मॉयल लिमिटेड
(भारत सरकार का उपक्रम)
मॉयल भवन, 1ए काटोल रोड, नागपुर - 440 013
☎ : 0712-2806100, 2806182 /216
ई मेल : compliance@moil.nic.in
वेबसाईट: www.moil.nic.in टेलीफेक्स: 0712-2591661
सी.आय.एन नं.: L99999MH1962GOI012398

MOIL LIMITED

(A Government of India Enterprise)
MOIL Bhavan, 1A, Katol Road, Nagpur – 440 013
☎ : 0712-2806100, 2806182 /216
E-Mail : compliance@moil.nic.in
Website: www.moil.nic.in Telefax: 0712-2591661
CIN No: L99999MH1962GOI012398

CS/NSE-BSE/2025-26/171 Date: 06.09.2025

To,
The G.M. (Listing)
National Stock Exchange of India Ltd.
Exchange Plaza, Plot No.C-1, G Block,
Bandra Kurla Complex, Bandra (East)
Mumbai – 400053

To,
Listing Department
BSE Limited,
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai – 400001

Sub: Submission of Business Responsibility and Sustainability Reporting (BRSR) for the Financial Year ended March 31, 2025.

Dear Sir/Madam,

Please find attached herewith Business Responsibility and Sustainability Report in PDF form as per the regulation 34(2)(f) of SEBI (LODR) Regulations 2015.

Thanking you,

Yours faithfully/भवदीय
For MOIL Limited/ कृते मॉयल लिमिटेड

Neeraj Dutt Pandey
Digitally signed by Neeraj Dutt Pandey
Date: 2025.09.06 11:38:15 +05'30'

Neeraj Dutt Pandey/
(नीरज दत्त पाण्डेय)
(Company Secretary & Compliance Officer)/
(कम्पनी सचिव सह अनुपालन अधिकारी)

ANNEXURE-V

Business Responsibility & Sustainability Report

About The Company

MOIL Limited ("MOIL" or the "Company"), a Government of India enterprise is a Schedule "A" Miniratna Category-I company. MOIL Limited earlier known as Manganese Ore (India) Limited, was originally set up as a Central Province Prospecting Syndicate in 1896, as a British Company incorporated in the UK, later renamed as Central Provinces Manganese Ore Company Limited (CPMO).

Later in 1962 the Indian government took over the assets of the Company by entering into an agreement with the British entity and MOIL was established and initially 51% of MOIL's capital was held jointly by the Government of India and the State Governments of Maharashtra and Madhya Pradesh, while the remaining 49% was owned by CPMO. Later in 1977, the remaining 49% shareholding was acquired by the Government and MOIL became a 100% government company.

The Company has its underground and opencast mines in Nagpur, Bhanadara and Balaghat district, which produces different grades of manganese ore like high grade ores for production of ferro manganese, medium grade ore for production of silico manganese, blast furnace grade ore for production of hot metal and dioxide for chemical industry and dry battery cells. Further the Company fulfils approximately 46% of the total requirement of dioxide ore in India.

MOIL in its efforts towards environment has installed Wind Energy Farms at Nagda Hills and Ratedi Hills in Madhya Pradesh.

Exploring. Expanding. Enhancing. Achieving new heights with sustainability is the mission and vision of the Company.

Business Responsibility and Sustainability Reporting (BRSR) is a mandatory reporting requirement by the Securities & Exchange Board of India (SEBI) for the top 1000 listed companies by market capitalization.

The BRSR principles, based on the National Guidelines on Responsible Business Conduct (NGRBC - set of guidelines introduced by India's Ministry of Corporate Affairs on March 15, 2019, steering Companies towards responsible business practices) advocate for listed companies to embrace sustainable business methods and divulge information on their environmental, social and governance (ESG) performance.

The Company aims to progress in its ESG journey to further its objectives of becoming a sustainable and responsible corporate and hereby presents the standalone BRSR for the financial year 2024- 25, pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015.

Awards and Accolades

Known across the country for its excellent performance, MOIL, a prominent public sector undertaking, received several national and regional awards in 2024-25, acknowledging its contributions in diverse areas. Among the recognitions were:

- Chikla Mine awarded overall 1st prize in underground mines for Mines Environment and Mineral conservation week under the aegis of IBM, Nagpur region.
- Chikla and Kandri mines honoured with the coveted 5-star ratings by the Indian Bureau of Mines (IBM) at the Mines Safety Awards in New Delhi.
- Second prize to Gumgaon mine in the small metal Below Ground category at the Mines Safety Award 2024 in Kolkata.
- Balaghat mine won Sustainable Mining Award in Bhubaneswar.
- Ukwa Mine awarded overall 2nd prize in underground mines for Mines Environment and Mineral conservation week under the aegis of IBM, Jabalpur region.
- Maharashtra State Best Employer Brand Award 2024 at the 19th Employer Branding Awards, in Mumbai.
- Best Corporate Social Responsibility (CSR) Practices Award at the Golden Globe Tigers Awards 2024 in Mumbai.
- Recognized for its technical use of the official language by Vishwa Hindi Parishad at the International Hindi Conference" in New Delhi.
- 1st prize in Theory test, 2nd prize in Fresh Air Base Category and 2nd Best Captain in Metal Category at the 53rd All India Mines Rescue Competition 2024.
- Parakh Quality Circle Team, Tirodi Mine and Avighna Quality Circle Team, Balaghat Mine, won the prestigious Gold Awards at 49th International Convention on Quality Circles (ICQCC 2024 in Colombo, Sri Lanka. Further, Avighna QC and Parakh QC team won Super Gold awards in case study presentations organised by the Quality Circle Forum of India at Nagpur and Gwalior Chapter.
- Five prestigious PRCI awards at the 18th Global Communication Conclave PRCI Awards in Mangalore.
- Governance Now 9th India PSU IT Award in the 'Data Centre Excellence' category at New Delhi.
- Awards for Social Media for PR & Branding, Outstanding Initiatives for Promoting Medical & Health and Corporate Website at the 46th All India Public Relations Conference.
- Governance Now awards in various categories like CMD Leadership, HR Leadership, Excellence in Learning & Development, Public Relations Campaign Award at the 11th PSU Awards.
- Prestigious awards at the 19th Media Federation Excellence Awards 2025, New Delhi.
- 14th PRCI Excellence Award in the category of Website and Microsite Award.
- CMD, Shri Ajit Kumar Saxena was conferred with the Performance Excellence Award- Individual at the 24th CEOs Conference by the Indian Institution of Industrial Engineering (IIIE) in Uttarakhand and was also honored with the CEO of the Year and Lifetime Achievement Award at the Golden Globe Tigers Awards 2024.
- Director Finance, Shri Rakesh Tumane was honoured with multiple prestigious accolades in Mumbai in 2024 namely, the CFO Confex & Awards by GainSkills Business Media Ltd., recognition among the "Top 50 Visionary CFOs in India" at the National Economic Growth Summit, and the Most Innovative CFO Award at the Silver Feather Awards.
- Director HR, Smt. Usha Singh was honoured with two prestigious national awards in 2024 namely, the CHRO PRIDE Award at the 24th National Management Summit by Top Rankers Management and the National Star Women Achievers' Award for branding, PR & CC activities by the Media Federation of India.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1962GOI012398
2.	Name of the Listed Entity	MOIL Limited
3.	Year of incorporation	1962
4.	Registered office address	1-A, Katol Road, Nagpur, Maharashtra, 440013, India
5.	Corporate address	1-A, Katol Road, Nagpur, Maharashtra, 440013, India
6.	E-mail	compliance@moil.nic.in
7.	Telephone	0712-2591661
8.	Website	www.moil.nic.in
9.	Financial year for which reporting is being done	FY 2024- 25
10.	Name of the Stock Exchange(s) where shares are listed :	see table below
11.	Paid-up Capital	₹ 2,03,48,52,110
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report –	Shri V. R. Parida, Jt. GM (Mines) Production, Additional Charge Env. & Tech. vparida@moil.nic.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are made on a standalone basis for MOIL
14.	Name of assessment or assurance provider	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.
15.	Type of assessment or assurance obtained	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

Name of the Exchange	Stock Code
Bombay Stock Exchange	533286
National Stock Exchange	MOIL

Note: The numbers are rationalised in this year's report, wherever required.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Mining	Mining of Manganese Ore	91.80
2.	Manufacturing	Manufacturing of Ferro Manganese, Electrolytic Manganese Dioxide	7.82
3.	Power Generation	Wind Power Turbine Generator	0.38

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Manganese Ore	7293	91.80
2.	Electrolytic Manganese Dioxide	24209	0.96
3.	Ferro Manganese	24104	6.86
4.	Electricity Units	35106	0.38

III. Operations

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

Location	Number of plants	Number of offices	Total
National	12*	02	14
International	00	00	00

* The Company has 10 mines and 2 plants.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of countries)	Nil

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

Nil, the company does not export its products.

c. A brief on types of customers:

MOIL, a leading manganese ore mining company, plays a key role in supplying high-quality manganese ore essential for the production of steel and ferroalloys. Its primary customers include steel manufacturers, ferroalloy producers, and processors who use manganese ore in various value-added applications. MOIL holds the distinction of being the only producer of Electrolytic Manganese Dioxide (EMD) in India, meeting the demands of industries such as pharmaceuticals, batteries, and chemicals. Steel companies rely on MOIL for a steady and reliable supply of manganese ore, which enhances the strength, durability, and resistance to corrosion in their products. Ferroalloy manufacturers utilize MOIL's premium ore to produce critical alloys that improve steel performance. Additionally, processors involved in the business of value addition to MOIL's products as they cater to the increasing demand for specialized alloys in various industries, such as automotive, construction, and infrastructure.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	2048	1935	94.48	113	5.52
2.	Other than Permanent (E)	00	00	0.00	00	0.00
3.	**Total employees (D + E)**	**2048**	**1935**	**94.48**	**113**	**5.52**
	WORKERS					
4.	Permanent (F)	3202	2493	77.86	709	22.14
5.	Other than Permanent (G)	5821	4947	84.99	874	15.01
6.	**Total workers (F + G)**	**9023**	**7440**	**82.46**	**1583**	**17.54**

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	27	22	81.48	05	18.52
2.	Other than Permanent (E)	00	00	0.00	00	0.00
3.	**Total differently abled employees (D + E)**	**27**	**22**	**81.48**	**05**	**18.52**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	00	00	0.00	00	0.00
5.	Other than permanent (G)	00	00	0.00	00	0.00
6.	**Total differently abled workers (F + G)**	**00**	**00**	**0.00**	**00**	**0.00**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	07	02	28.57
Key Management Personnel	03*	00	0.00

* 2 out of 3 KMP's are part of Board of Directors.

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.54	6.96	7.51	3.83	0.85	3.57	4.06	7.41	4.25
Permanent Workers	6.02	1.85	5.12	2.50	1.86	1.61	2.97	0.14	2.41

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil, the company does not hold any holding, subsidiary, associate company or joint venture.				

VI. CSR Details

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

II. Turnover (in ₹ in crore) – 1,584.94

III. Net worth (in ₹ in crore) – 2,637.90

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Number of complaints filed during the year	FY 2024-25 Number of complaints pending resolution at close of the year	FY 2024-25 Remarks	FY 2023-24 Number of complaints filed during the year	FY 2023-24 Number of complaints pending resolution at close of the year	FY 2023-24 Remarks
Communities	Yes	07	00	All grievances were promptly resolved.	12	00	All grievances were promptly resolved.
Investors (other than shareholders)	Not Applicable						
Shareholders	Yes, moil.nic.in/userfiles/file/InvRel/IG_Redressal_Policy.pdf	03	00	All grievances were resolved promptly	04	00	All grievances were promptly resolved.
Employees and workers	Yes	11	00	All grievances were promptly resolved.	05	00	All grievances were promptly resolved.
Customers	Yes	66	00	All grievances were promptly resolved.	52	00	All grievances were promptly resolved.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	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
Value Chain Partners	Yes	00	00	No Remarks	00	00	No Remarks
Other (please specify)	Not Applicable						

* The grievances/feedbacks could be reported at https://www.moil.nic.in/

26. Overview of the entity's material responsible business conduct 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[1]

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.	Incident management	Risk	Inadequate management and resolution of incidents can result in serious consequences, such as legal action, damage to an organization's reputation, and financial losses.	MOIL has a robust incident management system in place that effectively identifies and mitigates risks, ensures the safety of its employees, complies with industry standards, and safeguards both its operations and long-term sustainability.	Negative * No negative impact in the reporting year
2.	Employee Health & Safety	Risk	Mining activities involve a wide range of hazards, including structural collapses, equipment accidents, exposure to dangerous substances, and respiratory problems. Failing to prioritize and maintain a strong health and safety culture can result in workplace accidents, injuries, and long-term health conditions, which may increase absenteeism, reduce productivity, and expose the organization to legal risks.	The company is committed to ensuring a safe work environment by adequately investing in thorough safety procedures, proactive risk prevention measures, and ongoing employee training programs aimed at protecting its workforce and minimizing potential hazards.	Negative * No negative impact in the reporting year
3.	Waste management	Opportunity	By following appropriate waste disposal practices in line with current regulations, the company demonstrates its commitment to promoting environmental sustainability and compliance with the law.	_	Positive
4.	Water management	Opportunity	By implementing sustainable water management strategies, the Company can optimize water usage, reduce overall consumption, and minimize its environmental footprint. This initiative not only strengthens the company's reputation as a responsible and eco-conscious organization but also offers financial advantages through cost savings and improved operational efficiency.	_	Positive

[1] Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at https://sasb.ifrs.org/ on 1st May, 2025 at 12:00 IST

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)
5.	Human rights and community relations	Opportunity	Demonstrating a strong commitment to human rights and community welfare can enhance the company's reputation and attract socially responsible investors and partners. Additionally, by actively collaborating with local communities on initiatives focused on social development, education, and skill-building, MOIL contributes to sustainable growth and improved quality of life in the regions where it operates.	_	Positive
6.	Labour practices	Risk	Failure to uphold fair and ethical labor practices can lead to employee dissatisfaction, labor conflicts, strikes, and interruptions in operations. Violations of labor laws may also result in legal penalties, financial fines, and damage to the company's reputation.	MOIL prioritizes fair compensation, workplace safety, and the protection of employee and worker rights to foster a motivated and productive workforce, while also reducing potential labor-related risks.	Negative * No negative impact in the reporting year
7.	Safety hazards	Risk	Currently, 70% of MOIL's mining operations take place underground, accounting for 65% of total production. To boost output and maintain ore quality, the company is expanding its efforts by deepening existing mines and developing new vertical shafts to enhance access and capacity. However, this approach may introduce increased safety challenges for workers operating in these environments.	MOIL is firmly committed to maintaining high safety standards across all its operations. To prevent accidents and safeguard the well-being of its workforce, the company implements comprehensive safety protocols aligned with industry best practices. As part of its proactive approach, MOIL also conducts regular fire safety audits at all mining sites and processing plants. These audits help identify potential hazards, ensure compliance with safety regulations, and support the continuous improvement of emergency preparedness and response measures.	Negative * No negative impact in the reporting year
8.	Climate Change & Energy Management	Opportunity	By investing in renewable energy and enhancing energy efficiency, MOIL can lower operational costs and reduce its carbon footprint, thereby strengthening its sustainability credentials and ensuring compliance with environmental regulations.	_	Positive
9.	Regulatory Compliance	Risk	Failure to comply with mining regulations, environmental laws, and labor standards can lead to legal consequences, financial penalties, and reputational harm.	Ongoing audits, compliance training, and strict adherence to legal obligations are implemented to ensure regulatory compliance.	Negative * No negative impact in the reporting year

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)
10.	Environmental Impact and Sustainability	Risk	The mining and processing of manganese ore can lead to substantial environmental effects, such as habitat destruction, soil erosion, water pollution, and air contamination. As regulatory oversight intensifies and societal demands for sustainable practices rise, mining companies that fail to properly address environmental issues face increased risks.	The company reuses non-hazardous waste, such as rocks, for landfilling and backfilling. It also maintains plantation areas by regularly watering them around all mining sites. The organization generates electricity through renewable sources, including solar panels and wind turbines. Further, large areas at both the mining sites and the head office are dedicated to plantation activities. The company has successfully implemented a Zero Liquid Discharge (ZLD) system across all its mines, which includes Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs). The treated water is repurposed for various uses, such as gardening, plantation, green belt maintenance, and dust suppression. At the head office, the Sewage Treatment Plant also supplies treated water for gardening and plantation activities	Negative * No negative impact in the reporting year
11.	Technological and Process Innovation	Opportunity	The manganese ore industry stands to gain greatly from advancements in mining technologies and processing methods. Innovations like automated mining machinery, enhanced ore beneficiation techniques, and energy-efficient processing solutions can boost productivity, lower costs, and improve the quality of manganese ore products. To stay competitive and efficient, MOIL should invest in research and development to adopt and integrate the latest technologies and processes.	–	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
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	All the SEBI mandated policies are available at: https://www.moil.nic.in/content/148/Policies Please refer the table below:								

Sr. No.	Name of policy	Link to Policy	Which Principles each policies goes into
1.	MOIL's Investor Grievance Redressal Policy	https://www.moil.nic.in/userfiles/file/InvRel/IG_Redressal_Policy.pdf	P3, P4, P5
2.	Determination of Materiality of Events or Information and Disclosure thereof	https://www.moil.nic.in/userfiles/file/InvRel/Materiality_Policy.pdf	P1, P4
3.	MOIL code of fair disclosure and code of conduct for prevention of Insider Trading, 2015	https://www.moil.nic.in/userfiles/MCFDC2015.pdf	P1
4.	Investors Relation Policy	https://www.moil.nic.in/userfiles/Investor_Relation_Policy.pdf	P1, P4
5.	Dividend Policy	https://www.moil.nic.in/userfiles/Dividend_Policy_MOIL.pdf	P1, P4
6.	Policy on record retention and destruction	https://www.moil.nic.in/userfiles/Policy_on_Record_Retention_Destruction.pdf	P1, P9
7.	Code of Business conduct and Ethics	https://www.moil.nic.in/userfiles/coc.pdf	P1
8.	Related party transaction policy[2]	http://moil.nic.in/userfiles/Related_Party_Transaction_Policy.pdf	P1, P4, P7
9.	Whistle blower policy	https://www.moil.nic.in/userfiles/Whistle_Blower_Policy_of_MOIL.pdf	P1, P3
10.	CSR Policy	https://www.moil.nic.in/userfiles/CSR_and_Sustainability_Policy_of_MOIL.pdf	P4, P8
11.	Risk management policy	https://www.moil.nic.in/userfiles/Risk%20Management%20Policy.pdf	P1, P2, P6
12.	Information Technology Policy	https://www.moil.nic.in/userfiles/InformationTechnology_Policy-MOIL-FinalB.pdf	P9
13.	Fraud prevention policy	https://www.moil.nic.in/userfiles/fpp2017.pdf	P1
14.	Safety Policy	https://www.moil.nic.in/userfiles/safety_policy.pdf	P2, P3, P6
15.	Environment Policy	https://www.moil.nic.in/userfiles/Environment_Policy.pdf	P2, P6

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Yes, certain policies extend to the value chain partners- 1. Safety Policy 2. Fraud Prevention Policy 3. IT policy								
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's certifications for ISO 45001:2018 (Occupational Health and Safety Management Systems - OHSAS), ISO 14001:2015 (Environmental Management System - EMS), and ISO 9001:2015 (Quality Management System - QMS) expired during the financial year. Consequently, the Company has initiated the process to obtain fresh certifications for these standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has established short, medium, and long-term targets for key sustainability performance indicators as a part of its Environmental, Social, and Governance (ESG) initiatives. These KPIs will focus on critical areas such as climate change, energy efficiency, water conservation, waste reduction, air emission control, greenhouse gas (GHG) mitigation, and the protection of biodiversity.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

At MOIL Limited, our commitment to Environmental, Social, and Governance (ESG) principles reflects our understanding of the evolving nature of sustainable business practices. We recognize that global challenges such as climate change, resource depletion, and socio-economic disparities demand proactive and responsible action. Our strategic objectives include transitioning to renewable energy, driving innovation to reduce environmental impact, and working collaboratively with stakeholders to embed sustainability throughout our value chain.

We uphold transparency, accountability, and ethical conduct as core values, ensuring that human rights are respected across all our operations and supply chains. As a responsible corporate entity, we are dedicated to maintaining strong governance practices grounded in integrity and fairness. We continuously enhance our governance frameworks to align with legal and regulatory standards, while fostering a workplace culture rooted in diversity, inclusion, and ethical behaviour.

Our progress is made possible through the collective efforts of our employees, partners, and stakeholders who share our vision for a more sustainable future. Our contributions to community development—particularly in healthcare, education, and skills training—demonstrate our deep commitment to social responsibility.

While we take pride in our achievements, we understand that the ESG journey is ongoing. We remain focused on engaging stakeholders, setting ambitious sustainability goals, and developing innovative solutions to tackle emerging challenges. Through these efforts, we aim to create a lasting positive impact on the environment and society, while securing long-term value for our stakeholders—solidifying MOIL Limited's role as a responsible and forward-thinking organization.

[2] Amended in accordance with Regulation 23 of the SEBI (LODR) Regulations, as per the Third Amendment notified on 12th December 2024.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Smt. Usha Singh, Director (Human Resource), DIN-08307456								
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.	The Company has established dedicated committees for Corporate Social Responsibility (CSR), Prevention of Sexual Harassment of Women at the Workplace, and Risk Management. For all other policies, effective internal controls are in place to ensure their regular review and proper implementation.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against Above policies and follow up action	The Board of Directors, along with the Nomination and Remuneration Committee, Risk Management Committee, and Audit Committee (as applicable), periodically reviews the performance and implementation of relevant policies. These evaluations are conducted as needed, particularly in response to updates or changes in applicable laws and regulations.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Operational issues are addressed continuously as they arise, with the Company ensuring timely monitoring and completion of all compliance requirements.																	

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.	Dhir & Dhir Associates, a law firm, conducted an evaluation of the implementation and effectiveness of the company's policies, with an emphasis on operational efficiency. In addition, department and business heads regularly review and update these policies, subject to final approval by senior management or the Board. Where applicable, internal auditors and regulatory authorities may also examine the associated processes and compliance measures.

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

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.

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	6	Critical Mineral Summit: Enhancing Beneficiation & Processing, International Ferro Alloy Conference, Forging Sustainability in Steel, Orientation Program for Building better Boards, and more.	75.00
Key Managerial Personnel	20	Advance Management Program, Green Mining, Preventive Vigilance, Ferro Alloy Summit, Digitization of Mining Process, Ferro Alloy Summit and more.	100.00
Employees other than BoD and KMPs	87	Mid-Career Training Program, Induction & Orientation for new joinees, Preventive Vigilance, Disciplinary Proceedings, Digitization of Mining process and technology, Public Procurement, Cyber Security, Electrical Safety in mines, JORC Classification, Drone Survey and more.	96.00
Workers	79	Workshop of fire-fighting and security awareness, Blaster & Mine Mate Training, workshop on procurement contract management, SAP usage, Maintenance of Tata Hitachi Equipment, First Aid Training, and more.	33.00

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)**

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (in INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine					
Settlement				Nil*	
Compounding Fee					
Non-Monetary					
Imprisonment	Directors/ KMPs have not been subjected to any thresholds of the materiality policy[3] for Imprisonment or punishment in the financial year.				
Punishment					

*During the financial year, no fines, penalties, punishments, awards, compounding fees, or settlement amounts were paid by the Company or its Directors/ Key Managerial Personnel in any proceedings with regulators, law enforcement agencies, or judicial institutions which are material as per Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('LODR'). Disclosures relating to any penalties levied by statutory authorities, including the Stock Exchanges, have been duly made under Regulation 30 of LODR to the Stock Exchanges.

All matters pertaining to the above are under adjudication and/or appeal before the relevant authorities /judicial forums. Stakeholders may access these disclosures on the Company's website at https://www.moil.nic.in/content/9/Disclosures-and-Events

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

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

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

The Company's Board of Directors have approved a Code of Conduct for its Directors and Senior Management, highlighting the commitment to integrity, ethical conduct, and compliance with applicable laws, regulations, and standards. Central to this code are strong anti-bribery and anti-corruption provisions. To further strengthen its governance framework, MOIL has also put in place a Fraud Prevention Policy that outlines procedures for identifying and addressing fraudulent activities.

Web-link for the policy: https://www.moil.nic.in/userfiles/coc.pdf

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	01
Workers	Nil	Nil

[3] The Company, pursuant to the 12th December 2024 changes prescribed by LODR third amendment w.r.t. to materiality threshold of fines & penalties, as per regulation XXXVIII (i)(a)(6), has been adopted under the materiality policy in Q4 of FY 2024-25

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil. No complaints with regard to conflict of interest were reported.		Nil. No complaints with regard to conflict of interest were reported.	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

1. Being a Government company, directors in the company are appointed by the President of India, through the Administrative Ministry (i.e. Ministry of Steel). Thus, appointment of the directors is neither under the purview of the Board of the company nor the company/ its Board is empowered to appoint any director. The Company has been sending letters to the Ministry for making appointments of requisite number of Directors on the Board of the company in order to comply with Regulation 17 of SEBI (LODR) Regulation, 2015.

2. The Company has also applied for waiver of the penalties to the Stock Exchanges as per the policy on "uniform carve outs for SOP fines levied as per the provisions of SEBI's SOP circular" which prescribes allowable reasons for waiver/reduction of penalty levied under SOP for compliance with Listing Agreement/Listing Regulations.

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format[4] :**

	FY 2024-25	FY 2023-24
Number of days of accounts payables	18	19

9. **Open-ness of Business**

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format[5] :

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties/Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

[4] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[5] The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

Total number of awareness programs held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
2	Gem Portal & GST Compliance	12.00

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.**

The company's Code of Business Conduct and Ethics for Board members and senior management provides comprehensive guidelines on managing conflicts of interest. It clearly defines what constitutes a conflict of interest and lists specific activities that directors and senior executives are expected to avoid.

Web-link for the Policy- https://www.moil.nic.in/userfiles/coc.pdf

PRINCIPLE 2:

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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24	Details of Improvements in environmental and social impacts
R&D	Nil	Nil	Not Applicable
Capex	Nil	6.2	

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

   MOIL encourages a fair, transparent, and inclusive tendering process that is open to participants nationwide. While welcoming bids from a broad spectrum of entities, the company places special emphasis on supporting Micro, Small, and Medium Enterprises (MSMEs) as well as women-led businesses, provided they meet the necessary eligibility criteria. To maintain high standards of safety and quality, some tenders may require bidders to possess certifications such as OHSAS or ISO.

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

   At present, the Company does not track the value or proportion of inputs sourced sustainably. However, MOIL plans to assess and incorporate this aspect into its sustainability efforts in the coming years.

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.**

   MOIL Limited is a mining enterprise primarily engaged in the exploration, extraction, and production of manganese ore, along with the manufacturing of Electrolytic Manganese Dioxide and Ferro Manganese. Given the nature of mining—where non-renewable resources are extracted and processed—there are inherently limited opportunities to reclaim, recycle, or repurpose materials at the end of their life cycle. Unlike certain manufacturing industries that can reuse or recycle finished products, mining operations focus on the utilization of finite natural resources, making end-of-life recovery particularly challenging. Despite these limitations, MOIL remains dedicated to sustainable mining practices, striving to reduce environmental impact and uphold responsible mining standards to support long-term ecological sustainability and natural resource conservation.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

   Extended Producer Responsibility (EPR) is not applicable to MOIL's activities.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The company is not currently conducting Life Cycle Assessments (LCA) for its products or services. However, this will be evaluated in the coming years and undertaken as needed, based on the company's evolving requirements.					

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 as the company is currently not performing LCA for its services.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Not Applicable		

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable. As mentioned above, the company is not in a position to reclaim the products.			Not Applicable. As mentioned above, the company is not in a position to reclaim the products.		
E-waste						
Hazardous Waste						
Other 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 percentage of products sold) for each product category
Not Applicable	

PRINCIPLE 3:

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

Essential Indicators

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1935	1935	100.00	1935	100.00	00	0.00	00	0.00	1935	100.00
Female	113	113	100.00	113	100.00	113	100.00	00	0.00	113	100.00
Total	**2048**	**2048**	**100.00**	**2048**	**100.00**	**113**	**100.00**	**00**	**0.00**	**2048**	**100.00**
Other than Permanent Employees											
Male	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Female	00	00	0.00	00	0.00	00	0.00	00	0.00	00	0.00
Total	**00**	**00**	**0.00**	**00**	**0.00**	**00**	**0.00**	**00**	**0.00**	**00**	**0.00**

* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female employees.

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	2493	2493	100.00	2493	100.00	00	0.00	00	0.00	2493	100.00
Female	709	709	100.00	709	100.00	709	100.00	00	0.00	709	100.00
Total	**3202**	**3202**	**100.00**	**3202**	**100.00**	**709**	**100.00**	**00**	**0.00**	**3202**	**100.00**
Other than Permanent workers											
Male	4947	4947	100.00	4947	100.00	00	0.00	00	0.00	4947	100.00
Female	874	874	100.00	874	100.00	874	100.00	00	0.00	874	100.00
Total	**5821**	**5821**	**100.00**	**5821**	**100.00**	**874**	**100.00**	**00**	**0.00**	**5821**	**100.00**

* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female employees.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format[6] :

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	2.75	2.55

[6] The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

Benefits	FY 2024-25			FY 2023-24		
	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	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI	MOIL provides free medical treatment to all its employees and workers in the medical facility available at its premises.			MOIL provides free medical treatment to all its employees and workers in the medical facility available at its premises.		

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.

The company is committed to fostering an inclusive and supportive environment for all employees and workers. In line with this commitment, the company ensures accessibility by installing ramps, railings, and providing wheelchairs for differently-abled employees and workers. The company values the skills and abilities of individuals with disabilities and actively seeks to offer suitable employment opportunities. Furthermore, a dedicated support team is available to provide assistance whenever necessary.

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.**

At MOIL, we are committed to providing equal employment opportunities to all individuals, regardless of race, gender, religion, national origin, age, or disability. Our focus is on creating a fair and inclusive work environment where every employee feels valued, respected, and has equal opportunities to succeed. While this is not yet formalized in a specific policy, we are dedicated to implementing it in the future. Additionally, the company fully complies with the Rights of Persons with Disabilities Act, 2016.

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	Not Applicable since paternity leave is not provided.			
Female	100.00	100.00	100.00	100.00
Total	**100.00**	**100.00**	**100.00**	**100.00**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The company has implemented a grievance redressal system for all employees and workers. Each unit or mine has a designated grievance officer, who works closely with the grievance officer at the head office to ensure the process runs smoothly. Grievances are reviewed and addressed on a monthly or quarterly basis by appointed officers at both the units or mines and the head office, with the goal of resolving them within a one-month period. Unit grievance officers submit grievance data regularly to the head office, which then reviews and forwards the information to the Ministry of Steel.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25			FY 2023-24		
	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	2048	334	16.31	2090	2090	100.00
Male	1935	300	15.50	1972	1972	100.00
Female	113	34	30.08	118	118	100.00
Total Permanent Worker	3202	331	10.33	3390	3390	100.00
Male	2493	297	11.91	2685	2685	100.00
Female	709	34	4.79	705	705	100.00

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

	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1935	101	5.21	00	0.00	1972	Trainings on Health & Safety and Skill upgradation were provided to almost 1448 employees and workers. However, the demarcation of same is not present currently.			
Female	113	16	14.15	00	0.00	118				
Total	**2048**	**117**	**5.71**	**00**	**0.00**	**2090**				
Workers										
Male	2493	1290	51.74	00	0.00	6756	Trainings on Health & Safety and Skill upgradation were provided to almost 1448 employees and workers. However, the demarcation of same is not present currently.			
Female	709	120	16.92	00	0.00	1360				
Total	**3202**	**1410**	**44.03**	**00**	**0.00**	**8116**				

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1935	1935	100.00	1972	1972	100.00
Female	113	113	100.00	118	118	100.00
Total	**2048**	**2048**	**100.00**	**2090**	**2090**	**100.00**
Workers						
Male	2493	2493	100.00	6756	6756	100.00
Female	709	709	100.00	1360	1360	100.00
Total	**3202**	**3202**	**100.00**	**8116**	**8116**	**100.00**

10. **Health and safety management system:**

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

MOIL places a strong emphasis on the health and safety of its employees and workers, demonstrated through its comprehensive health camp focused on occupational disease screenings. This initiative facilitates regular health assessments, enabling early detection and management of potential occupational health issues. The program includes both Initial Medical Examinations (IME) and Periodical Medical Examinations (PME), with individuals under 45 years of age being assessed every 5 years and those over 45 every 3 years.

Further, the company is committed to the well-being of workers operating heavy machinery by providing annual eye checkups. MOIL also prioritizes equipping its workforce with life-saving skills through detailed training programs. All employees are trained in basic rescue techniques for helping injured colleagues during emergencies, ensuring they can offer immediate support when necessary. Workers also receive training to handle critical incidents, such as fires and roof collapses, reinforcing a culture of safety and readiness across all mining operations.

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 places a strong emphasis on the reliability and performance of its machinery and equipment through rigorous maintenance protocols. Regular inspections are carried out to ensure optimal machine functionality, reducing the risk of unexpected breakdowns and minimizing operational disruptions. Any malfunctioning equipment is promptly repaired to restore operations quickly and prevent delays or productivity losses.

To maintain the safety and integrity of operational areas, the company performs routine pressure tests to evaluate the structural strength of equipment and pipelines. This proactive measure helps identify potential leaks or weaknesses before they present safety hazards.

Additionally, the company employs Non-Destructive Testing (NDT) for critical equipment. NDT is an essential inspection method that enables the company to assess the condition of vital machinery without causing damage. By using NDT, MOIL can detect defects or irregularities in key equipment, making it possible to take informed actions on repairs or replacements, thereby ensuring the continuous and safe functioning of its mining operations.

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

Each mine of the Company is equipped with a telephone in the communication area for emergency situations. In the event of an injury or emergency, workers are trained to immediately report the incident to the senior-most mine manager or the mine manager. Alternatively, they can contact any available supervisor on duty.

Once the report is received, the mine manager takes charge of the situation and informs the designated emergency response officer. This officer then follows the established Safe Operating Procedures (SOP) to assess the situation and determine the most appropriate and effective course of action for safely rescuing the injured worker.

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

The company provides on-site medical facilities to address minor injuries and medical emergencies that can be managed within the mine premises.

In the event of a more serious medical incident or if specialized care is required beyond the scope of the on-site facility, MOIL takes the necessary steps to refer the affected individual to an external hospital. The company covers all expenses associated with this external medical treatment.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.61	0.40
Total recordable work-related injuries	Employees	00	00
	Workers	00	00
No. of fatalities	Employees	00	00
	Workers	02	03
High consequence work-related injury or ill-health (excluding fatalities)	Employees	00	00
	Workers	00	03

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

The company in order to ensure a safe and healthy workplace has implemented the following measures:

- Regular maintenance of machinery
- Safety briefings for all employees
- Refresher and annual training programs for workers
- Training on the operation of new machinery
- Provision of Personal Protective Equipment (PPE)
- Regular medical check-ups for employees
- Housekeeping staff dedicated to maintaining cleanliness and orderliness throughout the premises

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

	FY 2024-25			FY 2023-24		
	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			Nil		
Health & Safety						

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% of the plants and offices were assessed on health and safety practices and working conditions
Working Conditions	

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

The safety and well-being of employees and workers at MOIL are of paramount importance. The company on recording any safety related incident, immediately conducts incident investigation to identify the root cause of the incident, safety audits to identify potential hazards and lastly reviews its safety procedures, to ensure they are updated, effective and compliant with regulatory requirements.

Further conducted additional training programs for employees to enhance their knowledge and skills on safety procedures, emergency response and risk management. The Company has upgraded its safety equipment, including personal protective equipment (PPE), to ensure that employees are adequately protected. Operations are closely monitored and regular safety meeting are conducted.

Furthermore the Company promotes safety culture enhancement, technology adoption and collaboration with regulatory bodies to ensure compliance with safety regulations and to adopt best practices.

Leadership Indicators

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

   Yes, MOIL provides Group Personal Accident Insurance and a financial assistance scheme for employees in the unfortunate event of death while in service or premature retirement due to incapacitation before the age of 55. Additionally, in the event of an employee's death, a fixed contribution is made by each worker, which is matched by the company to offer further financial support.

   To assist the families of employees who pass away during active service, MOIL also has a compassionate appointment scheme in place. This initiative aims to support and rehabilitate the dependents of the deceased by offering employment opportunities, subject to specific terms and conditions.

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

   MOIL ensures compliance with labour laws by having its personnel officers manage and monitor Provident Fund (PF) certificates. For Goods and Services Tax (GST) compliance, the company regularly retrieves reports from the GST portal to confirm that vendors have properly remitted their GST payments.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	02	06	02*	06

* The dependents of the deceased have been adequately compensated.

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 has a consultancy policy in place that provides for re-engagement of retired executives on Fixed Tenure or Contract basis. The transition assistance program is available for both Executive and Non-Executive workforce.

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 value chain partners are currently not assessed on the mentioned parameters. However, the company is committed to take relevant steps in incorporating this from subsequent years
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.**

   Not Applicable

PRINCIPLE 4:

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

Essential Indicators

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

At MOIL, we follow a thorough stakeholder identification process that includes both internal and external stakeholders, assessing their influence on our business as well as the impact our operations have on them. This allows us to identify and prioritize key stakeholders while gaining a clear understanding of their expectations and concerns. We maintain consistent communication through multiple channels to strengthen relationships and align our organizational strategy accordingly. Stakeholder engagement is an ongoing process, rooted in open dialogue and collaboration to create mutual value.

By adhering to the principles of trust, transparency, ethics, and accountability, we have built strong and constructive relationships with our stakeholders. Regular feedback from groups such as customers, suppliers, employees, shareholders, government entities, and regulatory bodies has helped us form lasting and sustainable connections. We deeply value stakeholder input and remain committed to addressing their expectations through responsible, ethical, and cooperative practices.

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
Government & Regulatory authorities	No	Email, Letters, Meeting, Presentation project meetings, reviews, due diligence, calls and meetings, conference and seminars, press conferences, media interviews	As and when required	Fair and ethical business practices and Transparency in disclosures
Customers	No	Customer portal and Website (along with Email, Letters, Meeting)	As and when required	Product pricing, Customer relationship management, Innovation, Transparency
Investors	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Company Financials
Employees	No	Employee portal, E-Newsletter, circulars	As and when required	Health information , Knowledge Sharing, Benefits Information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness
Communities	Yes	Newspaper, Website, Pamphlets, Advertisements	As and when required	Community development and Financial inclusion
NGOs	No	Website, Email, Letters, Meetings, Newspaper Publication, Annual Reports	As and when required	Share and contribute to insight into public and business concerns

Leadership Indicators

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

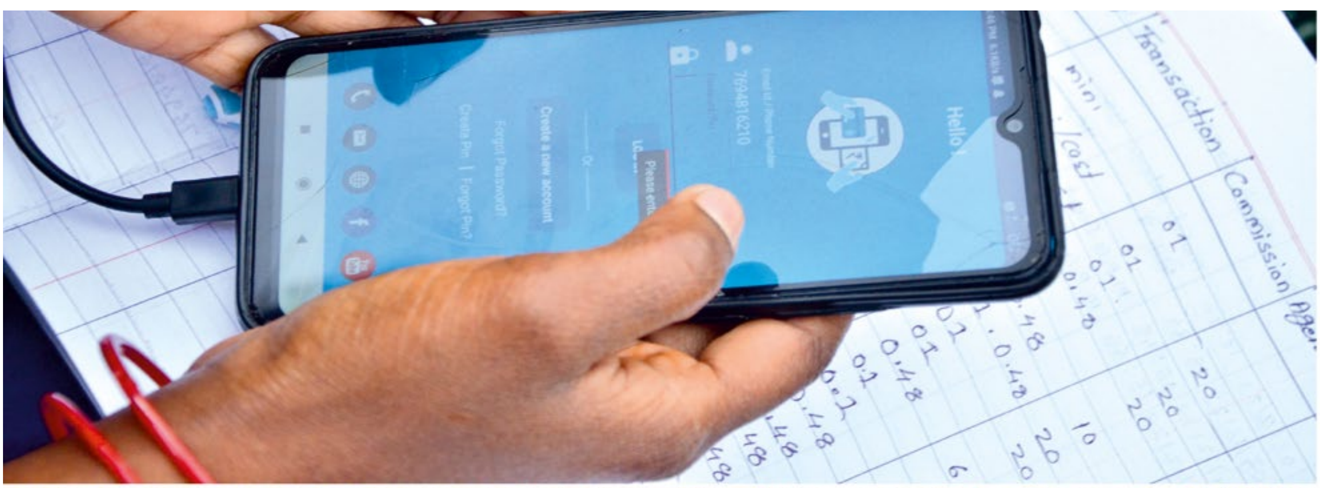
   The Company highly values stakeholder feedback and takes a proactive approach when concerns are raised. It conducts in-depth consultations with the relevant stakeholders, and, when required, escalates the matter to board-level discussions. The objective is to implement solutions that deliver mutual benefits and address the interests of all parties involved.

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.**

   Currently, the company does not involve stakeholders in identifying or managing environmental and social issues. However, the need for such engagement is being assessed and will be addressed as required in the future.

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

   The Company's CSR initiatives are guided by its CSR Policy and are aimed at supporting disadvantaged, vulnerable, and marginalized segments of society. Core focus areas include health, nutrition and sanitation, skill development, education, and rural development. While there were no such instances during the current reporting period, similar decisions have been made in previous years based on stakeholder discussions.



PRINCIPLE 5:

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2048	106	5.17	2090	Trainings on POSH were provided to almost 779 employees and workers. However, the demarcation of same is not present currently.	
Other than permanent	00	00	0.00	00		
Total Employees	2048	106	5.17	2090		
Workers						
Permanent	3202	379	11.83	3390	Trainings on Health & Safety and Skill upgradation are provided to almost 1448 employees and workers. However, the demarcation of same is not present currently.	
Other than permanent	5821	263	4.51	4726		
Total Workers	9023	642	7.11	8116		

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2048	00	0.00	2048	100.00	2090	00	0.00	2090	100.00
Male	1935	00	0.00	1935	100.00	1972	00	0.00	1972	100.00
Female	113	00	0.00	113	100.00	118	00	0.00	118	100.00
Other than Permanent	00	00	0.00	00	0.00	00	00	0.00	00	0.00
Male	00	00	0.00	00	0.00	00	00	0.00	00	0.00
Female	00	00	0.00	00	0.00	00	00	0.00	00	0.00
Workers										
Permanent	3202	00	0.00	3202	100.00	3390	00	0.00	3390	100.00
Male	2493	00	0.00	2493	100.00	2685	00	0.00	2685	100.00
Female	709	00	0.00	709	100.00	705	00	0.00	705	100.00
Other than Permanent	5821	5821	100.00	00	0.00	4726	4726	100.00	00	0.00
Male	4947	4947	100.00	00	0.00	4071	4071	100.00	00	0.00
Female	874	874	100.00	00	0.00	655	655	100.00	00	0.00

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (₹/Annum)	Number	Median remuneration/ Salary/ Wages of respective category (₹/Annum)
Board of Directors (BoD)**	03	38,29,384.20	02	19,88,270.34
Key Managerial Personnel**	01	9,42,791.58	00	00
Employees other than BoD and KMP	1931	79,242.60	111	86,880
Workers	2493	42,339.59	709	51,515.2

*Note: The figure for BoDs does not include the directors drawing sitting fees and the figure of KMPs does not include the 2 KMPs that are already covered under the BOD.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format[7] :

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	13.96%	13.45%

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

Yes, the Director of Human Resources serves as the primary point of contact for addressing human rights impacts or issues arising from or linked to the company's operations.

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

MOIL is committed to ensuring that no employee faces discrimination, retaliation, or harassment for reporting concerns through the Vigil Mechanism or for participating in related investigations. The Whistle-blower Policy, Code of Conduct, and Grievance Policy are designed to protect the identity of the complainant and uphold confidentiality throughout the inquiry process.

In line with legal requirements, the Company has established an Internal Complaints Committee to address and resolve cases of sexual harassment. Additionally, the Works Committee is responsible for handling complaints related to working conditions, safety, and similar issues. The Grievance Redressal Policy further provides a structured framework for employees to report and resolve grievances.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	None	01	00	The complaint was resolved
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	02	Nil	The complaints were resolved.	Nil	Nil	None
Other Human Rights related issues	Nil	Nil	None	Nil	Nil	None

[7] The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format[8] :

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	00	01
Complaints on POSH as a % of female employees / workers	0.00	0.07
Complaints on POSH upheld	00	01

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

The Company is firmly committed to protecting employees from any form of discrimination, retaliation, or harassment when they report concerns through the Vigil Mechanism or participate in investigative proceedings. The Whistle-blower Policy, Code of Conduct, and Grievance Redressal Policy are designed to safeguard the complainant's identity and ensure confidentiality throughout the investigation.

In adherence to statutory obligations, an Internal Complaints Committee has been constituted to handle and resolve cases related to sexual harassment. Furthermore, the Works Committee addresses issues concerning working conditions, safety, and similar matters. The Grievance Redressal Policy also provides a structured platform for employees to raise and resolve workplace concerns.

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

Yes, certain human rights requirements form a part of the Company's business agreements and contracts.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The plants and offices are not assessed as per the given parameters but the company is committed to take relevant steps to ensure these assessments in the subsequent years.
Forced/involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others- please specify	

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

Not Applicable

[8] The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

   The company remains committed to adjusting its processes as necessary and upholds an open-door policy for all employees and stakeholders. However, during the reporting period, no major circumstances arose that required any significant changes to existing processes.

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

   The company currently does not conduct human rights due diligence but is open to evaluating its relevance and considering implementation in the coming years.

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?**

   The company ensures accessibility for differently-abled visitors by offering essential infrastructure support, including ramps for easy mobility, wheelchairs for assistance, and hand railings for added safety. These measures reflect the company's commitment to creating an inclusive and accommodating environment for all individuals.

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	The value chain partners are currently not assessed on the mentioned parameters. However, the company is committed to take relevant steps in incorporating this from subsequent years
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.**

   Not Applicable

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format[9] :**

Parameter	FY 2024-25 (In megajoules)	FY 2023-24 (In megajoules)
From renewable sources		
Total electricity consumption (A)	4,79,76,815.52	6,76,17,813.60
Total fuel consumption (B)	00	00
Energy consumption through other sources (C)	00	00
Total Energy consumption from renewable sources (A+B+C)	**4,79,76,815.52**	**6,76,17,813.60**
From non-renewable sources		
Total electricity consumption (D)	27,16,19,580.17	22,46,44,005.36
Total fuel consumption (E)	22,02,45,685.68	19,51,01,151.20
Energy consumption through other sources (F)	00	00
Total Energy consumption from non-renewable sources (D+E+F)	**49,18,65,265.85**	**41,97,45,156.56**
Total energy consumed (A+B+C+D+E+F)	**53,98,42,081.37**	**48,73,62,970.16**
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) -MJ/Rs	0.034	0.034
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[10] (Total energy consumed / Revenue from operations adjusted for PPP) -MJ/Rs	0.70	0.75
Energy intensity in terms of physical output- GJ/Metric tonne	This cannot be currently ascertained.	
Energy intensity (optional) – MJ/Employee	2,63,594.77	2,33,188.02

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No external review or independent assessment has been conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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**

MOIL's facilities are currently not covered under the scope of the Perform, Achieve, and Trade (PAT) Scheme launched by the Government of India.

[9] The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

[10] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

3. **Provide details of the following disclosures related to water, in the following format[11] :**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,14,555.00	2,16,200.00
(ii) Groundwater	4,64,279.00	4,63,249.00
(iii) Third party water	00	2,250.00
(iv) Seawater / desalinated water	00	00
(v) Others - Mine Seepage Water	2,60,975.00	2,61,690.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**9,39,809.00**	**9,43,389.00**
Total volume of water consumption (in kilolitres)	**9,33,043.00**	**9,34,568.00**
Water intensity per rupee of turnover (Water consumed / Revenue from operations) - Kilolitres/Rs	0.000059	0.000064
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[12] (Total water consumption / Revenue from operations adjusted for PPP) - Kilolitres/Rs	0.0012	0.0014
Water intensity in terms of physical output[13] - Kilolitres /Metric tonne	This cannot be currently ascertained.	
Water intensity (optional) – KL/Employee	455.59	447.16

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 external review or independent assessment has been conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	00	00
- With treatment – please specify level of treatment	00	00
(ii) To Groundwater		
- No treatment	00	00
- With treatment – please specify level of treatment	00	00
(iii) To Seawater		
- No treatment	00	00
- With treatment – please specify level of treatment	00	00
(iv) Sent to third-parties		
- No treatment -	00	00
- With treatment – Full-fledged effluent treatment system available with primary, secondary and tertiary system and treated effluent sent to CETP (Common Effluent Treatment Plan)	6,766.00	8,821.00
(v) Others - Industrial Drainage		
- No treatment	00	00
- With treatment – Primary, Secondary and Tertiary		
Total water discharged (in kilolitres)	**6,766**	**8,821**

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 external review or independent assessment has been conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

[11] The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[12] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[13] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

MOIL Limited has implemented a comprehensive Zero Liquid Discharge (ZLD) policy to ensure that no liquid waste is released into the environment. This policy is uniformly enforced across all 10 of its mines through various initiatives targeting both domestic sewage and industrial effluent management.

Domestic Sewage Management

Each mine colony is equipped with adequately sized Sewage Treatment Plants (STPs) that utilize Phytorid bed technology, developed by NEERI, Nagpur. These STPs treat domestic sewage effectively, and the resulting treated water is reused for land irrigation, including gardening and plantation activities within the colonies, thereby promoting water conservation.

Industrial Effluent Management

Effluent generated from workshop activities at the mines is treated in appropriately sized Effluent Treatment Plants (ETPs). The treated water is then reused for purposes such as vehicle washing, reducing the environmental footprint and contributing to sustainable water usage.

Protection of Natural Water Bodies

The Company prioritizes the conservation of natural water bodies, including seasonal and intermittent streams within its mining lease areas. The company employs erosion control measures such as stone pitching, grassing, and the plantation of native species to prevent contamination and preserve the ecological balance. These efforts are aimed at maintaining the health and integrity of the local environment and water resources.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx		The air emissions are currently not quantified. The Company shall take this up in the upcoming years.	
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

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

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format**[14] **:**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	7,841.88	7,181.82
Total Scope 2 emissions[15] (Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	73,110.94	51,168.91
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent/ Rupee	0.0000051	0.0000040

[14] The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[15] The above calculations as per the updated emission factors provided in the CO_2 Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP[16]) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent/ Rupee	0.00011	0.000090
Total Scope 1 and Scope 2 emissions intensity in terms of physical output[17]		This cannot be currently ascertained.	
Total Scope 1 and Scope 2 emission intensity –	Metric tonnes of CO2 equivalent/ employee	39.53	27.92

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 external review or independent assessment has been conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

MOIL demonstrates a strong commitment to environmental sustainability by actively incorporating renewable energy into its operations to reduce its carbon footprint. The company has made substantial investments in renewable energy projects, particularly solar power, to meet a significant share of its energy requirements through clean and sustainable sources.

In addition to its focus on green energy, MOIL has established and carefully maintains an extensive green belt around its operational areas. This green cover not only improves the visual environment but also serves an important environmental function by acting as a natural carbon sink, helping to absorb greenhouse gases and mitigate climate change.

9. **Provide details related to waste management by the entity, in the following format[18] :**

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	10.01	10.27
E-waste **(B)**	0.57	0.08
Bio-medical waste **(C)**	4.77	4.44
Construction and demolition waste **(D)**	5.40	0.60
Battery waste **(E)**	7.48	0.77
Radioactive waste **(F)**	00	00
Other Hazardous waste. **(G)** – Burnt Oil	4.12	3.20
ETP Sludge	1.64	
Other Non-hazardous waste generated **(H)**. Waste Rock Generation.	25,43,290.84*	3,804.00
Total (A+B + C + D + E + F + G + H)	25,43,324.82	**3,823.35**

[16] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[17] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[18] The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Parameter	FY 2024-25	FY 2023-24
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) - Metric tonne/Rs	0.00016	0.00000026
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[19] (Total waste generated / Revenue from operations adjusted for PPP) - Metric tonne/Rs	0.0033	0.0000059
Waste intensity in terms of physical output[20] -Metric tonne/ Metric tonne	This cannot be currently ascertained.	
Waste intensity (optional) - Metric tonne/Employee	1,241.86	1.83
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste- ETP Sludge and Battery waste		
(i) Recycled	4.90	This data is not quantified.
(ii) Re-used		
(iii) Other recovery operations		
Total	4.90	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) -		
Category of waste		
(i) Incineration -	00	This data is not quantified.
(ii) Landfilling -		
(iii) Other disposal operations-		
Total	00	

*The increase in the numbers is because of the waste rock generation in the current financial year

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 external review or independent assessment has been conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company upholds its commitment to environmental protection by managing waste disposal in strict accordance with applicable laws and regulations. This responsible approach reflects the company's dedication to sustainability and environmentally sound practices.

Non-Hazardous Waste Management

MOIL effectively reuses non-hazardous waste materials, such as waste rock, for landfilling and backfilling. This practice not only minimizes waste generation but also supports land reclamation efforts and promotes efficient resource utilization.

Biomedical Waste Management

All MOIL mines are registered with Superb Hygienic Disposals for the systematic handling of biomedical waste. The company follows the Bio-Medical Waste Management Rules, 2016 (as amended), and ensures compliance with Central Pollution Control Board (CPCB) guidelines.

Hazardous Waste Management

The company ensures the safe and compliant disposal of hazardous waste, such as used oil, through authorized vendors approved by the State Pollution Control Boards (SPCBs). MOIL maintains full regulatory compliance by regularly submitting Hazardous Waste Returns in Form-IV to the respective SPCBs and issuing Hazardous Waste Manifests to ensure traceability and transparency.

[19] The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[20] The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

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

S. No.	Location of operations/ offices	Types 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.
The company currently does not operate in and around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. None of the projects of the Company required it to conduct environmental impact assessment.					

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

Serial Number	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 taken, if any action
Yes, the company complies with all applicable environmental laws, regulations, and guidelines in India.				

Leadership Indicators

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

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

(i) Name of the area-

(ii) Nature of operations-

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable, as none of the plants are situated in regions of water stress.	Not Applicable, as none of the plants are situated in regions of water stress.
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable, as none of the plants are situated in regions of water stress.	Not Applicable, as none of the plants are situated in regions of water stress.
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Scope 3 emissions are currently not quantified. The Company shall take this up in the upcoming years	Scope 3 emissions are currently not quantified. The Company shall take this up in the upcoming years
Total Scope 3 emissions per rupee of turnover			

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 external review or independent assessment has been conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Since the Company does not operate in ecologically sensitive regions, the business operations do not have any direct and indirect impact on the biodiversity in such areas.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Afforestation and green belt development	MOIL has launched an extensive afforestation initiative both within and outside its operational areas. In the financial year 2024-25, 5 hectares, has been afforested and 16,000 plants are planted. Additionally, total of 755 hectares area has been afforested and a cumulative total of 22.66 lacs trees have been planted by March 2025.	The development of this green belt has the capacity to absorb approximately 56,400 tons of CO2 equivalent, compared to the average annual greenhouse gas (GHG) emissions of around 68,000 tons of CO2 equivalent. In the fiscal year 2024-25, a total of 16,000 trees were planted.
2.	Waste water treatment	All mine colonies are equipped with Sewage Treatment Plants (STPs) of sufficient capacity, totalling 1,625 cubic meters per day (CMD), to treat domestic sewage. The treated water is then reused for plantation and gardening purposes. Industrial effluent generated from the mine workshops is processed through appropriately sized Effluent Treatment Plants (ETPs) at each mine, with a total treatment capacity of 65 CMD.	The treated outlet water is reused for vehicle washing, while the sludge produced by the treatment units is disposed of through the Common Hazardous Waste Treatment, Storage, and Disposal Facility (CHWTSDF). CHWTSDF Membership with Maharashtra Enviro Power Limited (Accredited by Pollution Control Board).
3.	GHG Reduction/ Carbon Footprint reduction projects	MOIL has set up a solar power plant with a capacity of 10.5 MW and a windmill power plant with a capacity of 20 MW, both of which contribute to reducing its overall energy consumption from the grid.	Approximately 61% of total energy consumption is provided from renewable resources.

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

MOIL Limited has established a robust and comprehensive Disaster Management Plan to ensure an effective and coordinated response during emergencies. This plan covers not only its mines and industrial units but also extends to the company's schools, hospitals, and administrative offices. Developed through a detailed assessment of potential risks and hazards, the plan aims to reduce the impact of incidents that could lead to property damage or employee harm.

It includes well-defined preventive measures and emergency response protocols for various scenarios such as accidents, fires, explosions, and natural disasters. Designed for flexibility, the plan can be activated either fully or partially, depending on the situation. Responsibilities of key personnel are clearly outlined, detailing who must be informed, what actions should be taken, and where individuals need to be positioned during a crisis. This organized approach ensures that all employees are prepared to respond quickly and efficiently, prioritizing the safety of people and the protection of assets. The disaster management plan contain preventive measures and response protocols and clear roles and responsibilities of management officials.

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

Value chain partners are currently not being assessed.

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

Value chain partners are currently not being assessed.

8. **How many Green Credits have been generated or procured [21]?**

   a. By the listed entity: Nil

   b. By the top ten {in terms of value of purchases and sales, respectively} value chain partners: Nil

[21] The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

PRINCIPLE 7:

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

Essential Indicators

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

MOIL is affiliated with 3 trade and industry chambers.

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Federation of Indian Mineral Industries	National
2.	Standing Conference of Public Enterprises	National
3.	International Manganese Institute	National

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

Name of authority	Brief of the case	Corrective active taken
Nil, there have been no instances of anti-competitive conduct by the entity and hence, no corrective action has been taken.		

Leadership Indicators

1. **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? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
The Company through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.					

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
No projects attracting SIA were undertaken in the reporting year.					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. pf Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
No projects attracting R & R were undertaken in the reporting year.						

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

The company recognizes the critical importance of continuously prioritizing the safety and well-being of communities living in and around its operational areas. It is well understood that sustained efforts are essential to protect the lives of these residents. To ensure open communication and promptly address any concerns, community members are encouraged to submit their grievances through the Public Grievance Portal.

Web link: https://www.moil.nic.in/user-feedbacks

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers[22] :**

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	67.80	67.21
Directly from within India	100.00	100.00

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost[23]**

Location	FY 2024-25	FY 2023-24
Rural	90.16	90.19
Semi-Urban	0.00	0.00
Urban	0.00	0.00
Metropolitan	9.84	9.81

[22] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

[23] The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable. No projects required any Social Impact Assessment to be conducted.	

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

S. No	State	Aspirational District	Amount spent (In INR)
1.	Maharashtra	Nandurbar	9.82 Lakhs
2.	Maharashtra	Gadchiroli	18.42 Lakhs
3.	Uttar Pradesh	Chitrakoot	18.42 Lakhs

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

Yes, the company has implemented a government mandated purchase preference policy.

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

In line with its Preference Purchase Policy, the company gives priority to Micro, Small, and Medium Enterprises (MSMEs), businesses owned by Scheduled Castes, Scheduled Tribes, and women, as well as Class 1 local suppliers—those providing more than 50% local content.

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

MSME constitutes 67.80% of total procurement;

SC/ST contribute 5.35% of total procurement and

Women contribute 3.30% of total procurement.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the case	Corrective Action taken
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Providing Ante-Natal Healthcare Services in Aspirational District Nandurbar and Empowering the Health Workers with Smart Tools Project in association with District Administration and through Savitribai Phule Mahila Ekatma Samaj Mandal.	800	100
2.	Construction of patient ward to be used for Community Ophthalmology of SMM Eye Welfare Charitable Trust, Nagpur The proposal for construction of additional ward 25 beds on Third floor of existing hospital building.	1000	50
3.	Providing various Medical equipment to the Government Hospital, Balaghat forwarded by District Collector, Balaghat (M.P). The details of the equipment's are- 1. Blood Storage Refrigerator 50 Bags capacity – 2 Nos. 2. Computerized Radiography System – 1 No. 3. Radiant Heat Warmer Cum Photo Therapy unit – 10 Nos. 4. Labour Table -10 Nos.	5000	80
4.	Providing 04 Nos. Water ATM's Vending Machines Semi-Automatic Capacity 500 LPH at Bangaon, West Bengal.	1000	80
5.	Providing/ Installing Sanitary Napkin Machines at 75 Schools at Tahsil: Ramtek, Dist. Nagpur	7500	100
6.	Support to person with disabilities by providing them implants etc. in association with Artificial Limb Manufacturing Company (ALMICO) in Balaghat, Bhandara, Nagpur districts, Gadchiroli (Aspirational District) in Maharashtra along with one more aspirational district of UP State i.e. Chitrakoot at an estimated cost of ₹ 125 Lakhs.	1022	100
7.	Providing 01 Nos. of Ultra Sound Machines to Public Health Centre at Tamboor, Vivasa and Mamudabad District Sitapur Utter Pradesh in any one district.	1000	75
8.	"Saksham Balika Yojna", A Scheme for Sponsoring Girl Students for pursuing courses of Bachelor of Science in Nursing ((B.Sc (N)) (Old Batch)	45	100
9.	"Saksham Balika Yojna" Outstanding Claim Settlement of Apollo College of Nursing, Hyderabad	45	100
10.	Procurement, Installation and Commissioning of Modular 8 Bedded ICU for Rashtra Sant Tukdoji Cancer Hospital & Research Centre, RSTCH Nagpur.	1000	75
11.	Distribution of Health Kits among spouse of contractual workmen and female contractual workers across MOIL Mines under the Health Care Initiative.	6000	100
12.	Annual maintenance for Organic waste converter along with shredder and weighing machine	500	75
13.	Expenditure for meeting the difference between income and expenditure of DAV Public School at Village Sitasaongi, Dist. Bhandara, Maharashtra.	1000	80
14.	Adoption of RNT School at Balaghat, Ukwa & Dongri Buzurg.	800	100
15.	Distribution of School Bags and Stationary Kit for students of RNT School at Dongri Buzurg, Balaghat and Ukwa Mine.	800	100
16.	Construction of School at Ukwa	300	80
17.	Expenditure for meeting the deficit of income & expenditure of DAV Public School at Ukwa, Dist. Balaghat, Madhya Pradesh	300	80
18.	Supplying of Desk and Benches to Prakash High School, Kandri Munsar Tehsil: Ramtek District, Nagpur.	600	100
19.	Providing Water ATM Machine to Government Girls Higher Secondary School, Budhi District Balaghat.	800	100

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
20.	Providing School Bus to Tejaswini Vidyalaya and Junior College, Koradi District: Nagpur.	500	100
21.	Engagement of services of chartered accountant conducting statutory audit of DAV MOIL public school and RNT school (Ukwa, Balaghat and Dongri Buzurg) four schools.	2000	80
22.	Providing 20 Nos. Water Coolers at Chandoli and Varanasi District Uttar Pradesh.	2000	75
23.	Construction of Community Halls at two locations 1. Tapangajaga Kalyan Mandap, HarchandisahiPuri Municipal Ward No. 06, Puri 2. Jodalinga Kalyan Mandap, Bagha Gram Panchayat Gadamugasira, Puri.	500	80
24.	Construction Cement Concrete Road at Chakhdehi village, Dist. Mandala (M.P.)	1000	100
25.	Providing, supplying and installation of 20 Nos. of Solar Light at different places along village road line at Hasnabad Gram Panchayat, Hingalganj Constituency, and West Bengal.	1000	75
26.	Community Development project in identified 22 Villages including 11 Villages of Balaghat District (M.P.), 3 Villages of Bhandara District, Maharashtra & 8 Villages in Nagpur District of Maharashtra. Three-year project (3rd year).	1500	80
27.	Providing 01 Nos of Hearse Van and 01 Nos Freezer to Khapa Municipal Corporation, Nagpur.	1000	80
28.	Providing patrolling vehicle to minerals division under Collector Office, District Balaghat.	200	50

* Percentage of Beneficiaries from vulnerable and marginalised groups are tentative and actual figures cannot be ascertained.

PRINCIPLE 9:

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

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

   MOIL Limited places high importance on consumer complaints and feedback, acknowledging their vital role in improving the company's products and services. To promote transparent communication, MOIL has established a dedicated platform on its website, allowing users to easily submit grievances and share feedback. This interactive system enables the company to actively address customer concerns, respond promptly to issues, and continuously refine its offerings based on the insights received from its consumers.

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	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25			FY 2023-24		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data Privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	00	NA
Forced recalls	00	NA

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 implemented an IT Policy that has been formally approved by the Board.

   Further as part of its Business Continuity Plan (BCP), the company has established a disaster recovery site for its SAP data centre in Faridabad to ensure data security and operational continuity in the event of natural or man-made disasters. Cyber risk is acknowledged as a significant threat, and targeted control measures have been implemented to mitigate it. The Risk Management Committee of the Board of Directors regularly monitors and evaluates the effectiveness of these measures and reviews the ongoing actions taken to address potential risks.

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

   Not Applicable

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

   a. Number of instances of data breaches:

      Nil

   b. Percentage of data breaches involving personally identifiable information of customers[24]:

      Nil

   c. Impact, if any, of the data breaches: No Impact, as there was no instance of data breach.

Leadership Indicators

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

   The information on the company's products and services can be found on our website and social media handles. The link to the same are as follows:

   Facebook: https://www.facebook.com/MOILlimited/

   Twitter: https://twitter.com/i/flow/login?redirect_after_login=%2FMOIL_Limited

   Instagram: https://www.instagram.com/moil_limited/?hl=en

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

   To promote the safe and responsible use of its products and services, the company conducts regular customer meetings aimed at educating consumers on proper usage practices. These sessions serve as a platform to provide clear guidance and enhance consumer awareness.

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

   In case of any risk of disruption/ discontinuation of essential services, the e information would first be disclosed on stock exchange and then the consumers would be emailed individually.

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

   Not Applicable as the products are used for further processing.

   Further MOIL carries out customer satisfaction surveys with regard to customer satisfaction in significant locations

[24] The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

For a developing nation like India, where 70% of the population lives in rural areas, uplifting and developing the communities is crucial. At MOIL, we see our CSR initiatives as vital for fostering self-sustaining and flourishing communities, directly supporting the Sustainable Development Goals (SDGs). Our initiatives promote good health and wellbeing, clean water and sanitation, gender equality, quality education, etc. These CSR initiatives can be linked to

HEALTHCARE INITIATIVES

The Company has conducted various healthcare camps throughout the year.

- Ophthalmology camps were organized at the Chikla, Mansar, and Kandri mines, in collaboration with Dr. Anantwar Eye Hospital, Nagpur for both regular and contractual employees. Further the ophthalmology camp was organized at MOIL Hospital, Balaghat Mine and at Dongri Buzurg Mine by a team from Mahatme Eye Hospital, Nagpur.
- MOIL observed International Yoga Day with a special session at the Head Office. Further yoga sessions, spanning a month were held at different mines and the head office.
- A diagnostic cardiology and medicine camp was organised at Chikla mines for the employees and local residents. The same was also conducted at Dongri Mines where the beneficiaries not only received essential health check-ups but also gained crucial awareness about cardiac diseases and de-addiction.
- Distribution of health kits for contractual workforces and their spouses.
- A "Gynaecology Check up Camp" was successfully organized at Ukwa Mine Hospital, in collaboration with Ganpati Hospital, Balaghat. The camp focused on health check-ups, hygiene, healthy diets, fitness, and health awareness for female employees, their dependents, and contractual female workers

TRAINING AND AWARENESS PROGRAMMES

- An awareness session was organised in Chikla Mine on the occasion of World Day for Safety and Health at the Workplace. The session included a briefing on mine operations, safety protocols, and precautionary measures related to health and addiction, aimed at ensuring zero accidents and promoting good health during work.
- Preventive Vigilance training was conducted for employees as part of the Vigilance Awareness week. The training underscores the commitment to promoting a culture of integrity, transparency, and ethical responsibility within the organization. Further a Vigilance awareness rally was conducted, to reinforce MOIL's unwavering commitment to transparency and ethical governance, ensuring that integrity drives every aspect of its operations.
- On the occasion of World Mental Health Day, an awareness camp was organized at the Dongri Buzurg Mine, focusing on the importance of mental health and its impact on daily life. The session covered topics such as accepting mental illness, the importance of consulting a psychiatrist, and strategies for improving mental health through lifestyle management, de-addiction, open communication with family members, and maintaining a healthy work-life balance.
- MOIL's Special Campaign 4.0 has been launched across various mines, with a focus on cleanliness, efficiency, and employee engagement. Awareness workshops for MOIL employees are being conducted at all worksites, highlighting the importance of maintaining a clean and organized environment.
- MOIL is committed to building a safer and healthier work environment by providing essential training to its Safai Mitras.
- The finance department conducted a comprehensive knowledge-sharing session on the National Pension System (NPS).

EMPLOYEES AND WORKERS WELFARE

- On the occasion of International Labour Day, the employees from different mines including the head office were honoured.
- The Company reaffirms its commitment to employee welfare by signing MoUs with Bank of India, UCO Bank, and HDFC Bank, introducing tailored Corporate Salary Package benefits for its employees and contractual workers.
- MOIL celebrated International Women's Day across all its locations by organizing health check-up camps that provided essential guidance on hygiene and health for all female employees, including contract workers. They also invited motivational speakers to the mines to empower and inspire their female workforce.

QUALITY EDUCATION

- The Company distributed school bags and stationery kits to students at RNT School, Dongri Mine and further in-house library at the school was inaugurated.
- The culture of cleanliness with the Swachh Bharat Mission Sanskriti Mahotsav was held at schools near its various mines. Under the themes "Swabhav Swachhata" and "Sanskar Swachhata," students showcased their creativity in essay, painting, and rangoli competitions.

CLEANLINESS AND SANITATION

- Under the SwachhataHiSeva2024 campaign, MOIL employees from the Head Office and various mines took the Swachhata pledge, encouraging collective responsibility for a cleaner and greener future.
- As part of the SwachhataHiSeva2024 campaign, preventive health check-up camps for Safai Karamcharis across its various mines was conducted.
- Shri Ajit Kumar Saxena CMD of MOIL, along with Functional Directors and key officials, visited the Gumgaon mine under the SwachhataHiSeva2024 campaign. Leading by example, they actively participated in a cleanliness drive, inspecting and cleaning office premises, hospitals, and residential quarters.
- Under MOIL's Special Campaign 4.0, dedicated efforts are being made to promote a cleaner and healthier environment for both the workplace and the surrounding community. As part of this campaign, extensive cleanliness initiatives were undertaken, including well cleaning, sanitation activities in nearby Gram Panchayats, and insecticide spraying around work areas.

ENVIRONMENTAL INITIATIVES

- A plantation drive was also conducted at the Gumgaon mine, reinforcing MOIL's commitment to environmental sustainability.
- The Company has an Ek Ped Maa Ke Naam Initiative – A Commitment to a Greener Tomorrow. By planting trees near its mining areas, the Company is taking a step toward a greener and cleaner future. This initiative not only fosters environmental care but also encourages the community to contribute towards a healthier planet.

WELFARE INITIATIVES

- Balaghat mine, in collaboration with Artificial Limbs Manufacturing Corporation of India, ALIMCO, organised a camp for distribution of free aids and appliances among Divyangjans, at CM Rise School, Balaghat, under the supervision of the district administration.
- An in-house Occupational Health (OH) survey for the detection of manganese poisoning was successfully conducted to ensure employee safety, promote health awareness and maintain highest standards of workplace safety.
- The Company extended support to empowering Divyangjans, in the aspirational district of Charmoshi, Gadchiroli. Collaborating with ALIMCO, assistive devices worth ₹19 lakhs were distributed to 240 beneficiaries
- Establishing medical healthcare services like providing ante-natal healthcare services in aspirational district, Nandurbar, construction of patient ward to be used for Community Ophthalmology of SMM Eye Welfare Charitable Trust, providing various medical equipment's to government hospital, Balaghat, providing ultra sound machine in Sitapur district and ambulance to Dongri Buzurg gram panchayat, Radhamohanpur Phenix Social Welfare Society.
- Providing 4 Water ATMs Vending Machine at Bangaon, West Bengal, a water ATM Vending Machine to Government Girls Higher Secondary School, Balaghat and 20 water coolers at Chandoli and Varnasi.
- Installed sanitary napkin machines at 75 schools in Ramtek, Nagpur.
- Promoting Girl Child Education- "Saksham Balika Yojna" is established for sponsoring girl students for pursuing courses of Bachelor of Science in Nursing, students pursuing General Nursing and Midwifery courses, outstanding claim settlement.
- Annual maintenance of organic waste converter along with shredder and weighing machine.
- Expenditure for meeting the deficit of income and expenditure of DAV Public School at Dongri Buzurg and Ukwa. Providing financial support for education expenses to meritorious children of contract workers.
- The Company undertook various construction activities like the construction of school at Ukwa, Munsar, construction of hall for Surendra Pal Gramodaya Vidyalaya Chitrakoot district and community halls at Old Tirodi, Tapangajaga Kalyan Mandap and Jodalinga Kalyan Mandap and construction of new school building for RNT School, Bharweli. Further concrete cement road was constructed at Chakdehi Village. 1 lakh litres capacity elevated storage water tank at Balapur village
- 20 solar lights were installed at different places at Hasnabad Gram Panchayat.

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The Abbreviations & SDG details are to be used as follows –

Sustainable Development Goals	Goal Statement
Goal 1: No Poverty	An aim to eradicate poverty in totality
Goal 2: Zero Hunger	Eliminate starvation and deprivation; set foot towards nutritional health and promote viable
Goal 3: Good Health and Well Being	Promotes a better and a healthy lifestyle along with well being
Goal 4: Quality Education	Goal to achieve quality learning, that is open to everyone so that they can have a better future
Goal 5: Gender Equality	Ensures no bar with respect to gender and focuses upon women/ girl empowerment
Goal 6: Clean Water and Sanitation	Validates water availability in all areas along with sanitation and utmost cleanliness
Goal 7: Affordable and Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8: Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9: Industry, Innovation and	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10: Reduced Inequality	Reduce inequality within and among countries
Goal 11: Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12: Responsible Cities and Communities	Ensure sustainable consumption and production patterns
Goal 13: Climate Action	Take urgent action to combat climate change and its impacts
Goal 14:Life Below Water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
Goal 15: Life on Land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16: Peace and Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17: Partnership to Achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development

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