

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FY 2022-23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L65910MH1998PLC115967
2. Name of the Listed Entity	IRB Infrastructure Developers Limited
3. Year of incorporation	1998
4. Registered office address	Off No-11th Floor / 1101 Hiranandani Knowledge Park, Technology Street, Hill Side Avenue, Powai, Mumbai 400 076
5. Corporate address	3rd Floor, IRB Complex, Chandivali Farm, Chandivali Village, Andheri (E), Mumbai - 400072
6. E-mail	info@irb.co.in
7. Telephone	022- 6640 4220
8. Website	www.irb.co.in
9. Financial year for which reporting is being done	April 1, 2022 – March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11. Paid-up Capital	₹ 6,039 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Rishikesh Ahirrao, info@irb.co.in +022 67336400 +022 40536400
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 consolidated basis for IRB Infrastructure Developers Limited, hence Business Responsibility and Sustainability (BRS) initiatives are extended to the Subsidiary Companies and its Joint Ventures.

II. Products/services

14. 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
Construction, Maintenance of Roads and Toll Operation*	Highway Infrastructure Development	100%

* The company is India's leading Highway Infrastructure Developer and owns 24 long term Highway Asset concessions through its three listed entities – IRB Infra & two InvITs. It Bids, Develops and Maintains these assets with inhouse capabilities of providing Construction and O&M assistance (no third party EPC work undertaken).

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

S. no. Product/service	NIC Code	% of total Turnover contributed
Construction, Maintenance of Roads and Toll Operation*	42101	100%

* The company is India's leading Highway Infrastructure Developer and owns 24 long term Highway Asset concessions through its three listed entities – IRB Infra & two InvITs. It Bids, Develops and Maintains these assets with inhouse capabilities of providing Construction and O&M assistance (no third party EPC work undertaken).

III. Operations

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

Location	Number of plants	Number of offices	Total
National	30	2*	32
International	NIL	NIL	NIL

* includes corporate office and registered office

17. Markets served by the entity:

a. Number of locations

Locations	Numbers
National (No. of States)	11
International (No. of Countries)	NIL

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

NIL

c. A brief on types of customers

Being an infrastructure and construction Company, our major clients include departments and ministries of State and Central Government, as well as toll road commuters.

IV. Employees

18. 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)	3,262	3,209	98.38%	53	1.62%
2.	Other than Permanent (E)	2,473	2,398	96.97%	75	3.03%
3.	Total employees (D + E)	5,735	5,607	97.77%	128	2.23%
WORKERS						
4.	Permanent (D)	101	63	62.38%	38	37.62%
5.	Other than Permanent (E)	*				
6.	Total workers (D + E)	101	63	62.38%	38	37.62%

*IRB engages with local workers around the project sites through local labour agencies, as per the workforce requirement of the project. At site level it maintains the labour records on a regular basis.

b. Differently abled Employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	7	7	100%	NIL	NIL
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total differently abled employees (D + E)	7	7	100%	NIL	NIL
DIFFERENTLY ABLED WORKERS						
4.	Permanent (D)					
5.	Other than Permanent (E)			NIL		
6.	Total differently abled workers (D + E)					

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	3	NIL	NIL

20. Turnover rate for permanent employees and workers

	Turnover rate in FY 2022-23			Turnover rate in FY 2021-22			Turnover rate in FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.92%	11.43%	11.91%	8.54%	9.26%	8.55%	14.15%	34.59%	14.56%
Permanent Workers	2%	NIL	2%	1%	NIL	1%	NIL	NIL	NIL

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Modern Road Makers Private Limited	Subsidiary	100%	Yes
2	IRB Ahmedabad Vadodara Super Express Tollway Private Limited	Subsidiary	100%	Yes
3	Mhaiskar Infrastructure Private Limited	Subsidiary	100%	Yes
4	Thane Ghodbunder Toll Road Private Limited	Subsidiary	100%	Yes
5	IRB Kolhapur Integrated Road Development Company Private Limited	Subsidiary	100%	Yes
6	ATR Infrastructure Private Limited	Subsidiary	100%	Yes
7	Ideal Road Builders Private Limited	Subsidiary	100%	Yes
8	Aryan Toll Road Private Limited	Subsidiary	100%	Yes
9	GE1 Expressway Private Limited	Subsidiary	100%	Yes
10	IRB PS Highway Private Limited	Subsidiary	100%	Yes
11	IRB Sindhudurg Airport Private Limited	Subsidiary	100%	Yes
12	IRB Infrastructure Private Limited	Subsidiary	100%	Yes
13	Aryan Infrastructure Investments Private Limited	Subsidiary	100%	Yes
14	Aryan Hospitality Private Limited	Subsidiary	100%	Yes
15	IRB MP Expressway Private Limited (formerly known as NKT Road & Toll Private Limited)	Subsidiary	100%	Yes
16	IRB Goa Tollway Private Limited	Subsidiary	100%	Yes
17	MRM Mining Private Limited	Subsidiary	100%	Yes
18	VM7 Expressway Private Limited	Subsidiary	100%	Yes
19	Pathankot Mandi Highway Private Limited	Subsidiary	100%	Yes
20	Chittoor Thachur Highway Private Limited	Subsidiary	100%	Yes
21	Meerut Budaun Expressway Limited	Joint Venture	51%	Yes
22	Samakhiyali Tollway Private Limited	Subsidiary	100%	Yes
23	MMK Toll Road Private Limited	Joint Venture	51%	Yes
24	IRB Infrastructure Trust	Joint Venture	51%	Yes

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)
25	IRB Westcoast Tollway Limited	Joint Venture	51%	Yes
26	Solapur Yedeshi Tollway Limited	Joint Venture	51%	Yes
27	Yedeshi Aurangabad Tollway Limited	Joint Venture	51%	Yes
28	Kaithal Tollway Limited	Joint Venture	51%	Yes
29	AE Tollway Limited	Joint Venture	51%	Yes
30	Udaipur Tollway Limited	Joint Venture	51%	Yes
31	CG Tollway Limited	Joint Venture	51%	Yes
32	Kishangarh Gulabpura Tollway Limited	Joint Venture	51%	Yes
33	IRB Hapur Moradabad Tollway Limited	Joint Venture	51%	Yes
34	Palsit Dankuni Tollway Private Limited	Joint Venture	51%	Yes

VI. CSR Details

22.

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in ₹) 67,033.14 Million
- (iii) Net worth (in ₹) 1,33,788.99 Million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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, IRB has various codes and policies to engage with the stakeholders to provide effective grievance redressal mechanism. For more details, please refer our website: https://www.irb.co.in/home/investors-relations-code-policies/ and for the grievances and feedback please refer https://www.irb.co.in/home/contact-us-2/	NIL	NA		NIL	NA	
Investors (other than shareholders)		NIL	NA		NIL	NA	
Shareholders		102	NIL		99	NIL	
Employees and workers		NIL	NA		NIL	NA	
Customers		NIL	NA		NIL	NA	
Value Chain Partners		NIL	NA		NIL	NA	
Other (please specify)		NIL	NA		NIL	NA	

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Economic Performance	Risk & Opportunity	The Company's financial performance is largely driven by revenue from construction & maintenance contracts and tolls. While toll revenue is largely driven by toll rates and traffic growth, construction revenue is recognized over the course of the projects based on the percentage of completion.	Revision of toll rates is linked with "Wholesale price index" or periodical increase clause as per Concession Agreement. Rapid economic development increases traffic growth while low economic activity has a negative impact. Low economic activity would lead to higher inflation which compensates the negative impact. Development of industrial corridors alongside our road assets are expected to boost traffic growth which ultimately helps toll revenue growth. We use risk assessment, mitigation and contract management, to manage the risks associated with EPC projects. Also, with respect to increase in input cost such as raw materials, the Company has been instrumental in getting competitive pricing from its bulk purchases.	Positive and Negative
2	Corporate Governance	Opportunity	Effective governance practices are adhered by way of maintaining highest level of compliance to code of conduct and ethics throughout the Company's business activities and operations. Good corporate governance practices enable in gaining the trust from the stakeholders such as investors, value chain partners, customers, employees and communities.	Diverse leadership of the Company such as Board of Directors, Key Management Personnel possess required expertise, skill and experience to effectively manage and lead the Company to attain its goals. The Company has robust policies and standard operating procedures as a guiding instrument for its people to ensure ethical behavior transparency and responsibly.	Positive
3	Regulatory Compliance	Opportunity	Adhering to regulatory compliances aids in operating and driving the Business activities smoothly. Protecting stakeholder interest as well as the public interest requires regulatory compliance, which is essential to maintaining the integrity of business processes.	The Company is driven by Business Responsibility policies as put forth by the Principles of NGRBC, the Companies Act, 2013 and other applicable laws and regulations. The policies are written in accordance with the relevant regulatory requirements and are complied in timely manner.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Materials	Risk	Company requires raw materials such as bitumen, stone aggregates, cement and steel that involve logistics, storage and handling of materials and products. The Company is required to ensure regular supply and adequate inventory of raw materials to avoid any operational disruptions, which has the risk of cost escalations and shortage of raw materials.	The Company is ensuring robust raw material inventory management across its project sites. The Company regularly engages with its value chain partners such as raw material suppliers, logistic partners, dealers to ensure effective inventory planning. The Company is conscious of its impact on environment and society. As a result, this ensures minimum negative impact through responsible sourcing, recycling and by following policies and procedures to use high-quality materials from ethical and sustainable sources.	Negative
5	Energy	Risk & Opportunity	Plants & Machineries consume energy while producing construction materials. Increase in input fuel cost of power generation often leads to increase in energy usage cost and at some remote worksites, the availability of power becomes challenging and hence the requirement of portable diesel generators further impacts environment & cost of operation.	We are committed to reduce energy consumption by implementing energy efficient practices and technologies. We are upgrading the plants and machineries with latest version, which improves overall efficiency and reduces operating cost. We further wish to reduce our dependence on fossil-fuel based power generation and inculcate practice of procuring green energy wherever possible.	Negative and Positive
6	Water	Risk & Opportunity	Efficient water stewardship and usage helps in reducing negative impact on groundwater depletion and water contamination. Water is one of the key resources for construction activities and we acknowledge the fact that the availability of water across the country varies.	We recognize water as a shared resource and a precious commodity. The Company is not only committed to the judicious use of water resources but also ensures the effective management of the water from activities (sourcing, consumption, recycling) as per the guidelines and standard practices. Being a responsible company, we have adopted sustainable water management initiatives across operations to optimize water consumption.	Negative and Positive
7.	Emission Reduction	Opportunity	Carbon emission is considered as the primary driver of global climate change. The scientific studies have proven that carbon emissions from industries strengthen the greenhouse effect, and thus making it essential for the companies to manage effectively.	We understand climate change risk and we are responsible towards reducing carbon emissions. The Company's Sustainability Report reflects commitment to reduce emissions by adopting Sustainable practices.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Waste Management	Opportunity	The Company ensures compliance with the waste management as per the guidelines of CPCB and SPCB on hazardous waste, plastic waste, e-waste, battery waste and other non-hazardous waste.	The Company monitors its waste management activities and focuses on reducing the waste generation by adopting effective management system.	Positive
9.	Employee Development and Engagement	Opportunity	Employee engagement is based on mutual trust, integrity, commitment and communication. Continued skill upgradation and training have led to a pool of adequately trained and experienced people ready to take on challenging tasks, nurturing them for higher roles and responsibilities.	We provide training on latest technical developments and emerging technologies related to the construction of roads & structures, toll operations, collection processes and road maintenance activities. We also provide training on other professional skill-building programme such as effective customer interaction, stress management, communication and leadership skills.	Positive
10	Diversity	Opportunity	As an organization, we believe that a diverse workforce can broaden workplace knowledge and experience, enhance output and help generate innovative ideas and thoughts. Our construction project employees come from all across the country. Despite carrying regional diversity, we continue to forge common moral values, work ethics and understanding through our well-designed management policies.		Positive
11	Occupational Health and Safety	Opportunity	The Company strongly advocates health and safety practices and is completely committed to providing a safe and healthy workplace for all its employees and project sites. We have provided a safe and healthy work environment by establishing operating procedures and practices that protect employees from ill health and injury. We are committed to provide adequate resources to ensure all EHS compliances & maintain a zero-tolerance policy when it comes to health & safety.	We, ensure that health & safety processes are monitored, audited and reviewed to identify trends, implement control measures and stay compliant with regulatory guidelines.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Local Communities	Risk & Opportunity	Engaging with local community helps the Company in meeting the overall development objectives by creating a shared value for business and communities. Contribution through CSR programmes towards societal welfare is encouraged.	The Company is committed to build meaningful relationships with the local communities where we operate. We believe that, by engaging with communities early and often, complying with local regulations and managing public relations effectively, we can redress any grievance.	Negative & Positive
13	Human Rights Assessment	Opportunity	As we are operating around the country and engaging with several stakeholders which includes communities, commuters, regulatory authorities, value chain partners, employees and workers.	We have dedicated policy for Human Rights, which act as a guiding instrument for us to respect and implement best practices. We acknowledge and respect the rights of all stakeholders by ensuring adequate grievance redressal mechanism.	Positive
14	Technology and Innovation	Risk & Opportunity	We acknowledge the role of IT, digitization, technological innovation, that requires systematic and gradual adaption and skillset to manage and monitor the performance.	We endeavor to adapt new technologies, which may offer some challenges in the beginning, but will be gradually addressed by adapting to new processes through continuous learning and development sessions.	Negative and Positive
15	Circular Economy	Opportunity	Resource efficiency and use of efficient material are important factors in business. Effective material planning and adhering to waste management guidelines enable the Company to cause minimum negative impact on the environment and business. The Company has adopted 3 R principle (Reduce, Recycle and Reuse) in context to effective management of materials and waste.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions

Policy and management processes		P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available*	https://www.irb.co.in/home/investors-relations-code-policies/								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IRB is in a process of implementation of Integrated Management System (ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018).								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	IRB has started its ESG journey in financial year 2022. As of now IRB is managing and reporting on its ESG performance through the Sustainability Report.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	IRB has started its ESG journey in financial year 2022. As of now IRB is managing and reporting on its ESG performance through the Sustainability Report.								

*Weblink of the policies

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>As the world is stepping into a new era of possibilities, IRB is happy to contribute in creating and building the resilient and future ready infrastructure.</p> <p>Acknowledging the challenges posed by climate change and the global risks, IRB has aligned its processes towards resource efficiency, which includes circular economy and energy efficiency with an objective to reduce carbon footprint of the group. With this BRSR, we would like to share our ESG initiatives, focus areas and progress made with our stakeholders.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Sudhir Rao Hoshing Chief Executive Officer +022 67336400 +022 40536400								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, IRB has an ESG committee, which regularly discusses the issues related to sustainability.								
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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the policies of the Company are approved and reviewed periodically by the Board.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the regulations and applicable laws. The Company has implemented enterprises compliance management tool for effectively managing the statutory compliances. The software tool enables the Company to stay updated with the regulatory changes and ensure compliance management.								

	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	The policies are reviewed periodically and updated on a need basis.								
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, Suresh Surana and Associates LLP.								
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)									
	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

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



This principle represents entity’s values and provides information about the governance structure of the organization. It is an overview of compliance management and corporate governance practices adopted by the Company.

IRB is establishing a high standard for governance by demonstrating a “good faith effort” to prevent illegal activity, which lowers the financial risks related to government sanctions for unethical behavior.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training	%age of persons in respective category covered by the awareness programmes
Board of Directors	6	Environment, Health & Safety ESG, BRSR Risk Management, POSH.	100%
Key Managerial Personnel	5	Anti-discrimination, Human Rights, Environment, Health & Safety ESG, BRSR Risk Management, POSH.	100%
Employees other than BoD and KMPs	606	Anti-discrimination, Human Rights, POSH, Environment, Health & Safety Topics, Toll Induction	100%
Workers	1,193	Anti-discrimination, Human Rights, POSH, Staff Behavior/ Discipline / Dress code /Alertness, FASTag Awareness, Toll fee notification / Over Weight Guidelines, Safety Cleanliness & Hygiene, Awareness on services at toll plaza such as Ambulance / Crane / Drinking Water etc.	100%

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

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				
Settlement		NIL		
Compounding fee				

Non- Monetary

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

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

Not Applicable

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

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

Yes, the Company has a policy for anti-corruption and anti-bribery. The purpose of the policy is to ensure that the IRB Group, its directors, executives, employees and intermediaries adhere to high standards of integrity, transparency and compliance with the law. The policy aims to prevent involvement in bribery, facilitation payments, corruption and money laundering. It reinforces the organization's commitment to comply with all applicable laws and regulations, including anti-bribery and anti-corruption (ABAC) laws. Additionally, the policy establishes a framework for vigilance, oversight, and management of compliance risks, aiming to avoid any unethical practices by promoting a culture of business ethics within the organization.

<https://www.irb.co.in/home/wp-content/uploads/2022/11/Anti-bribery-Anti-corruption-Anti-Money-Laundering-Policy.pdf>

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

There were no instances of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/KMPs/employees/workers.

Particulars	FY 2022-23	FY 2021-22
	Current Financial Year	Previous Financial Year
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

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

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

Not Applicable.

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
157	ESG, Health & Safety	Not evaluated

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 receives periodic / ongoing declarations (as the case may be) from its Board members on the entities they are interested in and ensures requisite approvals as required under the statute. Apart from this the Company policies are in place before transacting with such individuals / entities. Further, we have adopted Code of Conduct for the Board of Directors, which sets out clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company.

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



This Principle encourages organization to disclose its focus and initiatives around research and development with its impact on society and on the environment. Disclosure requires reporting of sourcing and procurement practices effective management of waste across the project and product life cycle to ensure business sustainability with social and environment stewardship.

Essential Indicators

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
R&D*	-	-	
Capex	265.6 million	371.8 million	**

* The Company's R&D expenditure includes the cost of reducing social and environmental risks. Since these are integral to the project costs, it is not feasible to identify them separately.

**IRB is taking initiative to add renewable energy in overall energy portfolio, which serves as our commitment towards sourcing clean energy. In FY 23, IRB installed LED lights in Gulabpura-Chittorgarh and Kisangarh to Gulabpura Package-I projects and procured BS-VI vehicles as a part of reducing emissions and adopting cleaner transportation options.

In the previous fiscal year, FY 22, the company invested in new generation machinery and vehicles with BS-VI Standards. This investment suggests a focus on upgrading and modernizing the company's equipment and fleet to enhance productivity and efficiency. Such transitions to low carbon operation have resulted in a positive impact on the environment.

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

Yes, by conducting comprehensive assessment during the onboarding of value chain partners, the company takes a proactive approach by assessing factors such as quality, capacity, health, safety, environment and local regulatory compliance. It has mandated its suppliers to follow IRB's Code of Conduct, Human Rights and HSW policies. <https://www.irb.co.in/home/investors-relations-code-policies/>

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

The Company extends ESG questionnaire with the value chain partners on a regular basis. Through this questionnaire, they are assessed on the ESG parameters and it has more than 50% coverage.

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.

With respect to the material and waste management, the Company does not have any specific product to reclaim at the end of life. However, during project operation, the company encourages resource efficiency with minimum waste generation and effectively manages its e-waste, hazardous waste and plastic waste.

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.

EPR is not applicable as the major business of the Company is road construction. However, waste management is in place, which is developed in accordance with 3R (Reduce, Reuse, Recycle) principle and updated as per the regulatory requirement.

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 an independent external agency	Results communicated in public domain (Yes/No)
No	No	No	No	No	No

Note: The Company has not undertaken Life Cycle Assessment for its construction activities. Although the Company is monitoring and managing the effective and efficient resource utilization at each stage of its business and operational activities.

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
Not Applicable	Not Applicable	Not Applicable

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	Recycled or re-used input material to total material
	FY 2022-23	FY 2021-22
	Current Financial Year	Previous Financial Year
Pond-ash substitute of soil	Quantity: 68.81% Value: 91.01%	-
M-sand substitute of natural sand	Quantity: 77.51% Value: 59.63%	-
Iron Slag Boulder substitute of aggregate	Quantity: 10.78% Value: 7.01%	-
Cement substitution by Ground granulated blast furnace slag (GGBS)	Quantity: 2.20% Value: 1.37%	0%*

*In FY 22, the Company has undertaken a pilot project where 16% of cement was substituted by fly-ash at one of its project site.

Note: The above calculations are based on quantity procured and value both.

4. *Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed*

	FY 2022-23			FY 2021-22		
	Current Financial Year			Previous Financial Year		
	Re- used	Recycled	Safely Disposed	Re- used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	63.26	-	-	8.88
E-Waste	-	6.27	-	-	-	1.51
Hazardous Waste	-	-	24.76	-	-	13.35
Construction Waste	25,970.95	97,201.12	-	-	94,146.76	21,200.39
Other Waste	-	4.10	3,484.33	-	-	1,207.38

Not Applicable.

With respect to the material and waste management, the Company does not have any specific product to reclaim at the end of life. However, during project operation, the company encourages resource efficiency with minimum waste generation and effectively manages its e-waste, hazardous waste and plastic waste.

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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



This Principle encompasses all policies & practices of an organization for the well-being of its people with respect to the equal opportunity, diversity, health and safety, employee engagement and performance review, learning and development.

IRB's Code of Conduct, Business Practices and Handbook on Company's policies provides guidelines for employee well-being relating to participation, freedom, equality and harassment-free workplace. The safety of the women employees of the Company is secured by IRB's policy on 'Prevention of Sexual Harassment.' Employee related policies are updated on timely basis in line with the amendments in laws applicable for employee's welfare. At IRB, learning is a continuous process and hence training programs, team building sessions and workshops on various subjects were conducted. These initiatives pave a path towards strengthening capabilities and creating a positive impact on the attitude of the employees.

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	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	3,209	2,032	63%	1,408	44%	NA	NA	**	**		
Female	53	27	51%	0	0%	53	100%	NA	NA	NIL	
Total	3,262	2,059	63%	1,408	43%*	53	100%	-	-		
Other than Permanent Employees											
Male	2,398	1,978	82%	303	13%	NA	NA	**	**		
Female	75	17	23%	0	0%	75	100%	NA	NA	NIL	
Total	2,473	1,995	81%	303	12%*	75	100%	-	-		

*IRB is in a process of formally extending insurance benefits to all set of employees.

**Employees are encouraged to take available privilege leave on such occasions.

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	%	Number	%	Number	%	Number	%	Number	%
Permanent workers											
Male	63	NA	NA	63	100%	NA	NA	*	*		
Female	38	NA	NA	38	100%	38	100%	NA	NA	Nil	
Total	101	NA	NA	101	100%	38	100%	-	-		

* Employees are encouraged to take available privilege leave on such occasions

Other than Permanent workers

Male	IRB engages with local workers around the project sites through local labour agencies, as per the workforce requirement of the project. The labour records are maintained on regular basis at site level.
Female	
Total	

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others Please Specify						

Note	FY 2022-23 Employees	FY 2021-22 Employees
	<p>PF: All permanent and contractual employees are covered.</p> <p>Gratuity: 58.17% of the total employees are permanent employees. 100% permanent employees covered under gratuity</p> <p>ESI: All eligible employees are covered.</p>	<p>PF: All permanent and contractual employees are covered.</p> <p>Gratuity: 55.63% of the total employees are permanent employees.</p> <p>100% permanent employees covered under gratuity</p> <p>ESI: All eligible employees are covered.</p>
	<p>FY 2022-23 Workers</p> <p>PF & Gratuity: All workers are covered.</p> <p>ESI: All eligible workers are covered.</p>	<p>FY 2021-22 Workers</p> <p>PF & Gratuity: All workers are covered.</p> <p>ESI: All eligible workers are covered.</p>

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.

A dedicated HR SPOC and wheelchair accessibility are proactive measures made to address Persons with Disabilities issues of any kind. Further to this, the Company is in process of making all the required premises accessible for differently abled employees & workers.

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

The Company nurtures an inclusive culture that does not discriminate on the basis of religion, gender, caste or disabilities and has a policy for equal opportunity for all. The Company has a Human Rights Policy that aims to protect human rights and reinforce the culture of inclusivity and equality within our organization. The equal opportunity statement can be viewed at <https://www.irb.co.in/home/careers/>

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	Employees are encouraged to take available privilege leave on such occasions			
Female	25%	NA*	NA**	NA**

*12 months period was not completed as on March 31, 2023.

** For the FY 23, the female workers have not applied for maternity leaves.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, the Company has grievance redressal mechanism wherein grievances can be raised through e-mails to the respective function owner and resolved through the respective HR and Admin function.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3,262	304	9.32%	3,338	164	4.91%
Male	3,209	303	9.44%	3,285	163	4.96%
Female	53	1	1.89%	53	1	1.89%
Total Permanent Workers	101	101	100%	104	104	100%
Male	63	63	100%	66	66	100%
Female	38	38	100%	38	38	100%

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	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	5,607	5,607	100%	We have several programs on Skill-upgradation to cater to the requirement of business and operations.	5,969	We have several programs on Skill-upgradation to cater to the requirement of business and operations. We also ensure adequate health & safety awareness and trainings to all our employees & workers at all our locations.				
Female	128	128	100%		114					
Total	5,735	5,735	100%	543	9.47%	6,083				
Workers										
Male	63	63	100%	We have several programs on Skill-upgradation to cater to the requirement of business and operations. We also ensure adequate health & safety awareness and trainings to all our employees & workers at all our locations.	66	For workers, we had conducted several programs on a regular basis. The Company has an established platform for trainings and awareness for the people.				
Female	38	38	100%		38		100%			
Total	101	101	100%		104		100%			

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	5,607	4,918	87.71%	5,969	5,118	85.74%
Female	128	96	75.00%	114	60	52.63%
Total	5,735	5,014	87.43%	6,083	5,178	85.12%
Workers						
Male	63	63	100%	66	66	100%
Female	38	38	100%	38	38	100%
Total	101	101	100%	104	104	100%

Note: The employees who are eligible as per the Appraisal cycle are considered for performance & career development reviews.

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 of such a system?*

Yes, an occupational health and safety management system is implemented & monitored in our organization to manage and improve health and safety performance, in line with IRB's Vision, Mission and Health Safety Welfare Policy. It involves establishing policies, procedures & practices to identify and control workplace hazards, promote employee well-being and comply with relevant regulations across construction projects, operation & maintenance sites, toll plazas and offices. We are also in the process of adopting ISO 45001: 2018 within the organization.

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

The company implements a systematic hazard identification and risk management process to control hazards in routine and non-routine activities. It follows a five-step approach, including identification, assessment, mitigation, monitoring and reporting. Stakeholders, including management staff and workers are part of approving Hazard Identification & Risk Assessments and work methodologies before commencing activities. A Safety Committee oversees operational safety, ensuring equal representation from management and workers. Monthly meetings discuss safety updates, address concerns and review future action plans.

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

Yes, we have developed the necessary SOP's & formats for reporting all type of hazard and incidents including the root cause analysis. We encourage all the workers to report near miss/incidents and take assistance from their respective supervisor if required. In addition to this, we have created adequate awareness on our health and safety management system.

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

Yes, all our employees and workers have access to healthcare facilities. First aid facilities are available for both employees and workers at workplaces and project sites. Regular health camps are being organized across the project locations on occasion like World Health Day, Woman's Day etc. The Company also creates adequate awareness programs on healthcare. Further, in case of any accident or emergency we have tie-ups with nearest Hospitals for both employees & workers.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.06
	Workers	0.41	0.26
Total recordable work-related injuries	Employees	0	1
	Workers	6	4
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

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

With Occupational Health and Safety, we ensure that safety performance, systems and equipment are monitored, audited, and reviewed to identify trends, measure progress and assess compliance. Which is at the core of operations and we are committed to ensuring safety of our employees & other stakeholders. The Company complies with health and safety standards such as the National Road Safety Policy and NHA Safety Manual. The IRB Group undertakes audit schedule which helps in conducting reviews of the plan at regular intervals. We have provided and maintained a safe and healthy work environment by establishing safe operating procedures and practices that protect employees from ill health and injury apart from providing all necessary personal protective equipment (PPE). We are committed to provide adequate resources to ensure all EHS compliances & maintain a zero tolerance policy when it comes to health & safety.

Various Initiatives Undertaken at Workplace:

- Daily Environment, Health and Safety (EHS) Inspection
- Hazard Identification & Risk Assessment (HIRA)
- Incident Reporting & Investigation
- EHS Training
- Health & Well-Being and
- Participation, Consultation & Communication of Employees in EHS initiatives.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NA	-	NIL	NA	-
Health & Safety	NIL	NA	-	NIL	NA	-

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.

No significant concerns were raised during the reporting period and neither was there any lapse on the statutory compliance part. Still we have initiated corrective actions mentioned below based on the learning & findings of audit report and incidents:

1. Reviewed some of the SOPs and guidelines,
2. Participation, Consultation & Communication of Employees in EHS initiatives,
3. Safety audits by EHS team, Head Office,
4. Strengthening of incident management system,
5. Increase in Health and Safety Promotional Campaigns.

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)?

(A) Yes, (B) Yes.

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

Clause stating adherence to the applicable statutory provisions including payment and deduction of applicable statutory dues is incorporated in the contract agreement of value chain partners. The Company makes ensure that all the relevant clauses dealing with compliance are validated and honored by both parties.

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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
	Current Financial Year	(Previous Financial Year)	Current Financial Year	Previous Financial Year
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 programs.

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	The Company extends ESG questionnaire with the value chain partners on a regular basis. Responses are reviewed to ensure if they have the necessary facilities of health and safety and working conditions. Through this questionnaire, they are assessed on the parameters of health and safety and working conditions with acknowledgment on IRB's policies.
Working Conditions	

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

IRB is engaging with its value chain partners on a regular basis for the operational and business purposes; during the interaction IRB also communicates its policies and practices especially in context to the social aspects (health, safety and welfare).

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

This principle highlights the Company's approach to the stakeholder engagement. The Company should consider the expectations of all the stakeholders involved in the business activities, both (internal and external). Transparent and effective communication with all its stakeholders is recommended to address sustainability issues that are critical to its business operations.

Essential Indicators**1. Describe the processes for identifying key stakeholder groups of the entity.**

We are privileged to maintain a strong relationship with our investors based on a deep understanding of their expectations and the Company's consistent performance. IRB recognizes any individual, group or institution that contributes to the Company's value chain as a core stakeholder. We have taken a 360-degree review of our business value chain to identify our key stakeholder's groups and mapped stakeholder's engagement mechanism. There are six key stakeholder's groups critical to our success i.e. shareholders / investors, employees, value chain partners (suppliers & vendors), government authorities / regulators and the community.

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
Shareholders / Investors	No	<ul style="list-style-type: none"> Quarterly reports, annual reports and press releases. Investor Meets and Annual General Meetings (AGMs), including virtual investor meets and virtual AGMs. Email, newspaper advertisement, website, intimation to stock exchanges, quarterly financials and investor meetings / conferences. Annual Report Sustainability Report 	On as needed basis	<ul style="list-style-type: none"> AGMs/ EGMs allow shareholders to communicate directly with the Board of Directors and the Management. Quarterly Earnings calls, analyst meet allow investors & analysts to engage with the management of Company on business strategy and performance. We have dedicated e-mail IDs through which our Investor service engages with shareholders to resolve their queries and grievances.
Customers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Formal and Informal feedback Forum for quick customer query resolution and Email, SMS, advertisement, website, social media Sustainability Report 	On as needed basis	<ul style="list-style-type: none"> Understanding their needs helps in determining products and services quality and pricing Product innovation development is guided by customer requirements Reduction in environmental and social impacts of products and services help customers meet their Sustainability Goals.

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	No	<ul style="list-style-type: none"> Intranet and in-house newsletters Employee Engagement Initiatives Performance dialogue and appraisals Email communications 	On as needed basis	<ul style="list-style-type: none"> Employees help to attain business goals with their collective knowledge and experience, by initiating best-in-class people practices Benefits, culture and grievances Capacity building and career progression Human Rights aspects related to employee wellbeing Career development, diversity and equal opportunity, health and safety, skill upgradation, learning and development.
Value chain partners (Suppliers and vendors)	No	<ul style="list-style-type: none"> Regular supplier / vendor meets On-site quality audits of suppliers Vendor due diligence and prequalification meetings Tracking of suggestions from O&M Partners for possible implementation Contract revision and negotiation meetings; and Email communication Annual Report Sustainability Report 	On as needed basis	<ul style="list-style-type: none"> Critical to ensure operational efficiency through timely supplies and logistical efficiency Vital to our goals of sustainability and responsible sourcing & Safety of workers and workplace New business opportunities, supplier transparency, Business Partner Code, sustainability and ESG, value chain efficiency, payments, and purchase prices.
Government authorities / regulators	No	<ul style="list-style-type: none"> Scheduled meetings Regular liaising Industry forums Inspection conducted at regular intervals 	On as needed basis	<ul style="list-style-type: none"> Regular engagement, communications and advocacy with regulatory authorities. Strict compliance with rules and regulations.
Community	Yes	<ul style="list-style-type: none"> CSR initiatives and interventions Community welfare program Programmes Impact Assessment survey as well as Perception studies and Project Assessment reviews Sustainability Report 	On as needed basis	<ul style="list-style-type: none"> Implementation of CSR Initiatives and status of the initiatives undertaken. Climate actions; environmental protection and regeneration a waste-free world health and well-being; equity, diversity, and inclusion; the future of work; and water stewardship. Positively touching lives of people and thereby enhancing their quality of life and overall wellbeing Capacity Building, local development.

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.**

We strive to grow our business, while protecting the planet and doing good for the community. We believe that to generate superior long-term value, we need to care for all our stakeholders: shareholders / investors, employees, value chain partners (suppliers & vendors), government authorities / regulators and above all the planet and society. We call it the multi-stakeholder model of sustainable growth. All engagements are conducted transparently, with honesty, integrity, and openness.

Our engagement with our broader stakeholder community is undertaken by respective functions in consultation with the leadership team and overseen by the ESG Committee. Feedback from different stakeholder groups on environmental, social or economic topics is shared with the Committee. We also have a CSR Committee to review, monitor and provide strategic direction to our CSR practices and social initiatives.

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

Yes, stakeholder consultation is of utmost importance to us, as we live in an uncertain and constantly changing world. In order to create long-term value, we take steps to understand each stakeholder group's needs and priorities through several mediums, including direct engagement or via delegated teams and forums.

ESG committee conducts a sustainability materiality assessment to identify and prioritize sustainability issues across our value chain, so that we can focus on the key issues affecting our stakeholders. A sustainability issue is material to us if it is considered a principal risk or an element of a principal risk that could impact our business or performance or if our key stakeholders deem it important. In addition, we use stakeholder insights to gauge the relative importance of each issue.

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

We engage with vulnerable / marginalized stakeholder groups through the CSR outreach programmes. The programme encompasses holistic community development, institution-building and sustainability-related initiatives.

PRINCIPLE 5: Businesses should respect and promote human rights



The core belief of this Principle is aimed at helping entities demonstrate performance in integrating their Human Rights related values & morals with key processes & decisions.

The Company has procedures in place to communicate effectively with the relevant stakeholders with respect to human rights so as to provide and maintain a safe, healthy and productive workplace, in consultation with employees. IRB values and emphasis on human rights principle through its Human Rights policy, where the Company has outlined a clear strategy for establishing a workplace so all the rights of employees' are upheld.

The Policy affirms commitment to uphold national laws, observing ILO conventions and the United Nations Global Compact's (UNGC) guiding principles on human rights and labour. Other salient features include protecting employee rights and fostering an inclusive workplace that values diversity. The prohibition of child labour and forced labour, working conditions, pay and benefits, diversity and inclusion, workplace health and safety, freedom of association, and the right to collective bargaining are some of the key areas that is covered in the policy.

Essential Indicators

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3,262	3,262	100%	3,338		
Other than Permanent	2,473	2,473	100%	2,745		Refer Note
Total Employee	5,735	5,735	100%	6,083		
Workers						
Total Workers	101	101	100%	104		Refer Note

Note: We have created awareness through sessions and communications on POSH, health & safety measures, safe working conditions, equal opportunity and employee wellbeing for all set of employees during the induction and annual code of conduct briefings.

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

Category	FY 2022-23 Current Financial Year				FY 2021-22 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male										
Female										
Other than permanent										
Male										
Female										
Note: All our employees are being paid salary as per applicable relevant minimum wage guidelines.										
Workers										
Permanent										
Male										
Female										
Other than permanent										
Male										
Female										
Note: All our workers are being paid salary as per applicable relevant minimum wage guidelines.										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	1	9,07,00,000	1	6,69,00,000
Key Managerial Personnel*	3	1,03,48,142	0	0
Employees other than BoD and KMP*	5,603	2,78,256	127	1,66,767
Workers	63	4,08,579	38	3,94,024

* Excluding performance incentives/commission.

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)*

IRB has committees to address human rights impacts and issues.

Grievances related to Human Rights are addressed by the authorized representative of Human Resource and Administration department. Grievances related to sexual harassment are addressed by the Internal POSH Committee headed by the Presiding Officer. Community-related grievances are addressed by CSR Head.

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

Employees can register their issues via Grievance Redressal Mechanism by reaching out to the authorized representative of Human resource and Administration Department through mail, who addresses the issues and shares it with the concerned person. Alternatively, they can opt for Whistle-blower policy and POSH policy if their grievance falls under the purview of those policies.

For Whistle-blowing mechanism, employees can approach their immediate superior/ Head of Department/ authorized representative depending on the nature of complaint as mentioned in the policy. For POSH, we have an Internal Committee of 4 Members including one external member, headed by the Presiding Officer, as per the POSH Act.

<https://www.irb.co.in/home/wp-content/uploads/2022/11/Human-Rights-Policy.pdf>

<https://www.irb.co.in/home/Whistle-Blower-Policy.pdf>

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	NA	-	0	NA	-
Discrimination at workplace	0	NA	-	0	NA	-
Child Labor	0	NA	-	0	NA	-
Forced Labor/Involuntary Labor	0	NA	-	0	NA	-
Wages	0	NA	-	0	NA	-
Other human rights related issues	0	NA	-	0	NA	-

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

We undertake awareness programs on anti-discrimination which mentions about the procedure to register a complaint and the appropriate disciplinary actions. IRB has zero tolerance against discrimination & harassment cases. Any form of retaliation against the complainant is prohibited and strict disciplinary action can be taken in the form of suspension, termination against the retaliator.

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

Yes, the Company has adequate relevant clauses around human rights in the business agreements and contracts. The Company obtains acknowledgment from the business associates and partners in the form of contract and purchase order clauses with respect to health and safety, social and regulatory compliances.

9. Assessments for the year:

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

Note: The assessment was conducted by the Company itself.

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

We have not observed any material concern during the assessment. Further, we are creating regular awareness on our policies and grievance redressal mechanism. In addition to this we encourage our internal and external stakeholders to share their concerns and feedback.

Leadership Indicators

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

As there were no Human Rights issues reported during reporting period, hence no business process was modified / introduced.

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

The Company has not conducted any formal due diligence in the reporting year. Although the Company regularly monitors policy implementation and its compliance.

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?

A dedicated HR SPOC and wheelchair accessibility are proactive measures made to address Persons with Disabilities issues of any kind. Further to this the Company is in process of making all the required premises accessible for differently abled employees & workers.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	We share a questionnaire on a regular basis, where we receive the signed responses from our contractors/vendors regarding their Human Rights policy. Through this questionnaire, value chain partners are assessed on Human Right parameters.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

No significant risks /concerns during the reporting period. IRB is engaging with its value chain partners on a regular basis for the operational and business purposes.

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



The principle urges organizations to explore and identify the potential environmental impacts arising out of the business operations and supply chain activities in order to implement environmental procedures and practices that reduce or eliminate the negative consequences of their activities across the value chain.

IRB's current environment focused initiatives includes:

- Water conservation measures: Drip irrigation and rainwater harvesting
- Replacing conventional machinery with modern equipment
- Minimized cutting of trees and replanting of trees
- Use of recycled products, in line with the quality and safety standards

Essential Indicators

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

Parameter	(In Giga Joules)	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A)	1,35,506.37	1,00,150.68
Total fuel consumption (B)	7,98,709.33	8,26,489.49
Energy consumption through other sources (Renewable Energy)	0.00	0.00
Total energy consumption (A+B+C) In Giga Joules	9,34,215.70	9,26,640.17
Energy intensity per million rupees of turnover (Total energy consumption/ turnover in million rupees)	13.94	14.58
Energy intensity per lane km.	69.97	74.32

In FY 23, the Company has accommodated 4 additional projects, which have resulted into higher emissions comparatively. However, with respect to the energy saving initiatives the Company has successfully reduced its emission intensity. In FY 22, the Company has recorded 12,468.73 lane kms of highways and 13,352.27 lane kms in FY 23.

To further enhance environmental performance, the company will continue investing in sustainable practices, adopting cleaner technologies and implementing measures to offset emissions associated with its operations. This way, it can strive for both infrastructure development and environmental sustainability.

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

Yes, Think through Consulting Pvt. Ltd. had provided an independent assurance for our Sustainability Report of FY 2022 and FY 2023.

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.*

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	17,06,451.71	16,02,783.30
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	17,06,451.71	16,02,783.30
Total volume of water consumption (in kiloliters)	17,06,451.71	16,02,783.30
Water intensity per million rupees of turnover (Water consumed / turnover in million rupees)	25.46	25.22
Water intensity per lane km.	127.80	128.54

Four additional projects were accommodated by the company in FY 23, resulting in comparatively higher water consumption. However, the Company has successfully decreased its water intensity per lane km. by adopting water-saving initiatives. The company recorded highway lengths of 12,-468.73 lane kms in FY 22 and 13,352.27 lane kms in FY 23. This indicates a significant increase in the Company's operational reach, with an additional 883.54 lane kms of highway length covered in FY 23 compared to FY 22.

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

Yes, Think through Consulting Pvt. Ltd. had provided an independent assurance for our Sustainability Report of FY 2022 and FY 2023.

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

Recognizing the importance of water as a resource, we adopt a variety of measures to optimize consumption and lower waste output through reuse or recycling programme, allowing wastewater to be further recovered and used again. As an illustration some of our project locations have sedimentation tanks where cleaned water is utilized for flushing and sprinklers and some of our projects also include sewage treatment plants (STPs). In addition to the aforementioned, we also employ drip irrigation and rainwater harvesting as water-saving methods for gardening.

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

Parameter	Units	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Nox			
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

*We monitor air emissions at our plants, project sites and ensure that our emissions stay within permissible limits.

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

No.

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

Parameter	Units	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Scope 1 emissions	MT	61,944.68	66,402.72
Total Scope 2 emissions	MT	26,913.07	19,891.04
Total Scope 1 and Scope 2 emissions per million rupees of turnover	MT/INR (Mn)	1.33	1.36
Total Scope 1 and Scope 2 emission intensity per lane km.	MT/lane Km	6.65	6.92

With emission reduction initiatives, the Company has successfully reduced its emissions. The Company has achieved 3.84% reduction in the emission intensity per lane km.

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

Yes, Think through Consulting Pvt. Ltd. had provided an independent assurance for our Sustainability Report of FY 2022 and FY 2023.

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

IRB has started its ESG journey with respect to the monitoring and disclosure of ESG objectives and targets with special focus on emission reduction. The Company is in a process of aligning emission reduction strategies as a part of its Sustainability Framework by identifying potential opportunities. The Company is also committed to SBTi to work on near term and long term goals. For more initiatives on emission reduction refer the Sustainability Report.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	63.26	8.88
E Waste (B)	6.27	1.51
Bio medical waste (C)	0.00	0
Construction and Demolition Waste (D)	1,23,172.08	1,20,647.24
Battery Waste (E)	8.54	4.18
Radio-active waste (F)	0.00	0

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Hazardous waste. Please specify, if any. (G)	Used Oil 16.22	Used (Black) Oil - 9.17
Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Aluminium- 0.69 Paper- 4.10 Steel- 3415.48 Tyre -68.16	Aluminium 1.02 Paper 0.2 Steel 1165.74 Wood – 0.18 Rubber – 7.04 Tyre - 33.2
Total (A+B + C + D + E + F + G + H)	1,26,754.79	1,21,878.36

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Category of waste		
(i) Recycled	97,211.49	94,146.76
(ii) Re-used	25,970.95*	0
(iii) Other recovery operations	0	0
Total	1,23,182.45	94,146.76

* C&D waste material is utilized for pothole filling, shoulder repairs, waterlogging leveling, backfilling excavated pits, and temporary diversion activities.

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	21,200.39
(iii) Other recovery operations	3,572.35	1,172.57
Total	3,572.35	22,372.96

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

Yes, Think through Consulting Pvt. Ltd. had provided an independent assurance for our Sustainability Report of FY 2022 and FY 2023.

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

We make an effort to recycle and reduce waste as much as possible. We have implemented significant waste management initiatives in line with the 3R (Reduce, Reuse, Recycle) principle, which include preventing waste generation at the source and facilitating recycling (wherever possible) and waste disposal. We also have roles and responsibilities that are clearly defined to help us identify and coordinate each waste management activity. By identifying recyclable materials and ensuring they are properly separated and sent for recycling, our company contributes to the circular economy and reduces the amount of waste going to landfills.

We promote environmental awareness and training in order to increase and encourage proper waste management.

According to the client's or authority's instructions, construction debris is being used for backfilling in low-lying regions. E-waste is disposed through registered authorized E-waste recycler. Using recycled materials in accordance with quality and safety requirements during our construction process ensures waste reduction and effective use of raw materials.

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

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.
	Nil	Nil	Nil

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

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

*As the relevant Authority obtains the Environment Clearance (EC) for all Highway Projects, the Authority also conducts the Environmental Impact Assessments (EIA). Before the project is assigned to the company for the ongoing construction projects, the necessary EIAs are completed.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL	NIL	NIL	NIL	NIL

No penalties or fines have been enforced by courts or regulatory bodies like pollution control boards. Environmental laws, regulations and guidelines, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder are adhered to by all Company projects and facilities.

Leadership Indicators

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	1,35,506.37	1,00,150.68
Total fuel consumption (E)	7,98,709.33	8,26,489.49
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	9,34,215.70	9,26,640.17

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

Yes, Think through Consulting Pvt. Ltd. had provided an independent assurance for our Sustainability Report of FY 2022 and FY 2023.

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

Parameter	Unit	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Currently, we are in stage of maturity assessment to start our Scope 3 emission calculations. Further, during the fiscal year 2023, we have conducted our readiness assessment for all the 15 categories under scope 3 and have identified the relevant categories for our sector of operation using GHG protocol. We will be setting up measurement methodology for selected categories to report as per the described process.		
Total Scope 3 emissions per rupee of turnover			
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.

No.

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

Not Applicable.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installed LED Lights fitting - Gulabpura Chittorgarh Package – 2 (O&M) Project	We have replaced the Sodium Vapour Lamps with LED bulbs which consume upto 75% less energy. LEDs are the most energy-efficient light bulbs as they consume less energy to produce high-intensity light.	Energy Saving 35,79,205 KWH P.A.
2	Installed LED Lights fitting – Kishangarh to Gulabpura - Package-I(O&M) Project	We replaced the Sodium Vapour Lamps with LED bulbs which consume upto 75% less energy. LEDs are the most energy-efficient light bulbs as they consume less energy to produce high-intensity light.	Energy Saving 24,84,730 KWH P.A.

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

Our company's contractual agreement with the authorities includes a force majeure provision, which is a legal phrase that allows contract parties to be exempted from fulfilling their obligations due to unanticipated occurrences beyond their control. Natural disasters, wars, labour disputes, and other occurrences deemed acts of God or cases of force majeure are examples of these circumstances. This will ensure that any event of this sort receives assistance in the shape of a cash or time extension.

The company has an emergency response plan for each plant and project site, considering local disaster management cell details. The plan includes hazard identification, a team of emergency responders, an emergency control center, a list of regulatory agencies, and local hospital and emergency help lines. Key members of the team are trained on emergency preparedness and response and mock drills are conducted every six months to ensure the effectiveness of the plan.

8. 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.

Not evaluated.

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

Nil.

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



This principle acknowledges the organization's duty to be transparent & responsible while being engaged in advocacy of any public policy.

The Company has memberships with trade and industry associations through which it makes efforts to further contribute on specific sustainable business issues.

The Company's authorized officials represent the Company in various industry forums. They understand their responsibility while representing the Company in such associations. While they engage in constructive dialogues and discussions, they refrain from lobbying or influencing public policy with vested interests. This principle is also embodied in the Code of Conduct and Business Practices of the Company applicable to its representatives and group entities.

Essential Indicators

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

We are affiliated with 8 trade and industry chambers/associations.

b. *List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	National Highways Builders Federation (NHBF)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Associated Chambers of Commerce of India (ASSOCHAM)	National
4	Construction Federation of India (CFI)	National
5	PHD Chamber of Commerce and Industry	National
6	Global Compact Network India (GCNI)	National
7	Builders Association of India	National
8	Confederation of Indian Industry (CII)	National

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

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

There are no actions taken or underway against the Company on any issues related to anti-competitive conduct.

Leadership Indicators

Provide details of public policy positions advocated by the entity

Sr No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain?	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	We participate in multi-stakeholder engagements and, when relevant, respond to public consultations. Our approach to advocacy is guided by code / policies. The Code / policies provides that any contact by us or our business associates with Government, legislators, regulators or NGOs must be done with honesty, integrity, openness and in compliance with applicable laws. Only authorized individuals can interact with these institutions. Prior internal approval is required for initiating any contact between our representatives and officials, who aims to proactively address changes / suggestions to regulation or legislation.	We are represented in key industry and business associations. We perform policy advocacy in a transparent and responsible manner while engaging with all the authorities and consider our as well as the larger national interest.	NO	On a need basis	Not Available

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development



In order to promote inclusive growth and equitable development it is essential for the business to innovate & contribute to the overall development of the country with a specific focus on disadvantaged, vulnerable & marginalized communities, as articulated in Section 135 of the Companies Act, 2013.

The Company believes that as a socially conscious corporation, it has a duty to fulfil multiple social responsibilities along with its financial obligations. Through its Corporate Social Responsibility (CSR) programmes, the Company seeks to align its business operations and expansion with social, environmental, and economic goals. The Company's CSR is based on the firm belief that corporate sustainability is intimately related to the sustainable development of the communities in which it operates and to the environment.

The Company has spent ₹ 164.12 million towards CSR activities during the reporting year on:

- Established IRB Schools in Rajasthan and Punjab, to provide high quality free education from the pre-primary to class VII with special focus on girl child education.
- Participated in social events such as TATA Mumbai Marathon 2023 to support Women Empowerment in association with Population First (Laadli).
- Financial support for sports activities, sportsmen and artists.
- Promotion of educational and cultural activities in several engineering and educational institutions
- Promotion of Rural Healthcare facilities
- Provided state-of-the-art mobile diagnostic center for cancer screening, mammography, and vision restoration in the rural areas of Thane, Maharashtra.

Essential Indicators

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

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

* As the relevant Authority obtains all Clearance for all Highway Projects, the Authority also conducts the Social Impact Assessments (SIA). Before the project is assigned to the company for the ongoing construction projects, the necessary SIAs are completed.

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)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In ₹)
Not Applicable since it is not under ambit of the company.						

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

IRB has a dedicated email address (grievances@irb.co.in) for receiving any grievance and we are committed to resolve the same. Once a grievance is received, the matter is investigated and appropriate action is taken. The Company maintains a complaint register for commuters at the toll plazas. For further details refer(<https://www.irb.co.in/home/contact-us-2/>)

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	13%	12%
Sourced directly from within the district and neighboring districts	-	-

The Company prefers to procure from local suppliers in order to reduce the cost and emissions and to create equal value for the local suppliers wherever viable.

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):*

Not Applicable

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

Sr. No	State	Aspirational District	Amount Spent (in ₹)
Not Applicable			

3. (a) *Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No).*
The Company prefers to procure the Raw materials from the authorized local suppliers to create a shared value with local supplier.
- (b) *From which marginalized/vulnerable groups do you procure?*
Not Applicable
- (c) *What percentage of total procurement (by value) does it constitute?*
Not Applicable

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

Sr. No	Intellectual Property based on traditional Knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
	Not Applicable. The Company does not own or acquire any intellectual property based on traditional knowledge in the current financial year.			

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
Not Applicable. The Company does not own or acquire any intellectual property based on traditional knowledge in the current financial year.		

6. *Details of beneficiaries of CSR Projects:*

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of Rural Education	616	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner



This Principle caters to creating a shared value by delivering high-quality goods or providing services to the customers. It also focuses on the mechanism of various types of consumer complaints adopted by the Company.

Essential Indicators

1. *Describe the mechanisms in place to receive and respond to consumer complaints and feedback.*
The company focuses on construction and engineering contracts and treats customer complaints with utmost importance. The company has started a customer satisfaction survey to identify pain points in the customer experience. Customers evaluate performance on parameters such as pavement/riding quality, road signage, cleanliness, plantation, road safety and overall experience at Toll Plaza. The company maintains multiple communication points, including electronic media and a complaint register at toll plazas and provides separate email addresses for suggestions and feedback. The company ensures redressal of grievances by informing users about responses from relevant stakeholders.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	The requirement is not applicable to the Company as the nature of business is to construct and maintain the roads as per regulatory guidelines, thus there are no shelf goods or services that may carry such information. To ensure safety of the users we provide emergency management services such as ambulances for casualties.
Safe and responsible usage	
Recycling and/or safe disposal	
	Adequate signage (speed limit, curves/slopes, helpline, no honking zone etc.) have been provided for safe and responsible usage of roads. Road safety campaigns are also undertaken to facilitate the improvement of road and safety infrastructure and to reduce casualties and mortality. The disposal of waste is undertaken as per regulatory guidelines.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	12	NIL	-	NIL	NIL	
Advertising	2	NIL	-	NIL	NIL	
Cyber-security	49	NIL	-	NIL	NIL	
Delivery of essential services	746	Nil	-	1193	NIL	
Restrictive Trade Practices	8	NIL	-	NIL	NIL	
Unfair Trade Practices	344	NIL	-	NIL	NIL	
Tariff Issues	687	NIL	-	381	NIL	
Other (Consumer Complaints)	790	NIL	-	16	NIL	

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

The above requirement is not applicable due to the peculiar nature of business and the Company does not have any specific consumer products.

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, the Company has a framework/policy on cyber security and risks related to data privacy, which is available on the Company's website at <https://www.irb.co.in/home/wp-content/uploads/2022/11/Cyber-Security-Policy.pdf>

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

- The Company has in place internal controls/processes that are periodically evaluated and assessed to minimize incidents. In order to avoid any risk, the Company is providing regular trainings and awareness sessions to its people, through internal materials and other modes of communication.
- The Company undertakes VAPT assessments in order to uncover any vulnerability in an application or network, which works to validate the efficiency of the current security protections In order to enhance cyber security for its stakeholders; the organization has deployed firewalls and other network monitoring tools to prevent from cyber-attacks. At our toll plazas, transactions which are processed via different payment modes (CASH/FASTag) we do not capture or store any customer information in our system.
- Further there is no penal action has been taken by regulatory authorities on violating safety of products / services.

Leadership Indicators

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

The platforms used for the information are Website, Annual Report and Sustainability report. The information on Company's business offering are available at: <https://www.irb.co.in/home/>

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

As the Company is not directly involved in the distribution services to the consumer except for type of work involved in the contracts such as construction, engineering, designing. For the above-mentioned services, the Company has taken several initiatives such as providing Adequate signages (speed limit, curves/slopes, helpline, no honking zone etc.) for safe and responsible usage of roads. Road safety campaigns are also undertaken to improve safety and reduce road crash casualties.

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

During execution of construction projects, the concerned departmental authorities are informed through letters and their permissions are sought in prior for any sort of road closure, traffic diversion and isolation of essential services.

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

Not applicable, due to the peculiar nature of business. Further, surveys were carried by the Company with regard to customer satisfaction for services provided; the average customer satisfaction score during FY23 was 76%.

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

The Company has not received any incident for data breaches during the financial year 2022-23.

- a. **Number of instances of data breaches along-with impact**

Not Applicable.

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

Not Applicable.