



नेशनल फर्टिलाइजर्स लिमिटेड

(भारत सरकार का उपक्रम)

कॉरपोरेट कार्यालय : ए-11, सैक्टर-24, नोएडा-201301
जिला गौतम बुद्ध नगर, (उ०प्र०)

दूरभाष : 0120-2412294, 2412445, फैक्स : 0120-2412397



A Navratna Company

NATIONAL FERTILIZERS LIMITED

(A Govt. Of India Undertaking)

Corporate Office : A -11, Sector-24, Noida-201301,
Distt. Gautam Budh Nagar, (UP.)

Ph.: 0120-2412294, 2412445, Fax : 0120-2412397

Ref. No. NFL/SEC/SE/2299

Dated: 26.08.2026

National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block-G, Bandra Kurla Complex, Bandra (E), Mumbai-400051	BSE Limited Corporate Relationship Department, 1st Floor, New Trading Wing, Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001
NSE Symbol- NFL	BSE Scrip Code -523630
नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड एक्सचेंज प्लाजा सी-1, ब्लॉक-जी, बान्द्रा कुर्ला कम्प्लेक्स बान्द्रा (ई), मुम्बई-400051	बी.एस.ई. लिमिटेड कारपोरेट संबंधित विभाग, 1वां तल, न्यू ट्रेडिंग विंग, रोटुंडा बिल्डिंग फिरोज जीजीभाई टॉवर, दलाल स्ट्रीट, मुम्बई-400001
एनएसई सिंबल : एनएफएल	बीएसई स्क्रिप्ट कोड: 523630

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

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015, we are enclosing Business Responsibility and Sustainability Report which also forms part of Annual Report of the Company for the Financial Year 2025-26.

This is submitted for your information and records.

Thanking you / धन्यवाद

Yours faithfully / भवदीय

For National Fertilizers Limited/

कृते नेशनल फर्टिलाइजर्स लिमिटेड

(Ashok Jha)/ (अशोक झा)

Company Secretary & Compliance Officer/

कंपनी सचिव एवं अनुपालन अधिकारी

Encl: As above.

Annexure-2

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN)	L74899DL1974GOI007417
2	Name of the Listed Entity	NATIONAL FERTILIZERS LIMITED
3	Year of incorporation	1974
4	Registered office address	Scope Complex, Core-III, 7, Institutional Area, Lodhi Road New Delhi – 110003
5	Corporate address	A – 11, Sector – 24, Noida Distt. Gautam Budh Nagar – 201301
6	E-mail	cs@nfl.co.in
7	Telephone	0120-2412383
8	Website	www.nationalfertilizers.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	INR 4,90,57,84,000/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. S.K.Das Dy. General Manager (B.E.C. &C.) Telephone : 0120-2412294/2412445 Ext.3307 Fax: 0120-2412397 Email : skdas@nfl.co.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).	Standalone
14	[Name of assessment or assurance provider]	Not Applicable
15	Type of assessment or assurance obtained]	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture and sale of fertilizer - Urea	a) Manufacture & Sale of fertilizer grade Urea, Bentonite Sulphur and other industrial products.	62.68%
		b) Trading of other fertilizers & Agro Products (Agrochemicals, Seeds etc.)	37.32%



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

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Manufacture & Sale of Urea	20121	59.66
2	Trading of Fertilizers and Agrochemicals	46692	37.04
3	Manufacturing of Industrial Products	20123	2.52

* Based on 2025-26 data.

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	45	50
International	0	0	0

19. Markets served by the entity:

a) Number of locations

Location	Number
National (No. of States)	23
International (No. of Countries)	0

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

Nil

c) A brief on types of customers

The entity is engaged in manufacturing of Fertilizers, Industrial Products and trading of mainly Agro Inputs which are supplied to customers (Farmers) through Wholesale dealers network (Private, Government & Institutional).

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)	1253	1149	91.70	104	8.30
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	1253	1149	91.70	104	8.30
WORKERS						
4	Permanent (F)	1359	1265	93.08	94	6.92
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	1359	1265	93.08	94	6.92

b) Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1	Permanent (D)	13	11	84.61	02	15.39
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	13	11	84.61	02	15.39
<u>DIFFERENTLY ABLED WORKERS</u>						
4	Permanent (F)	37	35	94.59	02	5.41
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F + G)	37	35	94.59	02	5.41

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel *	18	2	11.11

* Includes Senior Management

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in Current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.49	0.87	13.72	11.64	5.00	16.64	13.37	10.05	23.42
Permanent Workers	10.30	0.80	11.11	9.20	5.68	14.88	7.71	10.52	18.23

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

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



Sr. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A; participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Urvarak Videsh Limited (UVL)	Associate	33.33	NA
2	Ramagundam Fertilizers and Chemicals Limited (RFCL)	Associate	26.00	-
3	Assam Valley Fertilizer and Chemical Company Limited (AVFCCL)	Associate	20.24	-

VI. CSR Details

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

(Yes/No) Yes

a. Turnover (in Rs.) : 21230.67 Crore

b. Net worth (in Rs.) : 2847.16 Crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes investor@nfl.co.in	0	0	-	1	0	One (1) Complaint was received from shareholder and same was resolved within timeline
Employees and workers	Yes	1	1	-	3	2	-
Customers	Yes	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-
Other (please specify)	-	-	-	-	-	-	-

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Plastic waste Management rules-2016 : MOEF & CC has notified "Plastic Waste Management Rule 2016 (amended)" wherein fertilizer manufacturing companies have to get registered with State Pollution Control Board/Central Pollution Control Board as Brand Owner and prepare an action plan on collecting back the plastic waste and its disposal.	Risk	As per latest draft notification dated 06.10.2024 on the matter, 100% recycling of plastic waste generated is required to recycle in the every year. In the FY 2025-26, it is necessary to recycle all the 100% plastic waste generated which amounts to approx. 15610 MT.	NFL has fulfilled recycling and end of life Plastic Waste for the FY 2025-26.	Negative Total financial implication for the year 2025-26 is Rs 1.77 crore. Urea is sold at Gol controlled price. Additional expenditure on account of compliance of plastic waste management will impact the financials of the company.
2	Tightening of Energy norms by Gol by implementation of NUP-2015 norms and further revision is due from April 2025.	Risk	Tightening of energy norms has reduced company's operational profit from urea manufacturing business. Further reduction in energy norms shall make operation unviable.	To meet revised Norms of NUP-2015, NFL has already spent more than Rs 1000 Crore. However, by implementation of these schemes NFL was able to only reduce losses but further tightening of energy norms will make operational of these plants unviable. An expert Committee under the chairmanship of NITI Aayog was constituted by the Government of India to review and recommend revised Target Energy Norms	Negative Energy-saving projects have reduced energy consumption and carbon emissions by over 25%. However, stricter future norms could significantly affect profitability and operational viability.



				for urea units under NUP-2015 applicable from 01.04.2025.	
3	Compliance with Renewable Energy Obligations notified by BEE	Risk	Fertilizer plants primarily rely on captive power generation through GTG-HRSG systems to ensure process reliability and avoid plant disruptions. As per Gazette Notification dated 27.09.2025, the minimum share of the electrical energy consumption from renewable energy has been specified for designated energy consumers, who are electricity distribution licensees, open access consumers and captive users.	NFL has procured total 80,128 numbers of Renewable Energy Certificates to comply with the obligations for FY2024-25.	Negative Annual financial impact of approximately ₹4–5 crore towards purchase of RECs for compliance. Additional expenditure will impact the financials of the company.
4	Agriculture Waste Management (Composting/ FOM/ PDM)	Opportunity	Agriculture Waste can be utilized as Organic manure which offers numerous environmental benefits, primarily by reducing pollution, enhancing soil health, and promoting sustainability in agriculture.	NA	Positive The organic agro-products i.e. City Compost, FOM & PDM increase the turnover & profitability of Company.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management Processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) Yes	The Principles of the NGRBC are, by and large, included in various policies, Vision and Mission statements of the company, even though there is no consolidated policy which covers all the nine principles of NGRBC.								
b) Has the policy been approved by the Board? (Yes/No) No									
c) Web Link of the Policies, if available No									
2. Whether the entity has translated the policy into procedures. (Yes / No) No									
3. Do the enlisted policies extend to your value chain partners? (Yes/No) No									
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	*ISO-9001 #ISO-45001-2018		**ISO-14001 ##ISO-50001-2018		*ISO-9001				
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Principles of the NGRBC are, by and large, included in various policies, Vision and Mission statements of the company, even though there is no consolidated policy which covers all the nine principles of NGRBC.								
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 (listed entity has flexibility regarding the placement of this disclosure) Company strives to achieve excellence in improving employees occupational and personal health by minimizing health hazards and providing model facilities. Company has well equipped hospitals at all units. In addition to that the employees also have access to specialized medical services wherever required. Periodic medical examinations and health check-up of all employees is being done as per occupational health policy. Company remained focused towards achieving Sustained energy efficient operations of its manufacturing facilities while maintaining pollution free environment and process safety. All manufacturing Units continue to be ISO 9001-2015, ISO 14001-2015 and ISO 45001-2018 certified which indicate Company's commitment to quality, Environment and Occupational Health and Safety. To tackle climate change, company remained focused towards achieving a low carbon footprint, reducing emission level and effluent discharge from the units. All the units have installed on-line monitoring system both for effluent and emission discharge. On-line monitoring systems are already integrated with Central and State Pollution Control Boards in order to monitor the level of pollutants on continuous real time basis.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. U. Saravanan Chairman & Managing Director								



9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes , the entity has constituted Corporate Social Responsibility and Sustainable Development Committee for looking into the matter of sustainability related issues.
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	No									N.A.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	All NFL Units are in Compliance with statutory 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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	No																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
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)									
Any other reason (please specify)									

Note:

- *ISO-9001 : Quality Management System
- **ISO -14001 : Environment Management System
- # ISO-45001-2018 : Occupational Health and safety
- ##ISO-5001-2018 : Energy management System

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1 Businesses should conduct and govern them 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 by the awareness programmes
Board of Directors	Nil	Nil	Nil
Key Managerial Personnel (KMP) (including Senior Management)	100	- Fertilizer Logistics - Port handling Operations and Coastal Shipping - E-Commerce and Digital Agriculture - Agrochemicals R&D & Innovations - Improving Professional and Personal Effectiveness - GFR 2017, Government e- Market & Latest Manual for Procurement of Goods, Works, Consultancy & Other Services 24th National Conference of Practising Company Secretaries - Investigation of Financial Crime - Public Procurement with e-Procurement - Right to Information Act - Public Procurement - Preventive Vigilance - Need for reforms in Fertilizer Policy-Way Forward - Administrative Vigilance and Prevention of Corruption ,Handling/ Scrutiny/ Investigation of Complaint/ Grievances having vigilance Angle - Recruitment Rules and Reservation Rosters - Stress Management and Work Life Balance, - Fertigation and Sustaining Soil Health through Integrated Nutrient Management - Inventory Management Strategies - Training of Trainers Programme as per CVC guidelines - Workshop on Corporate Social Responsibility - Advanced Global Techno- Management Program	86%



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programmes
		• Public procurement principles and Gem • Fertilizer Business Management • Cyber Hygiene and Security • Harnessing Future- Ready Enterprises for Quantum Growth and Global Leadership • Ethics in Governance: Shaping Tomorrow' s Transformation • Prevention of Sexual Harassment of Women at Workplace • Right to Information act for CPIO & Appellant Authorities • Senior Maintenance Engineers in Fertilizer Industry • Retirement: A milestone for better tomorrow • Advanced Procurement & Contract Management • Contracts and their Management • Conference on Cyberlaw, Cybercrime & Cybersecurity • Training Program for IOs/POS • Training for Inquiry Officers/Presenting Officers • Gender Mainstreaming Policies for Government Officers (A)" & Smart and Sustainable Cities" • Argus Fertilizer Asia Conference 2024 • Training of Trainer on Cyber Security & Cyber Hygiene • FAI Annual Seminar-2025 • Bearing Selection, Handling, Assembly, Lubrication and Maintenance- Monitoring the Bearing, Lifeline of Rotating Machines • Procurement in CPSEs • Public Procurement (Emphasis on Goods, Services and Consultancy) • Vigilance Administration • Indian Accounting Standards • Pay Fixation Rules • Fertilizer Policy in India- Need for Reforms • Preventive Vigilance Modules • Public Sector Enterprises 2047- the GIFT IFSC opportunity-2024 edition	

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programmes
		• Disciplinary Rules & Procedures • Capacity building program for Executive Secretaries, Personal Assistants and AOs • Outbound Transformational Leadership Training Program • International Program on Organizational Leadership • Improving Leadership Skill for Better Performance • Developing Occupational Safety, Health and Welfare, • Safety in Chemical and Other Hazardous Industries • Team Building, Collaboration and Cohesiveness.	
Employees other than BOD and KMPs	360	• Preventive Vigilance Strategies- Focusing on Vulnerable Areas • Purchase Procedure • Sustainable built Environment for Future • Project Mind Set - the key to Competitiveness • Role of Employee participation in Improving Occupational Safety and Health at Work Place • Financial Awareness & Money Management talk • First Aid & CPR • “Only one Earth” • Production and use of Green Hydrogen and Green Ammonia in Process Industry • “Presidential Directives on Reservation” • Importance of Safety Work Permit • Health and Happiness • Onsite Emergency Plan and different types of hazards and their remedial measures • Stores Manual • HDPE Bag Testing Procedure • Preventive Vigilance – Tool for Corruption Free India for a developed Nation • Industrial Safety Awareness Programme • Startup of Primary Reformer & Trip Interlock System • Procurement of Services through GeM Portal	70%



Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programmes
		- Organizational Change Management - Capacity Building and Leadership Development - Stress Management and Work Life Balance - Green Growth through Green Ammonia and Green Hydrogen, Passion for Performance - Internal Auditor Training on IMS ISO 9001:-2015, ISO 14001:2015, ISO 45001 : 2018 - Review of Risk, Opportunities, Environment aspect - Implementation of Energy Management Systems (ISO 50001 :2018) - Developing Occupational Safety, Health and Welfare - Safety in Chemical and Other Hazardous Industries - Team Building, Collaboration and Cohesiveness" - Reservation Policy for SCs/STs/ OBCs/ EWS in Services etc. - Training of IO/PO - E- Procurement - Leadership for Women Officials - Recruitment Rules and Rosters - Training program on RTI - Administrative Vigilance with Disciplinary Rules & Procedures - Key Features of Various Labour Codes - Transparency Audit with respect of compliance under Section 4 of RTI Act, 2005 & Right to Information Act - Procurement by CPSEs from MSEs and through GeM - Fertilizers and Food Security Challenges and Way Forward - Fertilizer Logistics, Port Handling Operations and Coastal Shipping - A New Paradigm of Holistic Health - Startup & Shut down activities of GTG - Contract Labour Management	

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programmes
Workers	120	• Role of Employee participation in Improving Occupational Safety and Health at Work Place, • Prevention of sexual Harassment at Work place • Loco Operation Training • Participative Safety & Health in Hazardous Process Factories etc., • Passion to Performance, Stress Management • Procurement of Services through GeM Portal • Anti -Fraud Policy	60%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

For matters pertaining to companies Act, 2013 and SEBI Regulations, No fine or penalties have been paid by the entity or by Directors / KMPs.

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

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

For matters pertaining to companies Act, 2013 and SEBI Regulations, No Appeals/ Revision was made by the entity or by directors / KMPs.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	NA

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

Yes

The Company has formulated Whistle Blower Policy to enabled stakeholders to freely communicate their Concern about illegal or unethical practices.

The Company has also formulated the Anti-Fraud Policy. NFL enters into an integrity pact with all vendors while finalizing contracts with value of Rs. 1 Crore and above.

IEMs have also nominated, details of which are available on the NFL website at the following link: <https://www.nationalfertilizers.com/wp-content/uploads/2024/08/Integrity-Pact-new-one-more-IEM-Aug-2024.pdf>

Weblinks for Whistle Blower and Anti-Fraud Policies are:

Whistle Blower Policy - <https://www.nationalfertilizers.com/wp-content/uploads/2023/01/VIGIL-MECHANISM-POLICY.pdf>

Anti-Fraud Policy - <https://www.nationalfertilizers.com/wp-content/uploads/2023/01/Anti-Fraud-Policy.pdf>

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directors	Nil*	Nil*
KMPs	Nil*	Nil*
Employees	Nil	Nil
Workers	Nil	Nil

- * For matters pertaining to Companies Act, 2013 and SEBI Regulations, no disciplinary action was taken against Directors/ KMPs.

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

	FY 2025-26 Current Financial Year		FY 2024-25 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil*	N.A.	Nil*	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil*	N.A.	Nil*	N.A.

- * For matters pertaining to Companies Act, 2013 and SEBI Regulations only.

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.

For matters pertaining to companies Act, 2013 and SEBI Regulations, no corrective action taken.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Number of days of accounts payables	30	32

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	37.45	45.56
	b. Number of trading houses where purchases are made from	4	4
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100	100
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	100	100
	b. Number of dealers / distributors to whom sales are made	3990	4139
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	36.29	35.56
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.61% (486.31 Cr. / 18615.06 Cr.)	4.04% (666.01 Cr. / 16480.86 Cr.)
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Note: Concentration of purchases from Imports only.



Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
321	Fertilizer Control Order, Fertilizer Quality Control, DBT in Fertilizers, NFL existing and New Products, Technological Development in Agriculture, Govt. schemes related to Agriculture and Fertilizer Sector, Soil Testing and soil test based fertilizer use, integrated nutrient management, Soil Testing, Package and Practices of various crops, Use of Drones in Agriculture, Pest and disease management in field crops, PM-PRANAM, PMKSK etc.	N.A.

Note: During the year 2025-26, total 321 awareness programmes (33 for NFL dealers and 288 for farmers) conducted and 1289 no. of dealers and 14357 no. of farmers participated in these programmes.

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

Yes

The Code of conduct of Company provides that the Board Members shall undertake to inform the Chairman & Managing Director / Company Secretary of the Company of any changes in their other Board positions, relationship with other business and other events / circumstances / conditions that may interfere with their ability to perform Board / Board Committee duties. Further, the Board Members undertake that without prior approval of the disinterested members of the Board, they will avoid apparent conflict of interest.

Every Director shall at the first meeting of the Board in which he participates as a Director and thereafter at the first meeting of the Board in every financial year or whenever there is any change in the disclosures already made, then at the first Board meeting held after such change, disclose his concern or interest in any company or companies or bodies corporate, firms, or other association of individuals which shall include the shareholding in form MBP-1.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	66% of R&D amount as per MoU	Nil	The Government of India has introduced Urea Gold (Sulphur Coated Urea) to address soil Sulphur deficiencies and enhance nitrogen use efficiency through a controlled and gradual release mechanism. This innovation helps in reducing fertilizer consumption while improving crop yields. In alignment with the Government's initiative a 5,000 MTPA Urea Gold Plant has been installed at the Nangal unit as part of the Company's Research & Development (R&D) efforts. Further, NFL is planning to set up two Urea Gold plants with capacities of 250 MTPD and 300 MTPD, at Nangal unit and Vijaipur Unit, respectively.
Capex	Nil	Nil	NA

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

Yes

Company has undertaken various initiatives for adopting best practices for sustainable sourcing. Most of the material is procured following procedures laid down by GoI from time to time. Whenever procurement is to be made through open tendering procedures, reputed suppliers are selected through transparent qualification criteria in line with various guidelines of GoI.

Further, to maintain and foster most ethical and corruption free business environment, NFL has adopted the Integrity Pact (for orders more than Rs 1 crore), so as to ensure that all activities and transactions between the Company (NFL) and its Counterparties (Bidders, Contractors, Vendors, Suppliers, Service Providers/Consultants etc.) are handled in a fair and transparent manner. Integrity Pact is implemented through Independent External Monitors who ensure that concerned parties comply with their respective obligations under the Integrity Pact. Independent External Monitors (IEMs) nominated by Central Vigilance Commission (CVC) monitor the activities.

- (b) If yes, what percentages of inputs were sourced sustainably?

Procurement is done as per Govt. guidelines issued time to time. 57.03 % of the Company's inputs were sourced from MSE vendors (including MSEs owned by SC/ST entrepreneurs) out of annual procurement of Goods and Services).

With the efforts taken by the company, procurement from MSE's i.e. cost of items procured is ₹ 736.67 crore out of the total procurement cost of ₹ 1284.52 which works out to be 57.35 %. The procurement from MSEs owned by SC/ST Entrepreneurs is ₹12.06 Crore which is 0.94 % and procurement from women owned MSEs is ₹ 21.45 which is 1.94 % of the total procurement of the year 2025-26. Annual Procurement of Goods and Services after excluding raw materials, traded products, power, fuel & other goods/services which cannot be procured through MSE as these are beyond scope of MSEs.

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.

NFL manufactures, Neem coated urea, Sulphur coated Urea, Bentonite Sulphur, Sodium Nitrate, Sodium Nitrite, Nitric Acid etc., which are consumable and cannot be reclaimed. Company uses multilayered plastics for packaging and e-wastes are generated due to use of computers, controllers, and instrumentation. Hazardous wastes are generated in the form of spent resin, spent catalysts and spent oil in the plants.

There is a well-defined procedure in the company for reusing, recycling and disposing at the end of life for these wastes in line with CPCB/SPCB guidelines.

Category wise details are as below:

- (a) **Plastics (including packaging):** NFL being a Brand Owner registered under Plastic waste Management Rules 2022 uses plastic as a packaging material for its products like Urea, DAP, SSP etc.

NFL has fulfilled its Extended Producer Responsibility (EPR) obligation for around 15,610 MT of plastic waste during (40% - recycle and 60% - disposal) during FY 2025-26 by engaging authorized agencies for recycling/disposal of plastic waste on behalf of NFL.

- (b) **E-waste:** Specified procedures are in place for disposal of e-waste.

- (c) **Hazardous waste:** NFL has majorly three main hazardous wastes i.e. Spent Resin, spent Catalyst and Spent Oil. As and when required, these hazardous wastes are disposed off to CPCB/SPCB designated places in a specified manner by the CPCB/SPCB authorized parties selected through bidding process. Successful bidder takes away the hazardous waste to CPCB/SPCB designated places for disposal.

- (d) **Other waste:** Not Applicable

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) under Plastic Waste Management (Amendment) Rules 2022 is applicable to NFL. Waste collection/disposal plan of the organization is in line with the Pollution Control Boards guidelines and EPR plan has been submitted to CPCB. Refer reply at point no 3 (a) above.

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.
Nil					

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 / Services	Description of risk / concern	Action taken
NFL has fulfilled its Extended Producer Responsibility (EPR) obligation for around 15,610 MT of plastic waste during (40 % - recycle and 60 % - disposal) during FY 2025-26 by engaging authorized agencies for recycling/disposal of plastic waste on behalf of NFL.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Not Applicable		

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	Nil	40%	60%	Nil	-	-
E-waste	Nil	Nil	100%	Nil	Nil	100%
Hazardous waste	Nil	Nil	100%	Nil	Nil	100%
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

Note:

NFL has fulfilled its Extended Producer Responsibility (EPR) obligation for around 15,610 MT of plastic waste for 2025-26 through an outside agency registered with CPCB.

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

Indicate product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Refer Note.	

Note:

As per EPR obligation, company has safely disposed around 15610 MT of plastic waste for FY 2025-26 through an outside agency registered with CPCB.

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

Essential Indicators

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

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity Benefit		Paternity Benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employee											
Male	1149	1149	100	1149	100	N.A.	N.A.	1149	100	N.A.	N.A.
Female	104	104	100	104	100	104	100	N.A.	N.A.	N.A.	N.A.
Total	1253	1253	100	1253	100	104	100	1149	100	N.A.	N.A.
Other than Permanent employee											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity Benefit		Paternity Benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employee											
Male	1265	1265	100	1265	100	To all eligible employees				N.A.	N.A.
Female	94	94	100	94	100					N.A.	N.A.
Total	1359	1359	100	1359	100					N.A.	N.A.
Other than Permanent employee											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.34%	0.33%

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

Benefits	Current Financial Year (FY 2025-26)			Previous Financial Year (FY 2024-25)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	-	-	-	-	-	-
Others- lease specify	Leave Encashment to all employees. GSLI and defined contribution superannuation pension scheme (optional) for eligible members only.					

3. **Accessibility of workplaces**

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

Yes

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

Government guidelines are being followed.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes Grievance being submitted through CPGRAM portal.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees/ Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ Workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1253	-	-	1277	-	-
- Male	1149	1149	100	1177	1177	100
- Female	104	104	100	100	100	100
Total Permanent Workers	1359	-	-	1234	-	-
- Male	1265	1265	100	1150	1150	100
- Female	94	94	100	84	84	100

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	2318	1854	80	1280	55	1177	942	80	1177	100
Female	181	154	85	900	50	100	85	85	100	100
Total	2499	2008	80	2180	55	1277	1027	80.42	1277	100
Workers										
Male	1228	1228	100	950	77	1150	1150	100	1150	100
Female	88	88	100	80	91	84	84	100	84	100
Total	1316	1316	100	1030	78	1234	1234	100	1234	100

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2318	2318	100	1177	1177	100
Female	181	181	100	100	100	100
Total	2499	2499	100	1277	1277	100
Workers						
Male	1228	1228	100	1150	1150	100
Female	88	88	100	84	84	100
Total	1316	1316	100	1234	1234	100

10. Health and safety management system:

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

Yes, All employees.

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

- To identify work-related hazards, Hazard and Operability (HAZOP) study is conducted necessarily at the initial stage of project and at any major modification of the plant. Qualitative Risk Assessment is also carried out to identify any work-related hazard.
- Further, Safety Audit of all the Units of NFL is conducted by External Safety Auditor annually and their recommendations implemented in the plant.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.201	0.067
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	3.00	1.00
No. of fatalities	Employees	0.00	0.00
	Workers	0.00	0.00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.00	0.00
	Workers	0.00	0.00

* Including in the contract workforce.

** NFLs workers and contractor's workers both have been considered as worker.



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

Safety, Health and Environment (SHE) are always a prime concern for the industries like ours. NFL management takes all necessary steps to improve the condition of employees and workers of company along with giving importance to the environment.

The main steps to ensure the above are as below:

- (a) There is separate and fully equipped Fire/ Safety department at each Unit of NFL Company ensures the availability of all required Personnel Protective Equipment (PPEs), tools, tackles fire tenders etc, at each Unit.
- (b) Trainings, workshops and seminars on SHE (Safety, Health and Environment) related activities for the employees and workers are regularly organized at all Units and Offices.
- (c) Emergency plans (On-site as well as Offsite plans) at each Unit have been prepared and that are in line with the various rules and regulation of Govt. agencies.
- (d) Mutual aid teams at each Unit of NFL comprising of NFL Safety/Fire team along with nearby industries, to provide assistance and share Safety PPEs/equipment's, fire tenders, personnel's etc in case of emergency.
- (e) Emergency Mock drills and Fire drills are conducted regularly at all Units.
- (f) Third party Safety audit of all the Units of NFL are conducted annually.
- (g) Monthly, quarterly and annual SHE meetings are conducted at Units and Corporate level.
- (h) Regular safety surveys are conducted at each Unit to ensure the healthiness and integrity of all the plants/sections.
- (i) Trees plantation to improve the greenery and eco-system of surrounding area at all the Units and Offices.
- (j) Regular health check- up of employees and workers are done.
- (k) Hospital facilities have been provided at all the Units.
- (l) All the standards related to Air and Water as quality, as stipulated by CPCB/SPCB are rigorously monitored and maintained at each NFL Unit. Online real time data is also regularly uploaded to the CPCB portal.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	No.Pending resolution at the end of year (B)	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Issues if any are discussed in Plant Level Committee and Works Committee meetings which have equal representatives of workmen union and management.					
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 % through third party
Working Conditions	100 % through third party

15. Provide details of any corrective action taken or underway to address significant risks / concerns arising from assessments of health & safety practices and working conditions of value chain partner.

A comprehensive review of all aspects involved in the height jobs has been conducted to strengthen the practices and ensure the sufficient safeguards to prevent the occurrence of accidents related to work at height. In addition, following safety measures and improvements have been implemented:

- i) Documented procedure for working on the fragile roof
- ii) Reinforcement of operating discipline
- iii) Competency Build up program
- iv) Training validation system
- v) Multi-tier supervision of high risk jobs
- vi) Fall protection system augmentation
- vii) Installation of horizontal life line on the fragile roof
- viii) Vertical fall protection system for painting jobs

Leadership Indicators

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

A. Employees: Yes, NFL provides for Group Personal Accident Insurance to employee died in accident while in service and NFL provides Employees Family Economic & Social Rehabilitation Scheme to all employees who died while in service.

B. Workers: Yes, NFL provides for Group Personal Accident Insurance to employee died in accident while in service and NFL provides Employees Family Economic & Social Rehabilitation Scheme to all employees who died while in service.

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

ECI & ECR challan are checked before releasing payment to contractors.

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	
	FY2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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, NFL organizes Training programme "Retirement -a Milestone" for facilitating the transitional phase of employees after retirement.



5. Details on assessment of value chain partners:

The performance of the Value chain partner (concerned party / contractor) is assessed based on pre-defined deliverables and compliances of all applicable and governing laws, rules and regulations and bylaws both of the Central and state Government and all other local authorities (including Sexual Harassment, Discrimination at workplace, Child Labour etc.)

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

Same as given at Sr.No. 15 in Essential Indicator in Principal 3.

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.

For identification of one of the Key Stakeholders i.e. investor/shareholder, the Company submits shareholding pattern with the Stock Exchanges within 21 days of every quarter by which top shareholders/investor of the Company are identified.

Dealers are important stakeholders of our company and are bridge between the company and the farmers which are our end users/customers. Dealers are appointed state wise as per the requirement and in accordance with laid down procedures.

Further, for procurement of imported P&K Fertilizers, global suppliers are empaneled through request for proposal (RFP)/NIT on government CPP portal.

Furthermore, for procurement of non-subsidized domestic agro-products, tenders are floated on government CPP/GeM portal for empanelment.

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 as of engagement including key topics and concerns raised during such engagement
Shareholder/ Investors	No	Shareholder's meetings, Emails, Public Notifications & Website etc.	Annually, Half yearly Quarterly, Event based	Quarterly financial performance of the Company, Credit Rating, Shareholder's returns & New Projects
Dealers	Yes	Meetings, Emails, Public Notifications, Website & Whatsapp etc.	Continuous engagement through-out the year on daily basis.	To generate awareness among the dealers about the company's growth plan and latest developments in the field of agriculture and fertilizer.
Global Suppliers	No	Meetings, Video Conferencing, Emails, Public Notifications, Website, Whatsapp, annual conference etc.	Continuous engagement through-out the year	To gain international fertilizer market insights and exchange latest developments in the sector.
Domestic Suppliers	No	Meetings, Emails, Public Notifications, Website & Whatsapp etc.	Yearly and Season wise (Kharif & Rabi)	To address the issue for use of balance fertilizers and to maintain soil health condition.



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.

Board of Directors interacts with dealers during Dealers Conferences where dealers give their feedback and suggestions directly to the Board members which help in continuous improvement in product quality and customer service.

Nil. (Pertaining to one of the key stakeholders i.e. shareholder/ investor)

Boards of directors interact with the global/domestic suppliers during annual conferences / meetings organized by national and international level fertilizer associations (FAI / IFA).

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

Yes. For instance, inputs received during Dealer's/farmer's orientation programs are incorporated in formulating further orientation programmes.

With respect to global suppliers, a spot purchasing mechanism has been developed in response to constrained supplies resulting from various global restrictions and uncertain market conditions.

Nil. (Pertaining to one of the key stakeholders i.e. shareholder/ investor)

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

NFL is engaged in community engagement addressing the concerns of vulnerable/marginalized stakeholder groups. During the year, it extended support beneficiaries in the areas of education, health and community development.

- Provision of Water Cooler plus RO water Purifier in MCD run Government Schools in Shahdara North Zone, Delhi which nearly benefitted 20,000 students.
- Setting up of a Centre for Learning in West Singhbhum, Jharkhand and provide competitive exam preparation training to youths.
- Provision of Dual Desk for students of three Govt. Schools in Panipat which nearly benefitted 1200 students.
- Provision of Playground Swings to Govt. Elementary School, Teachers Colony, Bathinda.
- Setting-up Computer Lab in two(2) Govt. Schools in Barbiga Block, Sheikhpura District of Bihar.

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 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1253	1027	80	1277	766	60
Other than permanent	00	00	00	00	00	00
Total Employees	1253	1027	80	1277	766	60
Workers						
Permanent	1215	850	70	1234	740	60
Other than permanent	00	00	00	00	00	00
Total Workers	1215	850	70	1234	740	60

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1253	0	0	1253	100	1277	0	0	1277	100
Male	1149	0	0	1149	100	1177	0	0	1177	100
Female	104	0	0	104	100	100	0	0	100	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	1359	0	0	1359	100	1234	0	0	1234	100
Male	1265	0	0	1265	100	1150	0	0	1150	100
Female	94	0	0	94	100	84	0	0	84	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0



3. a. Details of remuneration/salary/wages, in the following format (2025-26):

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	7337978	0	0
Key Managerial Personnel	1	3007474	0	0
Employees other than BoD and KMP	1489	2047180	148	1677306
Workers	1493	1241780	90	792033

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	6.08 %	5.40%

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

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

CPGRAMS portal also caters to grievances related human rights issues.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1	-	3	2	-
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act 2013 (POSH)	1	3
Female employee/Workers	198	184
Complaints on POSH as a % of female employees/ workers	0.50%	1.63%
Complaints on POSH upheld	0	1

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
Prevention of Sexual Harassment (PoSH) and Whistle Blower Policy.

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

No

There is no specific mention of human right requirement in business agreements and contracts (i.e. work orders) issued to concerned parties for execution of jobs. However, a clause regarding compliances of all applicable and governing laws, rules and regulations and bylaws both of the Central and State Government and all other local authorities is included in the work order.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No
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.

No corrective action was required to be taken.



Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
CPGRAM portal caters to human right grievances/ complaints also.
2. Details of the scope and coverage of any Human rights due-diligence conducted.
No human rights due-diligence has been conducted.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
Yes
4. Details on assessment of value chain partners:
The performance of the Value chain partner (concerned party / contractor) is assessed based on pre-defined deliverables and compliances of all applicable and governing laws, rules and regulations and bylaws both of the Central and state Government and all other local authorities (including Sexual Harassment, Discrimination at workplace, Child Labour etc.)
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.
Corrective actions are undertaken if required.

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

Essential Indicators

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	1,02,368	1,09,742
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,02,368	1,09,742
From Non-renewable sources		
Total electricity consumption (D)*	21,78,090	22,24,106
Total fuel consumption (E)	3,89,61,378	4,00,03,781
Energy consumption through other sources (F)	5,08,89,452	5,20,92,655
Total energy consumed from non-renewable sources (D+E+F)	9,20,28,920	9,44,30,283
Total Energy consumed (A+B+C+D+E+F)	9,22,33,656	9,45,40,025
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)	0.0004282	0.000477
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.0408 (1USD=Rs.95.27)	0.0413 (1USD= Rs.86.62)
Energy intensity in terms of physical output	25.31	25.43
Energy intensity (optional) – the relevant metric may be selected by the entity		

YES, Third party energy audit is conducted once in three years as per Energy Conservation Act. Energy Auditor, Padmashtal Energy Services Private Limited conducted energy audits at Nangal & Bathinda and Vijaipur Unit in 2024 and 2025 respectively while third party energy audit at Panipat Unit was carried out by Mitcon Consultancy & Engineering Services Limited in 2024.

Note: very small quantity of electricity purchased by Units from state grid compared to in-house GTG power. However, whether grid power is renewable/ non-renewable or mixed could not be ascertained.

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.

Yes, Five manufacturing Units of NFL have been identified as designated consumers (DCs) under PAT Scheme. Under PAT Cycle-I, NFL over-achieved the targets in four out of five plants and was issued Energy Saving certificates. These certificates were subsequently surrendered / sold in during PAT Cycle-2. NFL has implemented Energy saving projects at a cost of Rs 1000 crore in all its Units and is achieving the energy targets set by GOI. Further, no fresh energy reduction targets have been notified for the fertilizer sector after PAT cycle-II. As per BEE notifications regarding compliance with RCO obligations, all five Units of NFL have complied with the prescribed RCO obligations of BEE for 2024-25.



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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(I) Surface water	4,73,99,361	4,94,87,698
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	1,35,68,987	1,41,94,047
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	6,09,68,348	6,36,81,745
Total volume of water consumption (in kiloliters)	2,76,42,237	2,83,77,673
Water intensity per rupee of turnover (Water consumed / turnover)	0.000128	0.000154
Water intensity (optional) – the relevant metric may be selected by the entity	0.0122 (1 USD = Rs.95.27)	0.0124 (1 USD = Rs. 86.62)

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	N.A.	N.A.
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	N.A.	N.A.
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	N.A.	N.A.
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)	Nil	Nil

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

No

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

All the units of NFL have mechanism for zero liquid discharge. Effluent generated is being treated & used for Horticulture in all the Units. At the Units, where coal is used as fuel in coal fired boilers, treated effluent is used for de-ashing in the coal fired boilers. Quality of the treated effluent is maintained to meet the MINAS Standards and online real time data is uploaded on the CPCB site on regular basis.

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Nox	Mg/Nm3	104	109
Sox	Mg/Nm3	215	212
Particulate matter (PM)	Mg/Nm3	179	75
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others – please specify	-	Nil	Nil

NFL has provided all emissions parameters online as per CPCB guideline and all remain within prescribed norms of CPCB.

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	24,13,387	29,12,642
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	15,148	17,904
Total Scope 1 and Scope 2 GHG emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions /revenue from operations)	Metric tonnes of CO ₂ equivalent	0.000011 MT/Rs (Revenue: Rs.21514 Cr)	.0000147 MT/Rs (Revenue: Rs.19795 Cr)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total scope 1 and scope 2 GHG emissions /revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent	0.001 (1USD = Rs 93.48)	0.00127 (1USD = Rs 86.62)
Total Scope 1 and Scope 2 emission intensity in terms of physical output			



- Current financial year the emission has been calculated from the actual quantity of NG as fuel used till previous year it has been calculated with the design flue gas flow and operating hours. For scope 2 emission, emission factor of 0.716 ton/CO₂ per MWh as per Central Electricity Authority (CEA) grid emission factors has been considered for determination of emissions from the purchased power.

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

No independent evaluation has been carried out.

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

Yes; NFL has been undertaken replacement of steam turbine drive of BFW pump with electric motor drive at Panipat and Bathinda Unit with estimated energy saving of 0.04 Million tonnes oil equivalent/MT urea.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	15610	16300
E-waste (B)	5.37	7.487
Bio-medical waste (C)	1.432	8.158
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	6.45	10.824
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	149.35	158.14
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (H)	3995	2640
Total (A+B+C+D+E+F+G+H)	19767	19118
Waste intensity per rupee of turnover (Total waste generated / revenue from operations)	0.918 (Revenue = 21514.18 Cr)	0.966 (Revenue = 19794.50 Cr)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / revenue from operations adjusted for PPP)	87.53 (1 USD = Rs 95.27)	83.64 (1 USD = Rs 86.62)
Waste intensity in terms of physical output	-	-
Waste Intensity (optional) – the relevant metric may be selected by the entity)	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

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

Category of waste		
(i) Incineration	-	-
(ii) Landfilling	3995	2640
(iii) Other disposal operations	149.35	158.14
Total	4144.35	2798.14

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

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

- Hazardous wastes generated in our industry are mainly used catalyst, spent oil, and resin. As per Hazardous waste management (HWM) rules, authorization has been taken for storage and disposal. Further HW storage has been clearly marked and all the storage of HW (till disposal) is done as per HWM rules. Total monitoring of HW material is done and same is disposed-off as per time lines for disposal of such waste. Proper record is kept and same is shared with statutory authorities.
- Bio-medical waste is disposed-off as per Bio-medical waste management rules or through authorized external agencies .
- E-waste is also disposed-off as per E-waste policy.

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:

NotApplicable

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Not Applicable		

NFL has taken all the required clearance such as for “Consent to Operate” for water & air at all the sites i.e. Bathinda, Panipat, Nangal and Vijaipur.

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
NIL	NA	NA	NA	NA	NA

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:



Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	All NFL Units are compliant with the applicable law/ regulations/ guidelines.			

Leadership Indicators

1. Water withdrawal, consumption and discharge in area of water stress (In Kiloliters) : NA

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

- (i) Name of the area : NotApplicable
- (ii) Nature of operations : NotApplicable
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(I) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
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 kiloliters)		
(I) Into Surface water	Not Applicable	
- 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	Not Applicable
- No treatment	
- With treatment – please specify level of treatment	
(v) Others	
- No treatment	
- With treatment – please specify level of treatment	
Total water discharged (in kiloliters)	

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric (tons of CO ₂ equivalent)	Not Applicable	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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.

Not Applicable.

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
Nil			

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

NFL has well defined Disaster Management Plan in the form of On-Site Emergency Plans. The On-Site Emergency Plans have been prepared by all the 5 Units of NFL individually to take prompt and appropriate action in case Disaster happens. All Units review/evaluate their Emergency Plans on regular basis and Update in every three years. Similarly, Units have offsite disaster Management plan prepared in discussion with district Authorities.

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.

There is no adverse impact. All units are complying statutory requirements.

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

Not applicable

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

a. By the listed entity

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

Plantation activities have been carried out by NFL. However, the same are not eligible for green credits according to MoEFCC's OM dated 22.02.2024 as the land for tree plantation needs to be under the control and management of Forest Department of States and UT's. In addition, detailed operational mechanisms/methodologies specifically covering activities such as plastic waste management, water conservation, and treated water reuse are yet to be notified by MoEFCC for claiming green credits.

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.

4 (Four)

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Fertilizers Association of India	National
2	Standing Conference of Public Enterprises	National
3	International Fertilizer Association	International
4	Confederation of Indian Industry	National

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

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1	Right To Information (RTI)	As per RTI Act	Yes	As per RTI Act.	https://www.nationalfertilizers.com/en/rti/

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 of project	SIA Notification	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Results
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

Not Applicable

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ Small Producers	57.35%	62.55%
Directly from within India	93.34%	88.49%

* Total Procurement of Goods and Services after excluding raw materials, traded products, power, fuel & other.

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	-	-
Semi-urban	41.50%	51%
Urban	44.50%	29%
Metropolitan	14.00%	20%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	Nil

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	Bihar	Sheikhpura	Rs.6.90 Lakh
2	Jharkhand	West Singhbhum	Rs.27.00 Lakh

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
Yes, (MSEs Policy order 2012).
- b) From which marginalized /vulnerable groups do you procure?
SC/STs and Women.
- c) What percentage of total procurement (by value) does it constitute?
SC/STs (4%) and Women (3%).
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
			Nil	

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

Name of authority	Brief of the Case	Corrective action taken
	Nil	

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.	Provision of Water Cooler plus RO water Purifier in MCD run Government Schools in Shahdara North Zone, Delhi	20,000	100%
2.	Setting up of a Centre for Learning in West Singhbhum, Jharkhand and provide competitive exam preparation training to youths	2,500	
3.	Provision of Dual Desk for students of three Govt. Schools in Panipat	1,200	
4.	Provision of Playground Swings to Govt. Elementary School, Teachers Colony, Bathinda	100	
5.	Setting-up Computer Lab in two(2) Govt. Schools in Barbigaha Block, Sheikhpura District of Bihar	2,000	

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.

A Kisan Call Centre has been set up and its details are widely circulated. The consumer complaints and feedback so received are forwarded to the concerned departments for timely resolution and response. A grievance redressal mechanism is also in place to ensure complaints are resolved effectively.

Dedicated Toll Free No. 18001806435 & email id –customercare@nfl.co.in: Received call is maintained in Register & e-mail received are forwarded to respective deptt. for action.

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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

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

	FY 2025-26 Current Financial Year		Remarks	FY 2024-25 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	4	0	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	70	0	-	-	-	-
Other	364	-	-	-	-	-

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

	Number Reasons for recall	Number Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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, NFL has cyber security and data privacy policy. Web-link of the policies is

Cyber Security Policy - https://nfl.co.in/nflportal/manuals/CSP_2023.pdf

Data Protection Policy - https://nfl.co.in/nflportal/manuals/DPPS_2023.pdf



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

No issues occurred till date

7. Provide the following information relating to data breaches:

- a) Number of instances of data breaches

None

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

NA

- c) Impact, if any, of the data breaches

NA

Leadership Indicators

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

Information on products and services of the entity can be accessed by visiting Company's Website

www.nationalfertilizers.com

Information can be obtained from the company's Kisan Call Center by dialing toll-free number 1800-180-6435, 9:30 am to 5:30 pm on working days (Monday-Friday).

Apart from this, information can be accessed by visiting company offices located within NFL's marketing territory.

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

The entity is engaged in sale and marketing of agriculture inputs, hence, periodic training / meeting, Field Days, demonstrations is being organized in marketing territory for the channel partners (Dealers, Retailers and ultimate consumers i.e. farmers) including PMKSK for awareness and updating their knowledge on safe and responsible use of products.

In addition to this, the entity is also engaged in organizing promotional campaigns, participation in Krishi Melas and Agriculture Exhibitions. These exhibitions are organized by Agricultural Universities/State Agriculture Departments where products and services are displayed and related information is given to the consumers.

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

The information regarding any risk of disruption/discontinuation of essential services is provided to concerned central and state government authorities for further communication as well as company's web-sites.

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.

Yes. Apart from the mandatory information as per FCO & State Laws, other information like usage, dosage, Do's & Don'ts is also being displayed on the packing for judicious use of the products.

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)

The entity conducts various periodical orientation programs with the consumers i.e. farmers to have the comprehensive feedback and necessary steps are being undertaken for the continuous improvement in quality and services.

Registered Office:

Scope Complex, Core-III,
7, Institutional Area, Lodhi Road, New Delhi-110003.

For and on behalf of the Board of Directors

Date: 20th August, 2026

(Dr. U. Saravanan)
Chairman & Managing Director
DIN: 07274628