani	50	100%	ICC
84	Facelifting of Benasole Cultural Bhawan	150	100%	ICC
85	Construction of one Cycle Stand at Govt. Girls HS School Birsa	70	100%	MCP
86	Archery Training and Support in 03	112	100%	ICC

S. No.	CSR Project	No. of persons benefitted fromCSR projects	% of beneficiaries from vulnerable and marginalised groups	Remarks (Unit/Office)
	centres			
87	Provision of Sport equipments and Training to 10 Schools/Village Clubs in Birsa Block	2000	100%	MCP
88	Support to Sansad Khel Mahotsav	450	100%	MCP
89	Strengthening of Cultural Groups of Baiga community in Birsa and Baihar Blocks	250	100%	MCP
90	Repair of Basketball Court at Kendriya Vidyalaya	830	100%	KCC
91	Cricket Training	20	100%	ICC
92	Empowering Women through livelihood opportunities in Apparel Industry through establishment of Centre of Excellence at Noida (UP) and establishment of Communication Centre at Khetrinagar (Rajasthan)	35	100%	CO
93	Provision of development of wellness centres i.e. Sensory Therapy Room at Akash Ganga Project, Bangalore	180	100%	CO

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 received from customers are sent to the concerned departments to investigate and provide resolution of the same. Corrective actions are taken to avoid reoccurrence of the cause of such complaints. Feedback is obtained from customers and SOPs are strictly followed to minimize the grievance of the Customers.

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

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

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

	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	N.A.	-	Nil	N.A.	-
Advertising	Nil	N.A.	-	Nil	N.A.	-
Cyber-security	Nil	N.A.	-	Nil	N.A.	-
Delivery of essential services	Nil	N.A.	-	Nil	N.A.	-
Restrictive Trade Practices	Nil	N.A.	-	Nil	N.A.	-
Unfair Trade Practices	Nil	N.A.	-	Nil	N.A.	-
Other	Nil	N.A.	-	Nil	N.A.	-

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, the Company has formulated IT Policy & Cyber Security Policy Manual and the same can be accessed at the link https://www.hindustancopper.com/Content/PDF/IT_PCSM.pdf

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.

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches** Nil

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

   c. **Impact, if any, of the data breaches** Nil

Leadership Indicators

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

   Product and services offered by the Company can be accessed at the link https://hindustancopper.com/Home.

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

   HCL regularly invites existing and new customers to educate/ inform/ familiarize them with details & specification of the product.

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

   N.A.

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.**

   N.A.

   Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

   Yes

Independent Assurance Statement

HINDUSTAN COPPER LIMITED (HCL)

Assurance Statement on Business Responsibility and Sustainability Reporting (BRSR Core) of Hindustan Copper Limited (HCL)

For

Reporting Period:

April 01, 2025 – March 31, 2026

Assurance Statement No.: IRQS/264201309

Indian Register Quality Systems
[A Division of ISSPL Limited (formerly known as IRCLASS Systems and Solutions Limited and IRCLASS Systems and Solutions Private Limited)]
Head Office: 52A, Adi Shankaracharya Marg, Opp. Powai Lake, Powai, Mumbai - 400 072, India. Phone no.: +91 22 71199800
Website: www.irqs.co.in, www.isspl.com CIN: U74120MH2014PLC254091

Introduction and Objective of Work

INDIAN REGISTER QUALITY SYSTEMS (IRQS) has been engaged by **Hindustan Copper Limited** (hereinafter referred to as **"the Company"** or **"HCL"**) to conduct an independent **Reasonable Assurance** engagement of the sustainability parameters disclosed in its **Business Responsibility and Sustainability Reporting (BRSR Core)** forming part of the Company's Annual Report for the reporting period **01.04.2025 to 31.03.2026**.

This assurance statement applies to the information included within the defined scope of work as described in this report.

The objective of this engagement is to provide **Reasonable Assurance** on whether the selected BRSR Core disclosures are free from material misstatement and are prepared, in all material respects, in accordance with the applicable requirements of the **SEBI BRSR Core Framework**, the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015** and **ISAE 3000 (Revised)**.

The selection of reporting criteria, reporting period, reporting boundary, data monitoring, measurement systems, consolidation and presentation of information for the BRSR Core disclosures are the sole responsibility of the management of **Hindustan Copper Limited**.

Indian Register Quality Systems (IRQS) was not involved in the preparation, compilation, or presentation of the underlying data or disclosures of the Company. Our responsibility is limited to conducting independent assurance procedures and expressing an assurance conclusion on the BRSR Core disclosures based on the evidence obtained.

Intended User

This assurance statement is issued solely for **Hindustan Copper Limited** ("the Company") and its stakeholders, in accordance with the governing contractual terms and conditions of the assurance engagement between the Company and **Indian Register Quality Systems (IRQS)**.

To the extent permitted by applicable law, we do not accept or assume any responsibility or liability to any party other than **Hindustan Copper Limited** for the work performed, or for the conclusions expressed in this assurance statement and related report.

Scope of Work

- Assessment of whether the BRSR Core disclosures and associated sustainability data for the reporting period **01.04.2025 to 31.03.2026** are fairly presented and free from material misstatement, based on the evidence obtained during the assurance engagement.
- Evaluation of the appropriateness, completeness and robustness of the procedures used by Hindustan Copper Limited for the collection, consolidation, validation and reporting of the identified BRSR Core information, specifically the underlying data sources, calculation methods, consolidation logic, and internal review checks applied to each of the nine BRSR Core KPIs.
- Review of BRSR Core indicators covering environmental, social and governance parameters, including greenhouse gas emissions, energy consumption, water management, waste management, occupational health and safety, employee-related disclosures and governance practices, on a sample basis.
- Assessment of data accuracy, consistency, traceability and reliability of sustainability information disclosed by the Company through supporting records, systems, and management representations.
- Verification of selected information through document review, sample-based verification of supporting records and data and onsite/remote assessment activities as defined within the agreed assurance boundary.

Reporting Criteria

The reporting framework is based on the **Business Responsibility and Sustainability Reporting (BRSR) Core**, including **Annexure I – Format of BRSR Core disclosures** and the applicable requirements of **updated BRSR Annexure II**, as prescribed under the **SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**.

The assurance engagement includes verification of data and information related to selected material BRSR Core topics reported by **Hindustan Copper Limited** for the reporting period **01.04.2025 to 31.03.2026**, including:

- Greenhouse Gas (GHG) Footprint
- Water Footprint
- Energy Footprint
- Embracing Circularity – Waste Management and Resource Efficiency
- Enhancing Employee Wellbeing and Occupational Health & Safety
- Enabling Gender Diversity in Business
- Enabling Inclusive Development
- Fairness in Engaging with Customers and Suppliers
- Transparency and Openness of Business Practices (Governance Disclosures)

Sr. No.	Attribute	Parameter
1	Green-house gas (GHG) footprint	Total Scope 1 emissions in tCO_2e
	*Greenhouse Gas Emissions have been quantified in accordance with the **GHG Protocol** and reported in tonnes of CO_2 equivalent (tCO_2e).*	Total Scope 2 emissions in tCO_2e
		Total **Scope 1 and Scope 2 emission** intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations).
		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).
		Total Scope 1 and Scope 2 emission intensity in terms of physical output
2	Water footprint	Water withdrawal by source (in kilolitres):
		(i) Surface water
		(ii) Groundwater
		(iii) Third party water
		(iv) Seawater / desalinated water
		(v) Others
		Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)
		Total volume of water consumption (in kilolitres).
		Water intensity per rupee of turnover (Water consumed / Revenue from operations).
		Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumption /

		Revenue from operations adjusted for PPP).
		Water intensity in terms of physical output (kl/ORE in MT).
		Water discharge by destination and level of treatment (in kiloliters):
		(i) To Surface water
		No treatment
		With treatment – please specify level of treatment
		(ii) To Groundwater
		No treatment
		With treatment – please specify level of treatment
		(iii) To Seawater
		No treatment
		With treatment – please specify level of treatment
		(iv) Sent to third parties
		No treatment
		With treatment – please specify level of treatment
		v) Others
		No treatment
		With treatment – please specify level of treatment
		Total water discharged (in kilolitres).
3	Energy footprint	**Total energy consumed:**
		From renewable sources
		From non-renewable sources
		Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations).
		Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP).
		Energy intensity in terms of physical output. (GJ/ORE in MT)
4	Embracing Circularity – Waste Management and Resource Efficiency	Plastic waste (A).
		E-waste (B).
		Bio-medical waste (C).
		Construction and demolition waste (D).
		Battery waste (E).
		Radioactive waste (F).
		Other hazardous waste, if any (G).
		Other non-hazardous waste generated (H), with break-up by composition, where applicable.
		Total waste generated (A + B + C + D + E + F + G + H).
		Waste intensity per rupee of turnover (Total waste generated / Revenue from operations).
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP).

		Waste intensity in terms of physical output (MT/ORE in MT)
		Each category of waste generated – **total waste recovered through recycling, re-use, or other recovery operations.**
		For each category of waste generated – **total waste disposed of by nature of disposal method**.
5	Enhancing Employee Wellbeing and Occupational Health & Safety	Spending on measures towards **well-being of employees and workers** as a percentage of the Company's total revenue.
		Details of **safety-related incidents for employees and workers** (including contract workforce).
		Lost Time Injury Frequency Rate (LTIFR) per million person-hours worked.
		Facilities for **differently abled employees and workers**.
6	Enabling Gender Diversity in Business	**Gross wages paid to female employees** as a percentage of total wages paid.
		Complaints under the Prevention of Sexual Harassment (POSH) Act.
7	Enabling Inclusive Development	Input materials sourced directly from **MSMEs/small producers** and from within India as a percentage of total purchases.
		Job creation in **smaller towns** – wages paid to persons employed in smaller towns (permanent, non-permanent, or contract) as a percentage of total wage cost.
8	Fairness in Engaging with Customers and Suppliers	Instances involving **loss/breach** of **customer data** as a percentage of total data breaches or cyber security events.
		Number of days of accounts payable.
9	Open-ness of Business	**Concentration of purchases and sales** with trading houses, dealers and related parties.
		Loans and advances and investments with related parties.

Assurance Standards Used

Indian Register Quality Systems (IRQS) conducted a **Reasonable Assurance Engagement** on the **BRSR Core disclosures of Hindustan Copper Limited** for the financial year **2025–26**. The assurance engagement was carried out in accordance with the requirements of the **SEBI BRSR Core Framework**, including **Annexure I – BRSR Core** and **Annexure II**, and was performed using IRQS assurance methodologies and procedures designed to obtain reasonable assurance on the reported disclosures.

The engagement included evaluation of data management systems, review of supporting evidence, verification of calculations, assessment of reporting processes and verification of selected disclosures to determine whether the BRSR Core information has been prepared, in all material respects, in accordance with the applicable reporting criteria.

Scope, Boundary and Limitations of Assurance

The scope of this **Reasonable Assurance** engagement covers the **Business Responsibility and Sustainability Reporting (BRSR) Core disclosures of Hindustan Copper Limited ("HCL")** for the reporting period from **01 April 2025 to 31 March 2026**, in accordance with the **SEBI BRSR Core Framework**.

Reporting Boundary

The assurance engagement covered the following corporate office, regional office and operational locations:

Corporate Office

· Hindustan Copper Limited, Tamra Bhavan, 1, Ashutosh Chowdhury Avenue, Kolkata – 700 019, West Bengal, India

Regional Office

· Hindustan Copper Limited, “Scope Minar”, 2nd Floor, North Tower, Laxmi Nagar, Delhi – 110 092, India

Operational Locations

1. Indian Copper Complex, P.O. Ghatsila, Dist. – Singhbhum (E), Jharkhand, India
2. Khetri Copper Complex, P.O. Khetri Nagar, Dist. – Jhunjhunu, Rajasthan – 333 504, India
3. Malanjkhand Copper Project, P.O. Malanjkhand, Dist. – Balaghat, Madhya Pradesh, India
4. Taloja Copper Project, P.O. Taloja P.B. No. 23, Dist. – Raigad, Maharashtra – 410 208, India
5. Gujarat Copper Project, P.O. Jhagadia, Dist. – Bharuch, Gujarat – 393110, India. ***(not in Operation)***

The reported qualitative and quantitative information was assessed through the review of supporting documentation, management records, source data, calculations, and evidence maintained by **Hindustan Copper Limited**. Selected non-financial data and disclosures were verified through sampling techniques, interviews with responsible personnel, review of management systems and examination of supporting evidence.

Indian Register Quality Systems (IRQS) evaluated the methodologies, assumptions, calculation approaches, conversion factors, and reporting processes applied by Hindustan Copper Limited in monitoring, quantifying, consolidating, and reporting the identified BRSR Core information, and found them consistent with the applicable BRSR Core reporting requirements.

The assurance engagement was conducted in accordance with the applicable requirements of the **SEBI BRSR Core Framework** and **International Standard on Assurance Engagements (ISAE) 3000 (Revised)**. The assurance process also included an **Independent Technical Review (ITR)** to ensure the appropriateness of the assurance approach, conclusions, and compliance with the applicable assurance requirements.

Limitations of Assurance

The assurance engagement was limited to the scope defined in this assurance statement and excludes the following:

- Data and information related to the Company's financial statements and financial performance disclosures.
- Activities, events, transactions and practices occurring outside the reporting period of 01 April 2025 to 31 March 2026.
- Forward-looking statements, future commitments, projections, targets, aspirations, strategic plans, expressions of opinion, belief, or intent made by the Company.
- Activities, operations, facilities, subsidiaries, joint ventures, suppliers, contractors or business partners that fall outside the defined reporting boundary and assurance scope.
- Assessment of compliance with applicable legal, statutory, regulatory, or contractual obligations, except

where specifically covered under the BRSR Core disclosure requirements.

- Statements relating to corporate reputation, brand value, market position, or other subjective assessments.

The assurance opinion is based on the information, data, records and supporting evidence made available to Indian Register Quality Systems (IRQS) during the course of the assurance engagement. Non-financial data is subject to inherent limitations associated with estimation techniques, measurement methodologies and reporting practices.

Methodology Adopted for Assurance

Indian Register Quality Systems (IRQS) conducted the BRSR Core Reasonable Assurance engagement in accordance with the applicable requirements of the **SEBI BRSR Core Framework** and **International Standard on Assurance Engagements (ISAE) 3000 (Revised).** The assurance process involved obtaining sufficient and appropriate evidence to evaluate the accuracy, completeness, reliability and consistency of the sustainability information and disclosures reported **Hindustan Copper Limited** for the reporting period from **01 April 2025 to 31 March 2026.**

The assurance procedures included, but were not limited to, the following:

- Review of the scope of assurance, reporting boundaries, applicable BRSR Core disclosure requirements and reporting criteria adopted by the organization.
- Understanding the organizational structure, operational activities, sustainability governance framework, ESG management systems and reporting processes established by **Hindustan Copper Limited**.
- Review of relevant policies, procedures, management systems, internal guidelines and documented information related to environmental, social and governance aspects covered under the BRSR Core framework.
- Assessment of systems and processes established for data collection, compilation, validation, aggregation, monitoring and reporting of sustainability information.
- Evaluation of internal controls and data management mechanisms implemented to ensure the accuracy, completeness, consistency, traceability and reliability of reported disclosures.
- Review of the methodologies, assumptions, emission factors, conversion factors, calculation approaches and estimation techniques applied for quantification of sustainability performance indicators.
- Verification of quantitative and qualitative disclosures through examination of supporting documents, source records, statutory submissions, calculations, management representations and other relevant evidence on a sample basis.
- Assessment of month-wise sustainability data and trend analysis for selected indicators to evaluate consistency and reliability of reported information.
- Discussions and interviews with relevant personnel responsible for sustainability data management, operational controls and BRSR reporting processes.
- Verification of the sustainability data and supporting evidentiary documentation maintained by Hindustan Copper Limited, to the extent falling within the scope of the assurance engagement, for the identified BRSR Core information.
- Performance of sample-based audit trail verification to assess traceability of reported information from source records to final disclosures included in the BRSR Report.
- **Desktop-based review of the information and supporting documents for all locations within the assurance boundary was conducted on 22 & 23 August 2026.**
- **Physical onsite verification was conducted on 25 August 2026 at:**
  · **Corporate Office:** Hindustan Copper Limited, Tamra Bhavan, 1, Ashutosh Chowdhury Avenue, Kolkata – 700 019, West Bengal, India.
- Remote and online verification activities were conducted for the remaining locations included within the assurance boundary.
- **Technical review of the assurance work and supporting evidence was conducted on 26 August 2026.**

The assurance procedures were designed to obtain sufficient and appropriate evidence to support a Reasonable Assurance Opinion on the selected BRSR Core disclosures and sustainability information reported by **Hindustan Copper Limited** within the defined assurance scope.

Conclusions

Based on the methodology adopted and the assurance procedures performed as described above, it is our opinion that the **BRSR Core disclosures of Hindustan Copper Limited** for **FY 2025–26**, covering the reporting and disclosure of applicable Environmental, Social and Governance (ESG) parameters within the defined reporting boundary and reporting period, are fairly presented, in all material respects, in accordance with the applicable requirements of the **SEBI BRSR Core Framework**.

During the course of the assurance engagement, observations identified were communicated to the management of **Hindustan Copper Limited**. All findings requiring corrections were addressed by the Company, and the revised disclosures and supporting evidence were reviewed and verified by **Indian Register Quality Systems (IRQS)** prior to the issuance of this Assurance Statement.

Accordingly, based on the evidence obtained and assurance procedures performed, we conclude that the **BRSR Core disclosures of Hindustan Copper Limited** are prepared, in all material respects, in accordance with the applicable BRSR Core reporting criteria and meet the requirements for a **Reasonable Assurance Engagement** conducted in accordance with **ISAE 3000 (Revised)**.

Accordingly, we issue a **Reasonable Assurance Opinion** on the Company's **BRSR Core disclosures for FY 2025–26**.

Responsibilities

Hindustan Copper Limited is responsible for the preparation and presentation of its **BRSR Core disclosures**, including the identification of material topics, establishment of reporting boundaries, selection of reporting criteria, maintenance of appropriate records, and the design and implementation of systems and processes for collecting, monitoring, measuring, consolidating, and reporting sustainability information.

The management of **Hindustan Copper Limited** is solely responsible for the accuracy, completeness, and presentation of the information and data included in the **BRSR Core disclosures** for the reporting period from **01 April 2025 to 31 March 2026**.

Indian Register Quality Systems (IRQS) was not involved in the preparation of the **BRSR Core disclosures** or the underlying source data. Our responsibility was to perform an independent **Reasonable Assurance** engagement on the selected BRSR Core disclosures within the defined scope and to express an assurance opinion based on the procedures performed and evidence obtained.

The assurance engagement was conducted on the basis that the information and explanations provided by **Hindustan Copper Limited** were complete and accurate in all material respects. **IRQS** does not accept responsibility for any decisions made by stakeholders or any other third parties based on this Assurance Statement.

Users of this Assurance Statement should read it in conjunction with the **Scope of Assurance, Reporting Criteria, Methodology Adopted for Assurance, and Limitations and Exclusions** described herein and recognize the inherent limitations associated with sustainability data, estimation techniques, and reporting practices.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect of this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of independence, impartiality and competence

Indian Register Quality Systems (IRQS) is an independent assurance and certification body with extensive experience in providing assurance, verification, certification, and sustainability-related assessment services across various industry sectors.

IRQS has established policies and procedures to maintain the highest standards of professional integrity, independence, impartiality, and ethical conduct in all assurance engagements. These requirements are embedded within our management systems and are applied throughout the assurance process to prevent any actual or perceived conflicts of interest.

The assurance engagement team involved in this assignment was independent of **Hindustan Copper Limited**, its management, and personnel responsible for the preparation of the BRSR Core disclosures. No member of the assurance team has any business relationship with the Company beyond that required for the execution of this assurance engagement. The engagement was conducted objectively and independently, and no conflict of interest was identified during the course of the assurance process.

IRQS confirms that it possesses the necessary competence, resources, and experience to undertake this assurance engagement. The assurance team comprised qualified professionals with expertise in sustainability reporting, ESG performance assessment, greenhouse gas accounting, environmental management, social performance evaluation, and assurance methodologies. The engagement team has extensive experience in conducting assurance engagements in accordance with the SEBI BRSR Core Framework and ISAE 3000 (Revised) requirements.

IRQS further confirms that this assurance engagement was performed in accordance with its established assurance methodologies, quality management procedures, and professional standards to ensure the reliability, credibility, and integrity of the assurance conclusions presented in this Assurance Statement.

Technical Assessment by:

Dr. Anand Hiremath & Mr. Navin Kumar Gupta

Authorized Signatory

ISSPL LIMITED MUMBAI

Shashi Nath Mishra
Chief Operating
Officer 26-08-2026
Mumbai