

Annexure-1

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27101OR1961PLC000428
2	Name of the Listed Entity	Indian Metals & Ferro Alloys Limited
3	Year of incorporation	1961
4	Registered office address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
5	Corporate address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
6	E-mail	mail@imfa.in
7	Telephone	0674-2611000
8	Website	www.imfa.in
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital	Rs. 53.96 crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Bijayananda Mohapatra Contact No.: 9777575659 Email id: bijayanandamohapatra@imfa.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis.
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal and Metal Products	99.61%

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

S. No.	Product/Service	NIC Code	% of total Contributed
1	Ferro Chrome	27110	99.61%

III. Operations

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

Location	Number of mines/ Number of factories	Number of offices	Total
National	4	7	11
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	12

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

Contribution of exports as a percentage of total turnover - 91.35%

c. A brief on types of customers

IMFA's customers are mainly manufacturers of stainless steel that require ferro chrome. Our clientele also includes international traders.

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						
1.	Permanent (D)	824	775	94%	49	6%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	824	775	94%	49	6%
WORKERS						
4.	Permanent (F)	1,248	1,232	99%	16	1%
5.	Other than Permanent (G)	4,355	3,862	89%	493	11%
6.	Total workers (F + G)	5,603	5,094	91%	509	9%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	2	-	-

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.13%	7.32%	11.89%	11.53%	28.57%	12.12%	12.21%	9.52%	12.14%
Permanent Workers	6.90%	6.25%	6.89%	7.01%	-	6.94%	6.72%	9.09%	6.74%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	IMFA Alloys Finlease Limited	Subsidiary	76.00%	No

VI. CSR Details

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

Yes

(ii) Turnover (in ₹)

2542.26 crore

(iii) Net worth* (in ₹)

2322.29 crore

*as per the Companies Act

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders ¹	Yes Weblink: https://www.imfa.in/investor-information/investor-services.htm	191	-	-	252	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers ²	Yes	-	-	-	-	-	-
Customers ³	Yes	-	-	-	-	-	-
Value Chain Partners ⁴	Yes	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

¹ Shareholder grievances can be addressed at: <https://www.imfa.in/investors#investorscontact>.

² Grievance redressal policy for Employees and Workers is available internally on the intranet.

³ The mechanism is available with the Sales and Marketing Department as part of the Sales and Marketing Manual

⁴ All contracts with Value Chain Partners have a clause that describes how to escalate 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 Identified Issue	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.	GHG Emissions / Climate Change	Risk	Increased frequency of extreme weather events such as heat, floods or droughts may disrupt mining activities, damage infrastructure, and reduce water availability - critical for product operation.	IMFA is undertaking measures to reduce GHG emission by adopting cleaner production technologies, enhancing energy efficiency including innovative techniques and carbon capture mechanisms.	Negative
2.	Air Quality	Risk	Poor ambient air quality may attract penalties and lead to cessation of operations by statutory authorities. It may also have a negative impact on the community including adverse health outcomes.	IMFA has introduced various measures and initiatives to ensure that the activities output will lead to minimal pollutants emit in the atmosphere. At TCP-2 Raw Material Handling System (RMHS) in Therubali mist cannons and dust suppression (CFDS) systems are in place to control fugitive emissions. Two continuous ambient air quality monitors for real-time monitoring of ambient air quality at the Sukinda mines. The company has installed Air Pollution Control Devices (APCD) across their operational sites and conduct regular maintenance work on their equipment to ensure optimal functionality.	Negative

S. Material No. identified Issue	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)
	Risk	The fumes generated during tapping and hot metal handling may have harmful impacts on the working crew.	All furnaces are fitted with Fume Extraction Systems and Mist Cannons to suppress fumes and dust. Reasonable levels of air ambience are being maintained, and no negative feedback has been received by the company.	Negative
3. Energy Management	Opportunity	IMFAs operations are inherently energy-intensive, requiring significant power consumption, the Company actively seeks opportunities to enhance energy efficiency. This commitment not only drives cost reduction efforts but also positions the Company on a path towards embracing green energy alternatives that are more environmentally friendly.		Positive
4. Water Management	Risk	Release of wastewater may lead to statutory violations and may also have adverse impacts on the local community.	All our manufacturing plants are Zero liquid Discharge plants. Wastewater from our operations is reused entirely, for cooling various equipment, suppressing dust, or for ash cooling. Domestic wastewater is treated through Sewage Treatment Plants (STP) and used for gardening. There is no discharge of wastewater from our Plants. Therubali plant is 'Water positive' which recharges more water to ground than quantity extracted. In Mines, only seepage water are discharged to nearby surface water outside lease only after treatment.	Negative
5. Solid Waste Management	Risk converted to opportunity	Ash and slag produced during operations are environmental pollutants.	The Company has a fly ash brick manufacturing plant and Low-Density Aggregate Plant that utilizes the ash. Ash is also supplied to local brick manufacturing units, for road construction and to cement manufacturing units. Fly Ash and Bottom Ash being utilised in our captive underground mines void filling which replaces and conserves river sand. Slag is utilized for internal road construction and filling low lying areas.	Positive

S. No.	Material identified Issue	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Human Rights	Opportunity	IMFA employs a large workforce, including contractual workers, and operates in regions with vulnerable communities. Any violation of human rights could lead to reputational damage, legal liabilities, and workforce unrest.	IMFA has implemented a Code of Conduct, Diversity Policy, Grievance Redressal Mechanism, and Whistle Blower Policy covering human rights. Training programs are conducted on POSH, diversity, inclusivity, and workplace ethics.	Positive
7.	Occupational Health and Safety	Risk	Inadequate redressal of safety concerns may lead to employee dissatisfaction, regulatory issues, and operational risks. Addressing these gaps offers an opportunity to build a safer and more responsive work environment.	Internal review initiated; creation of a dedicated response team; digital grievance tracking; training.	Negative
8.	Indigenous People and Cultural Heritage	Opportunity	IMFA operates in regions where Scheduled Tribes and traditional communities reside. Any industrial activity without culturally sensitive engagement may impact local heritage and social license to operate.	IMFA undertakes CSR projects in the field of Healthcare, Community education, Water & sanitation and Women empowerment.	Positive
9.	Risk Management & Control	Opportunity	As a mining and ferro alloys company operating in a volatile regulatory and commodity environment, proactive risk management is essential to ensure business continuity and stakeholder confidence.	IMFA has a formal Enterprise Risk Management (ERM) framework overseen by the Risk Management Committee. Risk registers are maintained across departments and reviewed periodically for mitigation planning and response.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes (Y=Yes)									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<p>P1 to P9: Code of Conduct: https://www.imfa.in/pdfs/code.pdf</p> <p>P1: Whistleblower Policy: https://www.imfa.in/pdfs/WBP.pdf</p> <p>P1 to P6, P8 to P9: Quality, Environment and Occupational Health & Safety Policy: https://www.imfa.in/our-business/integrated-management-system.htm</p> <p>P4 and P8: CSR Policy: https://www.imfa.in/pdfs/CSR-Policy.pdf</p> <p>P3 and P5 The following are available internally:</p> <ol style="list-style-type: none"> Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy. Grievance Redressal Policy 								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2008								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The company recognises that improving its ESG performance is a continuous process. Currently, IMFA has set the following targets to be achieved:</p> <p>Environmental targets:</p> <ol style="list-style-type: none"> 5% increase of renewable energy in operations by March 2026. 5% reduction annually in scope 1, 2 & 3 emissions. <p>Social target:</p> <ol style="list-style-type: none"> Reduce workplace accidents (LTIFR) accidents to less than 0.3 annually. Ensure zero instances of child labour and cases of modern slavery in the workforce. <p>Governance Target:</p> <ol style="list-style-type: none"> Ensure zero corruption, fraud and money laundering cases annually. 100% resolution of identified cases for conflict of interest. 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
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)	<p>At IMFA we understand the importance of Environmental, Social and Governance stewardship and have long believed sustainability to be one of the key pillars to development and growth. We take cognisance of IMFA's impact on neighboring communities, the environment and our internal culture, and as a leading corporate citizen, we are committed to adopting the highest standards in operations to mitigate challenges that arise.</p> <p>We aim for organisational excellence by implementing strong corporate governance practices and embracing responsible leadership and integrating our processes and measures throughout the value chain.</p> <p>While our operations have always prioritised sustainability through initiatives such as the first captive solar project in Odisha and gainful use of fly ash through production of low density aggregates (LDA), we took a major step this year by entering into long term power purchase agreements with two leading RE companies for 110 MW hybrid renewable energy. Slated to come on line by June 2026, this will result in a significant reduction of our carbon footprint.</p> <p>In addition to a greater share of renewable energy in our operations, we are also focussing on a sustainability driven agenda while exploring growth and diversification opportunities. This includes adopting energy-efficient equipment and conducting regular energy audits to reinforce our vision of a greener tomorrow.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Subhrakant Panda, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>The Company has the following Board committees to address different aspects of sustainability:</p> <ul style="list-style-type: none"> ● Audit Committee, ● Whistle Committee, ● Risk Management Committee, ● Stakeholders Relationship Committee and ● CSR Committee. <p>Adequate internal control systems exist to oversee the implementation of related policies.</p>								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

1. Percentage coverage by training and awareness programs 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	1	<ul style="list-style-type: none"> Awareness program on various committees under Companies Act, 2013 and SEBI LODR. Familiarisation for Independent Directors 	75%
Key Managerial Personnel	1	<ul style="list-style-type: none"> Gender Sensitivity at Workplace To understand the Fundamentals of Gender Constructs. Gender Inclusion for a better Workplace Environment Basic roles and responsibilities towards Safety and Security of Working Men & Women. Overview of Case Studies, Recent Judgements and Supreme Court 's Guidelines 	60%
Employees other than BoD and KMPs	49	<ul style="list-style-type: none"> NEO-New Employee orientation GET- Induction workshop Awareness Sessions on Ethics, Accountability & Good Governance at Workplace Navigating Gender Diversity & Professional Conduct Awareness Sessions on POSH 	68%
Workers	18	<ul style="list-style-type: none"> Better WE Awareness Sessions on Ethics, Accountability & Good Governance at Workplace Navigating Gender Diversity & Professional Conduct Awareness Sessions on POSH 	30%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

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

	Monetary				Has an appeal been preferred? (Yes/No)
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	
Penalty/ Fine	0	0	0	0	0
Settlement	0	0	0	0	0

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Compounding fee	Principle 1	RD Eastern Region, Kolkata	8,50,000	Violation of Section 206 of the Companies Act, 2013	No
	Principle 1	RD Eastern Region, Kolkata	32,50,000	Violation of Section 129 of the Companies Act, 2013	No
	Principle 1	RD Eastern Region, Kolkata	3,50,000	Violation of Section 77 of the Companies Act, 2013	No

Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	-	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	0	0
Punishment	0	0	0	0	0

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
Appeal was not filed for the instance disclosed in Question 2.	

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, IMFA has a comprehensive Anti-Corruption and Anti-Bribery Policy embedded within its Code of Conduct for Directors and Employees, which outlines the Company's commitment to maintain the highest standards of integrity, transparency, and ethical conduct. The policy applies across all levels of the organization and extends to all business relationships, including suppliers, customers, and other third parties.

To reinforce ethical behaviour, all employees receive conduct guidelines through site-level Employee Manuals, and "Dos and Don'ts" related to bribery and corruption are included in their appointment letters. Additionally, the Company has instituted a Whistle Blower Policy that provides employees with a secure and confidential mechanism to report unethical practices directly to the Whistle Committee or the Chairman of the Audit Committee.

The Code of Conduct is available at: https://elegant-canvasad15652696.media.strapiapp.com/code_ce0a7409b2.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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
KMPs	No such disciplinary action has been taken by any law enforcement agency for charges of bribery/ corruption.	
Employees		
Workers		

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				No such complaints have been received.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

This is not applicable as there are no instances of corruption or conflict of interest.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	60 days	59 days

* No. of days of accounts payables has increased mainly due to year end expenses bookings.

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 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Concentration of Purchases	Purchases from trading houses as % of total purchases	26.88%	30.05%
	Number of trading houses where purchases are made from	3 no.s	3 no.s
	Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	Sales to dealers/ distributors as % of total sales	NA*	NA*
	Number of dealers/ distributors to whom sales are made	NA*	NA*
	Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	NA*	NA*
Share of RPTs in	Purchases (Purchases with related parties/total Purchases) (%)	3.51%	2.81%
	Sales (Sales to related parties/ Total sales)	0	0
	Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0	7.95%
	Investments (Investments in related parties/ Total investments made)	0	0

*Not applicable as IMFA sells goods directly to manufactures and not to dealers/ distributors.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

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

Yes, the Company has established processes to manage and prevent conflicts of interest involving members of the Board. The Code of Conduct for Directors and KMPs includes a specific clause addressing conflict of interest, and all members are required to submit annual declarations confirming compliance. Additionally, Directors disclose their interests in other entities to ensure transparency and good governance.

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.

Particulars	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	7%	6%	Capital investments are being undertaken in advanced technologies focused on enhancing ambient air quality and integrating energy-efficient equipment, yielding benefits in operational sustainability, emissions reduction, and improved energy optimization.

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

Yes, the Company operates its own captive chrome ore mines, which are compliant with all statutory requirements. For other raw materials, such as Bauxite and Quartzite, we ensure that proper mining permissions have been obtained from the respective state mining departments. Furthermore, interstate dispatch of these materials from external vendors is carried out only with the approval of the appropriate state authorities, based on a valid transit pass obtained prior to transporting the materials from the vendor to the plant.

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

71% of the Company's raw materials are sustainably sourced.

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.

Ans. As a manufacturer of ferro chrome, which serves as a raw material in stainless steel production, IMFA's product is fully consumed in downstream industrial processes. Consequently, there is no residual material available for reclamation, reuse, or recycling at end of life, making this provision not applicable to the primary product.

Regarding packaging materials, tarpaulins used during chrome ore transportation are reused multiple times to minimize waste. Once deemed unusable, they are disposed of responsibly through vendors authorized by the State Pollution Control Board (SPCB) in compliance with applicable environmental regulations.

The Company does not generate e-waste or consumer-facing plastic waste in significant quantities, and any hazardous waste generated during operations is managed as per the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, through certified handlers and disposal facilities.

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, Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

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 web-link
No Life Cycle Perspective / Assessments (LCA) have been conducted by the entity for any of its products.					

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
Ferro Chrome	Air Emission	<p>To address the risk of air emission, the organisation has installed adequate numbers of the following Air Pollution Control Devices (APCD):</p> <ul style="list-style-type: none"> Gas Cleaning Plant (GCP) Dust Extraction system (DE) Mist Cannons Rain Guns Dry Fog Dust Suppression system (DFDS) <p>These devices are regularly maintained to ensure that they function efficiently and effectively.</p> <p>All furnaces are fitted with Fume Extraction Systems and Mist Cannons to control and suppress fumes and dust.</p> <p>Ambient air quality is being measured regularly and is within the prescribed norms. The company has not received any negative feedback regarding the same.</p>
	Water Management	<p>All wastewater generated is being completely reused. Treated water is being used in metal cooling, slag cooling, ash conditioning & dust suppression. Any domestic wastewater is being treated through a sewage treatment plant and then being used for gardening. Therefore, there is no discharge of wastewater.</p>

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 2024-25 (Current FY)	FY 2023-24 (Previous FY)
	NIL	

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

*The material produced by the Company is used as a raw material for the manufacture of stainless steel. Therefore, there is no scope for reclaiming the product at end of life.

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

Reclaimed products and their packaging materials as % of total products sold in respective category	
Indicate Product Category	NIL

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	775	775	100%	775	100%	-	-	-	-	-	-
Female	49	49	100%	49	100%	49	100%	-	-	33	100%
Total	824	824	100%	824	100%	49	100%	-	-	33	100%
Other than Permanent employees											
Male						-	-	-	-	-	-
Female						-	-	-	-	-	-
Total						-	-	-	-	-	-

* Health insurance provided by the Company covers only critical illnesses.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent workers											
Male	1232	1232	100%	1232	100%	-	-	-	-	-	-
Female	16	16	100%	16	100%	16	100%	-	-	16	100%
Total	1248	1248	100%	1248	100%	16	100%	-	-	16	100%

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/ A)	Number (D)	% (D/ A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Other than Permanent workers											
Male	3862	3862	100%	3862	100%	-	-	-	-	-	-
Female	493	493	100%	493	100%	493	100%	-	-	493	100%
Total	4,355	4,355	100%	4,355	100%	493	100%	-	-	493	100%

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

	FY 2024-25 Current Financial Year	FY2023-24 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.26%	0.22%

All expenses related to staff welfare including Employee Insurance, Benefits, Rewards, Reimbursements and other staff related expenses. These expenses exclude salary/wages and contributions to PF.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	NA
Others – please specify	-	-	-	-	-	-

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, the Company ensures that its office premises are accessible to differently abled employees and workers through the provision of facilities such as wheelchairs and lifts.

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 articulated its commitment to human rights under Clause No. 3.6 of the Labour and Human Rights Policy. This policy is accessible to all employees through the internal intranet system.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

*No Parental leave in FY 2024-25

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has a "Grievance Redressal Policy" applicable to all permanent employees. It seeks to promote practices and procedures that ensure creation and sustenance of healthy relationships and expeditious settlement of employee grievance, thereby improving productivity and overall efficiency of the organisation.
Other than Permanent Workers	
Permanent Employees	As per the policy framework, the grievance redressal process comprises three stages for addressing employee grievances:
Other than Permanent Employees	

- 1. First Stage:** Submission of the grievance to the immediate supervisor or departmental head for resolution.
- 2. Second Stage:** If unresolved, escalation to the Human Resources department for further examination and mediation.
- 3. Third Stage:** In the event the grievance remains unresolved, final escalation to a designated senior management committee for conclusive resolution.

The decision of the **Grievance Redressal Committee** at Stage III shall be considered final, and no further appeal will be entertained against its decision. However, any unresolved grievances that are recorded in the monthly grievance reports are escalated to the Managing Director for a final review and decision, ensuring closure on all pending matters.

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

At IMFA, employees have the right to raise any concerns, without any vindictive consequences. The Right to Freedom of Association and Collective Bargaining is being upheld by providing an option to employees to form or join labour unions or workers associations within the ambit of statutory provisions and Code of conduct. Presently IMFA Shramik Sangha, IMFA Employees Association, IMFA Shramik Patinidhi Mandali and Sukinda Region Chromite Khadan Mazdoor Sangha are the associations/ unions recognised by IMFA.

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	824	-	-	824	-	-
Male	775	-	-	791	-	-
Female	49	-	-	33	-	-
Total Permanent Worker	1248	1176	94	1,277	1,212	95
Male	1232	1163	94	1,261	1,199	95
Female	16	13	81	16	13	81

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	775	562	73%	710	92%	791	613	77%	749	95%
Female	49	19	39%	44	90%	33	26	79%	33	100%
Total	824	581	71%	754	92%	824	639	78%	782	95%

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Workers										
Male	1232	535	43%	1019	83%	1,261	1,052	83%	939	75%
Female	16	4	25%	12	75%	16	2	13%	3	19%
Total	1248	539	43%	1031	83%	1,277	1,054	83%	942	74%

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	775	775	100%	791	791	100%
Female	49	49	100%	33	33	100%
Total	824	824	100%	824	824	100%
Workers						
Male	1,232	1,232	100%	1,261	1,261	100%
Female	16	16	100%	16	16	100%
Total	1,248	1,248	100%	1,277	1,277	100%

*This information relates to employees on the direct rolls of the company and does not include contractual works.

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?

All manufacturing units and mines of IMFA have implemented health and safety management system to ensure health and safety of employees and workers. The Quality, Environment, Health and Safety policy shows the commitment of IMFA to provide healthy and safe workplace. Ferro Alloys plants at Choudwar and Therubali are certified with Quality Management System (ISO 9001). We conduct regular internal audits to meet the requirements of ISO 45001 and ISO 14001.

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

IMFA has implemented HIRA and SOP for performing the routine jobs safely. Also, the Task Risk assessment and six directional hazard identification system is in place to identify and control hazards in non-routine activities and Permit to work system is in place. The SOI rounds (Safety Observation and Interaction) conducted by Leadership and front-line executives to identify the gaps in the working environment, also provide a platform to workers to express their needs on safety improvements. Job Cycle Checks are conducted on critical tasks on monthly basis to ensure the Safe operating procedures are up to date and all hazards and risk associated with the activities are controlled effectively. A calendar has been made to ensure all critical activities are checked annually and SOP's are maintained up to date. The company now implemented Artificial Intelligence based workplace monitoring cameras to identify the unsafe acts and conditions and alert to make work areas safer. Company has also implemented automatic lifting hooks to be used during loading and unloading activities with crane to eliminate manual interaction.

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

Yes, we follow the Look-Stop-Act method for identifying and controlling hazards and near-miss incidents in the workplace. Under this approach, hazards are identified and mitigated before the start of work, and any issues requiring specific actions are reported to the concerned supervisor. Workers are empowered to stop work in the event of unsafe working conditions.

The company nominates Safety Captains on a monthly basis to assess and report the presence of hazards in the workplace. Additionally, the company has conducted third-party safety audits, such as Electrical Safety Audits carried out by the National Safety Council across all locations. Arc flash assessments have also been conducted by M/s Sparrow Risk Consultants to enhance the safety of electrical systems.

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

Yes, the company ensures the provision of comprehensive non-occupational medical and healthcare services to all employees and workers across its operations. A fully equipped First Aid Centre staffed with qualified medical professionals is available at the workplace to provide immediate healthcare support.

At the factory units, pre-employment medical examinations are conducted for all new recruits to assess their fitness for duty. Additionally, annual basic health check-ups are carried out for all employees. For workers exposed to specific occupational risks, audiometry tests are conducted annually for those working in high-decibel noise zones, while spirometry tests are administered for individuals working in areas with heavy dust exposure, ensuring early detection and prevention of occupational illnesses.

At the mining locations, pre-employment health assessments are also mandatory. In accordance with regulatory requirements, periodic medical examinations are conducted as follows:

- Once in every five (5) years for workers aged below 45 years.
- Once in every three (3) years for workers aged 45 years and above.

Further, for high-responsibility roles such as drivers and equipment operators, specialized eye refraction tests are conducted to ensure visual acuity and operational safety.

Additionally, food handlers employed at company facilities are tested for infectious diseases as per the norms laid out by the Food Safety and Standards Authority of India (FSSAI), to ensure compliance with food safety regulations and maintain hygiene standards.

The company remains committed to safeguarding the health and well-being of its workforce through regular health surveillance, risk-based medical testing, and preventive care initiatives.

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

Safety Incident/Number	Category*	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.446	0.213
	Workers	0.198	0.340
Total recordable work-related injuries	Employees	2	1
	Workers	2	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

Indian Metal & Ferro Alloys Limited (IMFA) places the highest priority on ensuring the health and safety of its employees and contract workers. The Company has established a robust Health and Safety Management System supported by the commitment of top management and aligned with Indian laws and best practices.

Key Health & Safety Initiatives and Programs:

- Implementation of Hazard Identification and Risk Assessment (HIRA), Standard Operating Procedures (SOPs), Task Risk Assessment, Permit to Work (PTW) system, Incident Investigation, and comprehensive Emergency Response Plans at each operational site.
- Promotion of a positive safety culture through open forums for discussion, including Leadership Rounds, Safety Committee Meetings, Monthly Mass Meetings, Contractor Safety Assessments, and other safety review forums.
- Organization of health and safety awareness campaigns and programs such as National Safety Week, Road Safety Month, and other periodic initiatives.

Health & Safety Practices for Employees:

- Regular training sessions are conducted for employees to enhance their understanding and competency in health and safety protocols and ensure safe job execution.
- Active involvement of employees in safety discussions and decision-making through committee participation and leadership engagement activities.

Health & Safety Practices for Contract Workers:

- Contract workers are integrated into the Company’s safety management framework through participation in safety meetings, contractor safety assessments, and relevant health and safety training programs.
- Continuous monitoring and review of contractor safety performance as part of IMFA’s broader commitment to workplace safety.

By embedding these practices into its operational framework, IMFA strives to uphold the highest standards of occupational health and safety and foster a culture of continuous improvement.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0					
Health & Safety	3125	186	The complaints were lodged near the end of the financial year and are currently being addressed within the Company’s stipulated resolution period.	2801	219	The complaints were lodged near the end of the financial year and are currently being addressed within the Company’s stipulated resolution period.

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.

- The factories are assessed annually by the Central Inspection Coordination Group (CICG), which comprises representatives from the Directorate of Factories and Boilers, Odisha, the Regional Officer – Environment, and the Assistant or Deputy Labour Officer. Similarly, the mines are assessed each year by the Directorate General of Mine Safety – Electrical and Mechanical.
- The company also engages with esteemed organizations such as the National Safety Council to conduct safety audits across all its operations. Arc flash assessments have been conducted at electrical installations across all manufacturing plants and mines to protect personnel working with high-voltage electrical systems.
- All ferroalloy manufacturing plants have implemented an effective access control program in hot metal handling areas and have provided high-quality personal protective equipment (PPE) conforming to international standards. The company has also implemented AI-based workplace monitoring cameras to identify unsafe acts and conditions and generate alerts, thereby enhancing workplace safety.
- Furthermore, automatic lifting hooks are being introduced during loading and unloading activities with cranes to eliminate manual handling and interaction. A third-party audit, recommended by the Directorate of Factories and Boilers, has also been conducted, and all recommended actions have been successfully closed.

Leadership Indicators

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

Yes

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

The Company only engages contractors that are registered with appropriate statutory authorities such as PF, ESI, etc. As the principal contractor, it is ensured that all statutory dues are deducted and deposited to the government on time by the labour contractors/civil contractors in the value chain. As per the established standard procedure, the contractor is required to submit proof of deposit along with monthly bills. In case proof is not submitted, the Company retains the amount corresponding to the amount to be deposited, from the vendor's payment. Payments are released only on submission of proof of deposit.

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

	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 2024-25 (Current FY)	FY 2023-24 (Previous FY)	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company provides transition assistance to employee's post-retirement through retainership contracts, offered on a need basis.

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	100%
Working Conditions	100%

6. 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 of value chain partners.

IMFA developed a detailed contractor HSE guideline and Supplier ESG code of conduct to ensure health & safety of contractor workforce. The contractors working at site are assessed on their performance on monthly basis. Monthly review meetings are conducted to assess the effectiveness of corrective actions implemented, based on inputs received from contractor performance assessments. This process ensures continuous monitoring and improvement in contractor management and workplace safety standards.

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.

Effective stakeholder engagement is crucial for IMFA to build trust, enhance transparency and ensure alignment between its sustainability objectives and broader expectations. The key internal and external stakeholders of the Company have been identified through a comprehensive assessment conducted in consultation with the management. These stakeholder groups are integral to the organization and supports IMFA in strengthening its governance framework, enhancing credibility and maintaining a positive reputation.

In alignment with this understanding, the Company maintains continuous engagement with its stakeholders to meet their expectations, identify and manage associated risks, and support informed, sustainable decision-making processes.

The identified stakeholder groups, as outlined in response to Question 2, broadly include:

- Internal Stakeholders: Employees, Shareholders
- External Stakeholders: Customers, Communities, Suppliers, Partners, Vendors

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	<ul style="list-style-type: none"> ● Meetings and direct interaction ● Community events ● Corporate communications ● Telephonic Conversation 	Other – Continuous	<ul style="list-style-type: none"> ● To provide the opportunity to local community and discuss key issues such as health, sanitation, livelihood, and infrastructure development, with IMFA’s CSR teams.
Investors (Other than Shareholders)	No	<ul style="list-style-type: none"> ● Meetings with Investors ● Attending Investor Relations (IR) Conferences ● Site visits for investment community ● Conference Calls for Investment Community ● Analyst Meets ● Public disclosures and quarterly financial results ● Press conferences ● Communication with Shareholders 	Quarterly & Other – Continuous	<ul style="list-style-type: none"> ● To educate investors about IMFA’s values and business and long-term business strategy. ● It also helps investors voice their concerns regarding company policies, reporting, company strategies, etc.
Shareholders	No	<ul style="list-style-type: none"> ● Emails, ● SMS ● Newspaper prints ● Websites ● Press releases ● Earnings call ● In-person meetings ● Conferences 	Quarterly	<ul style="list-style-type: none"> ● To educate shareholders about IMFA’s values and business and long-term business strategy. ● To facilitate a platform for shareholders to voice concerns related to company policies, reporting, and strategic direction.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	<ul style="list-style-type: none"> • Satisfaction surveys • Social Media • Grievance Redressal Suggestion schemes • Open house meetings • Emails, Journals • Meetings with employee Associations and unions 	Quarterly & Other – Continuous	<ul style="list-style-type: none"> • Facilitate career management and growth opportunities. • Identify and provide learning and development initiatives. • Engage in discussions on compensation structures and related matters.
Customers	No	<ul style="list-style-type: none"> • Customer Interactive Meet • Customer Satisfaction Survey • Exhibitions Seminars • Telephonic • Conversation • Video Calls 	Other-Continuous	<ul style="list-style-type: none"> • Identify opportunities for product improvement. • Understand customer needs and expectations. • Assess industry and business challenges to align offerings accordingly.
Value Chain Partners	No	<ul style="list-style-type: none"> • E-mails • Meetings • Telephonic conversation • Website • Video call 	Other – Continuous	<ul style="list-style-type: none"> • Ensure compliance with statutory, health, and safety requirements. • Foster long-lasting, sustainable relationships with stakeholders.

Leadership Indicators

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

The Company does not have a formal process for consultation between stakeholders and the Board on economic, environmental, and social topics. However, the management engages with stakeholders as and when required to address relevant concerns and gather inputs.

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

Yes, IMFA has conducted a comprehensive materiality assessment to identify and prioritise key environmental and social topics relevant to its business and stakeholders. This assessment involved structured consultations with various stakeholder groups, including employees, community representatives, customers, suppliers, and investors.

Based on the inputs received, several material issues—such as GHG emissions, air quality, occupational health and safety, community development, and human rights in the supply chain—were identified as critical. These insights have been directly incorporated into IMFA's sustainability strategy and operational policies.

Engaging with stakeholders has provided IMFA with valuable perspectives that inform our understanding of environmental and social priorities. This ongoing dialogue supports the alignment of our initiatives with broader expectations and contributes to the continuous refinement of our sustainability practices.

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

IMFA engages with vulnerable and marginalised communities—particularly Scheduled Tribes, low-income households, and rural populations—through its CSR initiatives. Based on community consultations, the company has implemented healthcare camps, mobile medical units, livelihood training, women-led SHGs, and education support programs. Infrastructure improvements such as clean water access and solar lighting have also been undertaken. These efforts aim to address locally identified needs and promote inclusive development around IMFA’s operational areas.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	824	272	33%	824	381	46%
Other than permanent	-	-	-	-	-	-
Total Employees	824	272	33%	824	381	46%
Workers						
Permanent	1248	119	10%	1,277	179	14%
Other than permanent	-	-	-	-	-	-
Total Workers	1248	119	10%	1,277	179	14%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	824	-	-	824	100%	824	-	-	824	100%
Male	775	-	-	775	100%	791	-	-	791	100%
Female	49	-	-	49	100%	33	-	-	33	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	1248	-	-	1248	100%	1,277	-	-	1277	100%
Male	1232	-	-	1232	100%	1,261	-	-	1,261	100%
Female	16	-	-	16	100%	16	-	-	16	100%
Other than Permanent	4,355	2,254	52%	2101	48%	3,939	2,501	63%	1,438	37%
Male	3,862	1765	46%	2097	54%	3537	2,099	59%	1,438	41%
Female	493	489	99%	4	1%	402	402	100%	-	-

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

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs in lakhs)	Number	Median remuneration/ salary/ wages of respective category (Rs in lakhs)
Board of Directors (BoD)				
(a) Executive Directors	3	2062.36	-	-
(b) Non-Executive Non-Independent Directors	2	10.80	-	-
(c) Non-Executive Independent Directors	2	20.00	1	20.00
Key Managerial Personnel	2	6.42	-	-
Employees other than BoD and KMP	781	8.25	47	5.46
Workers	1232	3.46	16	3.43

Directors who are on the Board as on 31st March, 2025 are shown in the above table.

KMPs who are on permanent roll of the company as on 31st March, 2025 are shown the above table.

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

Safety Incident/Number	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to women as % of total wages	2.47 %	1.47 %

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. IMFA has established dedicated internal complaint committees under its Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy and Grievance Redressal Policy to address workplace-related human rights concerns such as discrimination, bias, victimisation, and harassment. Additionally, the CSR Committee and Public Relations (PR) Department engage with communities to address broader human rights issues, including access to education, healthcare, livelihood, and basic infrastructure. These bodies ensure that both internal and external human rights impacts are identified, addressed, and monitored in alignment with IMFA's commitment to ethical and inclusive operations.

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

The organisation has established multiple policies to address human rights-related grievances, including the "Whistleblower Policy," "Grievance Redressal Policy," and the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy." Social Policy included child labour, modern slavery, human trafficking, diversity, equity and inclusion, external stakeholder, fair wages and benefit policy, workplace accessibility policy. Written complaints received from aggrieved individuals are reviewed and resolved in line with the procedures outlined in these policies, ensuring timely and fair redressal.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0
Other Employee Grievances	0	0	0	0	0	0

7. Complaints filed under the sexual harassment of women at workplace (Prevention, Prohibition and redressal) Act, 2013 in the following format:

	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)
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

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

The Company has a zero-tolerance policy towards harassment of any kind, including sexual harassment.

As per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (the policy), in order to conduct a free and fair enquiry and avoid adverse consequences to the complainant the Internal Committee constituted under this policy may recommend any of the following to the management:

- Transfer the aggrieved woman (complainant) or respondent to any other workplace.
- Grant leave to the complainant up to a period of 3 months. Such leave shall be in addition to the leave otherwise entitled to;
- Restrain the respondent from reporting on the work performance of the complainant or writing her confidential report and assign the same to another officer.

In addition:

- In case the respondent is a member of the Internal Committee, they are required to step down as a member during the enquiry of the complaint; and
- During the enquiry proceedings the complainant and/or their witnesses shall be called separately to ensure an atmosphere free of intimidation.
- In case of redressal of other grievances (related to supervision, viz bias, favouritism, etc. or victimisation, humiliation and disputes with other employees, covered under the Company's "Grievance Redressal Policy"), the policy strictly stipulates that an "aggrieved employee" shall not be victimized for raising a grievance.

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

Yes, human rights requirements do form a part of our business agreements and contracts. Contracts with service providers and material suppliers mandate that the vendor must not engage child labour while providing services/material. The Company also ensures that all contractual workers are paid a minimum wage.

10. Assessment for the year

	% of IMFA plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	75%
Forced/ involuntary labour	75%
Sexual harassment	0
Discrimination at workplace	0
Wages	75%
Others – please specify	Inspection conducted by CICG (central Investigation and Co-ordination group)

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

There were no significant risks/concerns arising from the assessments.

Leadership Indicator

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

No significant human rights grievances or complaints were reported during the year that would warrant modifications to the existing grievance mechanisms or the implementation of new business processes.

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

The human rights due diligence conducted by IMFA covers all key aspects including health and safety of employees, wellbeing at the workplace, communication channels, learning and development, child labour, modern slavery and human trafficking, and diversity, equity, and inclusion. This due diligence applies to all employees, including contractual and third-party workers, and is aligned with national guidelines. The company conducts regular awareness trainings, including those under the POSH Act, and undertakes periodic assessments to ensure compliance with human rights principles across its operations and value chain.

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, all of our offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of IMFA plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/ involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	20,658	18,881
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	20,658	18,881
From non-renewable sources (GJ)		
Total electricity consumption (D)	349,477	136,692
Total fuel consumption (E)	18,263,105	18,345,235
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	18,612,582	18,490,927

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total energy consumed (A+B+C+D+E+F) in GJ	18,633,240	18,509,808
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00073 GJ / INR	0.00067 GJ / INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.01514	0.01538
Energy intensity in terms of physical output	71.61	70.08
Energy intensity (optional) – the relevant metric may be selected by the entity		

*The IMF's latest implied PPP (Purchasing Power Parity) conversion rate for India, as of 2025, is 20.66 Indian Rupees per international dollar.

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

No

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

Ans. Yes, the IMFA Choudwar Plant is a Designated Consumer under the Bureau of Energy Efficiency (BEE)'s Perform, Achieve and Trade (PAT) scheme, currently participating in PAT Cycle VII.

During PAT Cycle II, the plant was assigned a Specific Energy Consumption (SEC) reduction target of 1.3673 TOE/T. The plant successfully achieved an SEC of 1.2836 TOE/T, surpassing the target and demonstrating significant energy efficiency improvements.

For the ongoing PAT Cycle VII, the plant has been assigned a revised SEC target of 1.2287 TOE/T, and relevant measures are being undertaken to meet and exceed the prescribed benchmarks.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,808,475	4,046,212
(ii) Groundwater	156,080	150,704
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	566,635	1,510,100
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,531,190	5,707,016
Total volume of water consumption (in kilolitres)	4,074,688	4,591,081
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00016 KL/INR	0.00017 KL/INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) *(Total water consumption / Revenue from operations adjusted for PPP)	0.00331	0.00381
Water intensity in terms of physical output	15.66 m3 / MT	17.38 m3 / MT
Water intensity (optional) – the relevant metric may be selected by the entity		

*The IMF's latest implied PPP (Purchasing Power Parity) conversion rate for India, as of 2025, is 20.66 Indian Rupees per international dollar.

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	456,502	1,115,935
- No treatment		
- With treatment – please specify level of treatment	456,502	1,115,935
(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)	456,502	1,115,935

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

No

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

The company is committed to Zero Liquid Discharge (ZLD) across all its manufacturing operations. Effluent Treatment Plants (ETPs) have been established at all manufacturing locations for the treatment of industrial wastewater. These ETPs are maintained efficiently to ensure compliance with prescribed environmental norms. The treated water is reused for metal cooling, slag cooling, ash conditioning, and dust suppression, ensuring that no industrial effluent is discharged externally.

In addition to this, Sewage Treatment Plants (STPs) are installed at all locations to treat domestic sewage. The treated sewage water is reused for gardening and plantation activities within colony areas, contributing to water conservation and sustainability.

At the Choudwar plant, two Effluent Treatment Plants (ETPs) have been installed for the treatment of industrial wastewater. The first ETP has a treatment capacity of 240 cubic meters per hour (m³/hr), while the second has a capacity of 200 cubic meters per hour (m³/hr). These plants ensure effective treatment and reuse of industrial effluents in operational processes, such as metal cooling, slag cooling, ash conditioning, and dust suppression, thereby maintaining zero liquid discharge from the facility.

Additionally, at the Choudwar plant, two Sewage Treatment Plants (STPs) have been established for the treatment of domestic wastewater. The first STP has a treatment capacity of 150 cubic meters per day (m³/day), while the second has a capacity of 3 cubic meters per day (m³/day). The treated water is effectively reused for gardening and plantation activities within the colony area, contributing to sustainable water management and reduced freshwater dependency.

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

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	MT	876.75	872.33
SOx	MT	1,626.49	1,842.58
Particulate matter (PM)	MT	627.50	477.36
Persistent organic pollutants (POP)		-	-

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,085,239	1,132,863
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,667	26,959
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ Equivalent/INR	0.000042	0.000042
A 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)	Metric tonnes of CO ₂ Equivalent/INR Operations adjusted for PPP	0.000887	0.000964
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ Equivalent/Production	4.19	4.39
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			-

*Source of Scope 1 Emission Factor: Intergovernmental Panel on Climate Change (IPCC)

*The IMF's latest implied PPP (Purchasing Power Parity) conversion rate for India, as of 2025, is 20.66 Indian Rupees per international dollar.

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

No

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

Yes, the entity has undertaken several initiatives aimed at reducing Greenhouse Gas (GHG) emissions:

- A 70 MW Hybrid renewable energy Purchase Agreement has been signed with JSW Energy, which is expected to be operational by FY 2026.
- A 40 MW Hybrid renewable energy binding terms sheet has been signed with Ampin Energy Utility One Private Ltd.
- The company utilizes furnace off-gas (carbon monoxide-rich gas) for power generation, resulting in an annual savings of approximately 30,000 to 35,000 metric tonnes of coal, thereby significantly reducing GHG emissions.
- In the briquetting plant, LPG gas is used as a cleaner alternative to Light Diesel Oil (LDO) in the dryer unit, contributing to lower emission levels.
- As part of afforestation efforts, approximately 58,000 saplings have been planted within the IMFA Choudwar campus, and an additional 67,000 saplings have been planted outside the campus, supporting carbon sequestration and enhancing local biodiversity.
- The company has installed solar capacity of 4.55 MWp.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	43.88	91.33
E-waste (B)	1.95	2.15
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	-	-
Battery waste (E)	16.90	6.91
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	6,752.96	6,553.42
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,995,196.90	3,032,900.42
Total (A+B + C + D + E + F + G + H)	2,002,012.64	3,039,554.25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000787 MT/INR	0.00011 MT/INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00162	0.00253
Waste intensity in terms of physical output	7.69	11.51
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	6,587	6,469
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	6,587	6,469
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1.24	1.69
(ii) Landfilling	1,615,872.57	2,581,521.91
(iii) Other disposal operations	385,382.13	440,403.45
Total	2,001,255.94	3,021,927.04

*The IMF's latest implied PPP (Purchasing Power Parity) conversion rate for India, as of 2025, is 20.66 Indian Rupees per international dollar.

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

No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The company has adopted a structured and compliant approach to waste management across all its establishments, with a focus on minimizing environmental impact and promoting resource recovery.

- Hazardous Waste Management: Hazardous waste is collected, stored, and disposed of in accordance with the provisions of the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and its subsequent amendments.
- Plastic Waste Management: Plastic waste generated at the facilities is collected, segregated, and handed over to authorized recyclers for environmentally sound disposal.

- E-waste and Used Battery Disposal: E-waste and used batteries are disposed of through authorized recyclers, ensuring safe handling and compliance with applicable environmental regulations.
- Ash Utilization: Ash, generated as a solid waste from the power plant, is utilized internally in the company's brick manufacturing unit and LDA plant. Additionally, ash is supplied to external brick industries, cement plants, and is also used for road construction, mine void filling, and reclamation of waste and degraded lands.
- Slag Utilization: Slag, produced from the Charge Chrome Plant, is reused in internal road construction and for filling low-lying areas, contributing to land development and minimizing waste accumulation.

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	Greenfield project at Kalinga Nagar	Manufacturing HCFC & 10 MW off gas-based power plant	Yes
2	Greenfield project at Therubali	120 KLD Grain based Ethanol plant	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
Greenfield project at Kalinga Nagar	S.O. 1533 (E) 14.09.2006	04.07.2024	Yes	Yes	http://www.imfa.in/
Greenfield project at Therubali	S.O. 1533 (E) 14.09.2006	25.07.2024	Yes	Yes	http://www.imfa.in/

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

Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder are all applicable to IMFA and the Company is compliant with all related regulations.

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

NIL

Leadership Indicators

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

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

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

The Company does not operate in areas of water stress; hence this question is not applicable.

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

No

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	16,940	23,731
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent/INR	0.00000066	0.00000086
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

The Company's Scope 3 emissions have not been assessed in the current or previous financial year 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.

As part of its operations near ecologically sensitive areas, the company acknowledges both direct and indirect impacts on local biodiversity. These impacts primarily arise from mining-related activities and include the following:

Significant Direct and Indirect Impacts:

- Clearing of forest cover for mining purposes.
- Displacement of wildlife from their natural habitats.
- Land disturbance and terrain modification due to mining operations.
- Air, water, soil, and noise pollution caused by excavation, transportation, and processing activities.

Prevention Activities:

To mitigate and manage the ecological impacts, the company has implemented several prevention measures, including:

- Afforestation and plantation in accordance with the approved Mining Plan and Wildlife Conservation Plan.
- Installation of solar fencing around mining quarries to prevent the entry and accidental fall of wild animals into the mining areas.
- Reduction in man-animal conflict through community awareness and boundary safety measures.
- Soil conservation activities, including:
 - Construction of check weirs
 - Development of settling ponds
 - Building retaining walls to manage surface runoff
 - Creation of fire lines to control and prevent the spread of forest fires.
 - Maintenance of safety zones around operational areas.
 - Development of green belts to serve as natural barriers and promote biodiversity.

Remediation Activities:

The company also undertakes site-specific remediation activities in line with regulatory and environmental guidelines:

- Implementation of the Site-Specific Wildlife Management Plan, as approved by the Divisional Forest Officer (DFO).
- Block plantation initiatives in disturbed or reclaimed areas.
- Construction of water harvesting structures to support groundwater recharge and provide water sources for flora and fauna.
- Establishment of fire lines to mitigate the risk of forest fires.
- Formation of anti-depredation squads, in coordination with the DFO, to monitor and manage wildlife intrusions.
- Regular reporting to the Forest Department in case of any wildlife sightings or incidents.
- Organization of awareness programmes for employees and nearby communities to promote biodiversity conservation and forest protection.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Procurement of premium efficiency (IE3) motors	Strategic replacement of standard efficiency (IE1) motor with premium efficiency (IE3) motors to save energy.	Reduction in energy consumption.
2.	Procurement of energy-efficient BLDC ceiling fans	Replacement of conventional ceiling fans with energy-efficient BLDC ceiling fans	Reduction in energy consumption.
3.	Procurement of energy savings LED fixtures	Substitution of old conventional lighting with energy-saving LED fixtures	Reduce in energy consumption.
4.	Installation of Variable Frequency Drives	Installation of Variable Frequency Drives (VFDs) for RA fan motor operations to optimize energy usage	Reduce in energy consumption.

The Company has won the following awards in FY 2024-25 pertaining to the use of innovative technologies, improvements in resource efficiency and reduction of impacts due to emissions, effluent discharge or waste generated.

S. No.	Name of the Plant/ Mines	Awarding Authority	Award Name
1.	Choudwar	CII Eastern Region	4.25 star energy conservation award-2024.
2.	Choudwar- Captive Power Plant	Department of Energy, Govt. of Odisha and Bureau of Energy Efficiency, Ministry of Power, Govt. of India	Odisha State Energy Conservation Award-2024
3.	Therubali	State pollution control board	Pollution Control Excellence Award for adoption of effective pollution control measures and sound environmental management practices.
4.	Sukinda Mines	Institute of Quality & Environment Management Services-Bhubaneswar	5-Star Category-Kalinga Environment Excellence Award
5.	Mahagiri Mines	Institute of Quality & Environment Management Services-Bhubaneswar	4-Star Category-Kalinga Environment Excellence Award

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

Yes, the company has developed Onsite Emergency Response Plans at all operational locations as part of its business continuity and disaster management strategy. These plans outline detailed rescue actions, communication protocols, and resource mobilization for various identified emergency scenarios. The company ensures the availability of essential resources such as fire safety equipment, rescue tools, and ambulance services, as specified in the plan. Regular mock drills are conducted in collaboration with the State Government and National Disaster Response Force (NDRF) to evaluate preparedness and response effectiveness.

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.

Nil

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:

By the listed entity	Nil
By the top ten (in terms of value of purchases and sales respectively) value chain partners	NA

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.

In FY 2024-25, IMFA was part of 07 nos. National and International trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Utkal Chamber of Commerce and Industry (UCCI)	State
4	Federation of Indian Mineral Industries (FIMI)	National
5	International Chrome Development Association (ICDA)	International
6	Indian Ferro Alloys Producers' Association (IFAPA)	National
7	Federation of Indian Export Organisations (FIEO)	National

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

No adverse orders have been received from regulatory authorities related to anti-competitive conduct by the entity.

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

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
No public policy positions were advocated by the entity in the current financial year.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1.	High Carbon Ferro Chrome Project, Kalinga Nagar	Odisha	Jajpur	NA	NA	1,70,14,489

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

Grievances raised by the community are directed to the designated officers at the respective operational locations, including plant and mine sites. Such grievances are subsequently escalated to the senior management, where they are reviewed and resolved through a structured process involving thorough evaluation and deliberation.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	7.40%	15.27%
Directly from within India	67.29%	63.23%

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

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	26.85%	42.87%
Semi-urban	32.09%	40.19%
Urban	26.95%	15.09%
Metropolitan	14.10%	1.86%

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

*Classification is based on the RBI Guidelines and Census 2011.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NA	NA

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.	Odisha	Rayagada	1,87,15,966.00

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- (b) From which marginalized /vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?

Presently, the Company does not have any such preferential procurement policy.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	The Company does not own and has not acquired any intellectual properties based on traditional knowledge in the current financial year and therefore, this question is not applicable.			

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

Name of Authority	Brief of the Case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Project Arogyadhara (Healthcare)	138183	46%
2	Project Adhyayan (Community Education)	17089	39%
3	Project Su-Swathay (Water & Sanitation)	19180	70%
4	Project Sakshyam (Women Empowerment & Skill)	12846	32%
5	Promotion of Sports, Culture & Community Development	750	30%
6	Environment Protection	900	30%

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.**

Customer complaints: The mechanisms in place to receive and respond to customer complaints on export and domestic sales are described below:

Export Sales: Customers notify the Sales and Marketing Department (S&M) of any non-conformity, which is recorded in the Customer Complaint Register. The Department analyses the complaint and:

- a) if it pertains to quality (chemical and size of the product), it is forwarded to the Head of Manufacturing, Production in-charge, Quality Control (QC) in-charge at the plant for investigation.
- b) Other complaints are investigated by the S&M department.

If the issue (related to size deviation and Chromium difference) can be resolved as per the provisions of the contract at the destination, the Head of S&M shall try to do so with the customer after consultation with the Ferro Alloys Business Unit Head. If required, a Company representative(s) may visit the customer to assess and determine the cause of the non-conformity. The Company representative's report is submitted to the Head of Sales & Marketing, who in turn in consultation with the Ferro Alloys Business Unit Head, takes suitable corrective and preventive actions (as per prescribed protocols), that are acceptable to the customer as well.

Records of non-conformities and their resolution are maintained in the prescribed form and suitable corrective action is taken to avoid future occurrences.

Domestic Sales: Customers can submit their complaints in writing or verbally at Corporate Head Quarters (CHQ), Branches or at IMFA Therubali/Choudwar. Complaints received at CHQ and Branches are acknowledged in the prescribed Customer Complaint Acknowledgement form. Complaints received at Works are forwarded to CHQ for acknowledgement. In case complaints are acknowledged at Branches, a copy of the acknowledgement is forwarded to S&M in Bhubaneswar.

Once the complaint is acknowledged a preliminary investigation carried out by an executive of the S&M department, which involves a) Understanding the complaint and customer expectations; b) Ascertaining if the entire consignment related to the complaint is segregated and untampered; and c) Any other aspect.

The preliminary investigation report is submitted to the S&M Head along with the Customer Complaint Acknowledgement. The S&M Head then determines whether a further detailed investigation is required. If so, an executive of the S&M Department carries out the said investigation. On completion, the Domestic Sales in-charge disposes the complaint based on the terms of the Purchase Order and/or mutual agreement between the customer and the Company.

For issues arising from customer complaints, corrective action is taken by the designated personnel to avoid similar occurrences in the future.

The "Review of Customer Complaint" and "Cost of Poor Quality" are recorded in the prescribed forms and copies are shared with the branches concerned. A brief of all the steps taken between the acknowledgement of the complaint and corrective action is recorded in the Customer Complaint Register maintained by the S&M Department.

Customer Feedback: Feedback is collected from customers with each consignment, where customers rate IMFA's product quality, delivery and personal interaction on a scale of 0 to 10. These feedback forms are either sent to customers via email or hand-delivered during sales visits. Feedback can also be collected over the telephone. All feedback forms are compiled and analysed on a half-yearly basis, for any corrective action.

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

S. No.	Product/Service	% of total Turnover contributed
		Not applicable

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

3. Number of consumer complaints

Category	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	0	0	0	0
Advertising	0	0	0	0
Cyber- security	0	0	0	0
Delivery of essential services	0	0	0	0
Restrictive Trade Practices	0	0	0	0
Unfair Trade Practices	0	0	0	0
Others	0	0	0	0

*No complaints have been received in any of the given categories in the current or previous financial year

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

	Number	Reason for Recall
Voluntary recalls	-	-
Forced recalls	-	-

* Product recalls are not applicable to the company. IMFA's product Ferro Chrome is a non-hazardous, non-toxic item used as a raw material in the steel industry. It does not pose any threat to the customer, i.e. steel manufacturers and therefore, there are no product recalls on account of safety issues.

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 entity has a policy on cyber security and risks related to data privacy. The policy is available with the IT department. The link is internally available on intranet and the employees are made aware

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - **Nil**
- Percentage of data breaches involving personally identifiable information of customers - **Nil**
- Impact, if any, of the data breaches - **Nil**

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

Information regarding our product can be accessed on our website- <https://www.imfa.in>.

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

IMFA's product Ferro Chrome is non-hazardous and non-toxic and does not require any labelling. However, the Company provides a Material Safety Data Sheet (MSDS) which contains information about safe and responsible usage of the product, including – stability and reactivity, information on basic physical and chemical properties, ecological information, handling and storage, exposure control, hazard identification, firefighting measures, and first aid.

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

Our product cannot be considered as essential; therefore, this question is not applicable. However, in the event of any disruption/ discontinuation of operations the consumers are informed in accordance with the "Force Majeure" clause in their contracts with the Company.

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

Local laws do not mandate display of specific product information on the Ferro Chrome, therefore this question is not applicable. However, our bags mention the product name.

Regarding consumer satisfaction surveys: The Company does not conduct separate customer satisfaction surveys. However, feedback is collected from customers with each consignment, where customers rate IMFA's delivery and personal interaction on a scale of 0 to 10. These feedback forms are either sent to customers via email or hand-delivered during sales visits and collected over the telephone. Such feedback is compiled and analysed on a half-yearly basis, for any corrective action.