Annexure – IV

Business Responsibility & Sustainability Report - Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

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
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of ALL employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to ALL their stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L27310CT2015GOI001618
2.	Name of the Listed Entity	NMDC Steel Limited
3.	Year of incorporation	2015
4.	Registered office address	C/o NMDC Iron & Steel Plant, Nagarnar, Chhattisgarh, India – 494 001
5.	Corporate address	'Khanij Bhavan', 10-3-311/A, Castle Hills, Masab Tank, Hyderabad - 500 028
6.	E-mail	cs_nisp@nmdc.co.in
7.	Telephone	040-2353 8757
8.	Website	https://nmdcsteel.nmdc.co.in/
9.	Financial year for which reporting is being done	April 1, 2024, to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE) Calcutta Stock Exchange Limited (CSE)
11.	Paid-up Capital	₹29,306,058,500 (₹2,930.61 crore)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Aniket Kulshreshtha Company Secretary Tel: 040-23538757 Email ID: cs_nisp@nmdc.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).	The disclosures under this report are made on a standalone basis (i.e., only for the entity named NMDC Steel Limited)
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/services

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

S. no.	Description of main activity	Description of business activityw	% Of turnover of the entity (FY24-25)
01	Steel	Hot Rolled Coils & Sheets	76.8%
02	Others	Other sales (Pig iron, Pit iron, Coke, Coal tar etc.)	23.2%

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

S. no.	Product/Service	NIC Code	% Of total turnover contributed
1	Hot Rolled Coil	241	76.8%
2	Other sales (Pig iron, Pit iron, Coke, Coal tar etc.)	241	23.2%

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	01	01	02
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	17 (Pan-India)
International (No. of Countries)	-

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

NMDC Steel Limited manufactures and supplies a variety of steel products, including coils, sheets, and plates of different grades, to a diverse range of industries involved in the manufacturing of LPG cylinders, bridges, automobile, pipes, storage tanks, boilers, railway wagons and other structural steel product.

IV. Employees

20. Details as at the end of the Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Employees (Executives)					
1.	Permanent (D)	239*	224	93.7%	15	6.3%
2.	Other than Permanent (E)	1,214	1,197	98.5%	17	1.5%
3.	**Total employees (D + E)**	**1,453**	**1,421**	**97.8%**	**32**	**2.2%**
	Workers (non-executives)					
4.	Permanent (F)	823	659	80.1%	164	19.9%
5.	Other than Permanent (G)	366	361	98.6%	5	1.4%
6.	**Total workers (F + G)**	**1,189**	**1,020**	**85.8%**	**169**	**14.2%**

*Pursuant to demerger, some employees of NMDC continue to be deployed at NMDC Steel Limited.

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Differently abled Employees (Executives)					
1.	Permanent (D)	4	4	100%	0	-
2.	Other than Permanent (E)	1	1	100%	0	-
3.	**Total differently abled employees (D + E)**	**5**	**5**	**100%**	**0**	**-**
	Differently abled Workers (Non-Executives)					
4.	Permanent (F)	8	8	100%	0	-
5.	Other than permanent (G)	0	0	-	0	-
6.	**Total differently abled workers (F + G)**	**0**	**0**	**-**	**0**	**-**

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.7%
Key Management Personnel	1*	-	-

* Does not include KMPs who are the Board members, as the same have been covered in the column above.

22. Turnover rate for permanent employees and workers

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.78%	-	1.78%	2.3%	-	2.3%	4%	-	4%
Permanent Workers	-	-	-	-	-	-	1%	-	1%

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)
The Company does not have any Holding, Subsidiary or Associate Company.				

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

No. The Company commenced its operations from 31st August 2023 and has not reported any Profit during the FY 2023-24. Accordingly, the Company was not obligated to make any expenditure on CSR during FY 2024-25.

(ii) Turnover (in ₹)

₹ 8,503.05 Crores

(iii) Net worth (in ₹)

₹ 13,114.48 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Grievance Redressal Committee is constituted under NSL as per provisions of Section 9C of the Industrial Disputes Act, 1947.	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		7	-	All complaints were duly resolved	9	-	All complaints were duly resolved
Employees and workers		-	-	-	2	-	All complaints were duly resolved
Customers		6	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		49	-	-	20	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
01	Energy	Risk	Production of steel is a highly energy-intensive process and consumes large quantity of energy across multiple sources: coal, natural gas, electricity and other fossils fuels. Our operations are dependent on fossil fuels for running our equipment and other operations. Our profitability is dependent on continuous availability of fuels at constant price. Any fuel price fluctuation results into an impact on our profitability.	Reduction in dependence on fossil fuels. Energy efficiency & adoption of renewable energy is also a key to lower greenhouse emissions.	Negative
02	Water consumption and Effluent discharge	Risk	Production of steel requires large quantity of water. Non- compliance of regulatory requirements with respect to effluent discharge & higher water usage may lead to fines and penalties being imposed on the company by the regulatory authorities.	Minimizing of fresh water drawn from the river by maximizing recycling of treated waste effluents within the plant by setting up effluent treatment plants. The integrated steel plant is operating with a Zero Liquid Discharge status, ensuring that effluent water is treated and reused.	Negative

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)
03	Occupational Health and safety	Risk	Production of steel may pose occupational health and safety risks to our employees and workers owing to the nature of operations.	NSL conducts periodic training/ sensitization sessions for its employees and workers. NSL monitors its accident statistics through its trained safety professionals deployed on-site. NSL apprises the Senior management including the Board of Directors on the safety related incidents and corresponding preventive actions on a periodic basis	Negative
04	Biodiversity	Risk	The production of steel at Nagarnar and the resultant waste may pose threats to biodiversity. Any negative impact on biodiversity also poses a risk of community agitation, and legal and regulatory sanctions.	NSL seeks periodic renewal of all applicable consents. Afforestation, treatment of the effluent discharge and monitoring of the air quality is being done for the protection of biodiversity around the steel plant.	Negative
05	Human Resource Management and Human Capital development	Opportunity	A mutually beneficial, two-way relationship with the community, anchored by transparency and trust, is critical for NSL to continue to retain its social license to operate. Human capital availability is identified as an asset to NSL operations.	NSL firmly believes the health and welfare of our people, the community and the society are important for our business. Thus, focus on four thrust areas- Education, Health, Livelihood, and infrastructure aimed at improving the community's quality of life and providing them with employment opportunities.	Positive
06	Economic performance	Opportunity	The integrated steel plant is an asset. The huge market for steel in a developing country like India would be a good economic opportunity for NSL	The processes are deeply linked with innovation and technology for steel production	Positive
07	Corporate governance and Business Ethics	Risk	Sound governance and business ethics are crucial for maintaining the faith and confidence of investors and stakeholders. Ensuring strong governance practices and communicating the same across all levels in the company is important to build a culture that ensures business outcomes are delivered in the right manner and with responsibility	The company has in place an elaborate Code of Conduct for Senior management and other employees which defines the standards of conduct. Further there are systems and processes in place with in-built control mechanisms.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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 element of the NGRBCs. (Yes/No)	Yes, NMDC Steel's commitment to the NGRBC is reflected in its comprehensive suite of Board- and management-approved policies. These policies thoroughly address all nine principles of the NGRBC, along with their foundational elements, ensuring a holistic approach to responsible business practices. The company upholds fair practices and strong business ethics aligning with Code of Conduct (CoC), which outlines the principles and standards governing the actions of both the organization and its employees. To maintain consistency and clarity across operations, NMDC Steel Ltd has developed specific policies for various functional areas, clearly defining its business approach.								

NMDC Steel's Policies	NGRBC Principle								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Integrated Management system policy		✓	✓			✓			
Code of conduct	✓	✓	✓	✓	✓	✓	✓	✓	✓
Dividend Distribution Policy				✓					
Whistle-Blower Policy	✓		✓	✓			✓		✓
Policy on materiality dealing with Related Party Transactions	✓								
Policy on determination of Materiality for Disclosures	✓			✓					
Code of Conduct for Prevention of Insider Trading in Dealing with Securities	✓								
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	✓								
Environment Health & Safety Policy (EHS)						✓			
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	https://nmdcsteel.nmdc.co.in/pads								
2. Whether the entity has translated the policy into procedures. (Yes / No)	✓		✓	✓	✓	✓		✓	✓
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	✓		✓	✓	✓	✓			
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			✓	✓	✓	✓			

International Standards	NGRBC Principle								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
ISO 14001:2015 Environmental Management Systems	✓	✓	✓	✓	✓	✓	✓		
ISO 45001:2018 Occupational Health and Safety	✓	✓	✓	✓	✓		✓		
ISO 9001:2015 Quality Management System	✓	✓	✓			✓		✓	
ISO 50001:2018 Energy management systems						✓			
CE Certification		✓				✓			

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	N	N	Y	Y	Y	Y	N	N	N
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	N	N	Y	Y	Y	Y	N	N	N

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).	NMDC Steel, a newly listed CPSE under the Ministry of Steel, Government of India, is currently in the process of ramping up its production and demonstrating operational excellence. Although the company's operations are still in their early stages, it is committed to adhering to the highest environmental, social, and governance standards. The company has adopted robust procedures and policies from NMDC, a Navratna company with a rich legacy of over six decades under the Ministry of Steel. The company aims to achieve top performance standards through the dedicated efforts of its workforce and by maintaining transparency in its operations. Additionally, it is focused on sustainable plant operations by implementing systems and processes that minimize environmental impact.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies.	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.	No. NSL doesn't have specific committee for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Senior Management of the Company regularly reviews its performance against various policies and shares key updates from these reviews with the Board.								
Performance against above policies and follow up action	**Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)**								
	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	**Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**								
	The Company complies with all applicable regulations under SEBI. A Statutory Compliance Certificate covering applicable laws is provided to the Senior Management of the Company.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	**Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)**								
	Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N

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. Code of conduct policy covers all the nine BRSR principles.								
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)									

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	1	Concept of Corporate Governance, fiduciary duties and responsibilities of Directors	16.7%
Key Managerial Personnel	1	Corporate Governance roadmap, changing business trends	100%
Employees other than BoD and KMPs	37	Management, Health, Safety, Skill Development, Knowledge upgradation and others	58.9%
Workers	41	Management, Health, Safety, Skill Development, Knowledge upgradation and others	83.5%

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

	Monetary				
Particulars	**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 Settlement Compounding fee	There were no cases of fines, penalties, punishments, compounding fees/ settlement amounts paid in proceedings (by the entity or by Directors/ KMPs) with regulators/law enforcement agencies/ judicial institutions during the FY 2024-25 except for the below instance: The stock exchanges i.e. BSE Limited and National Stock Exchange of India Limited (NSE) have levied fines on the company due to non-compliance with the provisions of SEBI (LODR) Regulations, 2015 with regard to non-appointment of Independent Directors (including Woman Independent Director) and non-constitution of statutory Board level Committees. The details of notices received from stock exchanges are given in the Corporate Governance report forming a part of this Annual Report. The Company has replied to the Stock Exchanges that being a Government Company, the power of appointment of Directors on the Board of NMDC Steel Limited vests with Administrative Ministry i.e. Ministry of Steel, Government of India. Further, the Company has requested the controlling Ministry, Ministry of Steel, Govt. of India from time to time, requesting them to appoint requisite number of Independent Directors, including Woman Independent Director, on the Board. The matter has also been reported to the Board of Directors from time to time. However, no payment of fines / penalties has been made by the Company.				

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

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 has embedded principles of anti-corruption and anti-bribery into its policies and procedures. It has a Board-approved Code of Business Conduct & Ethics that emphasizes integrity and transparency. Additionally, the company has a Board-approved Whistle Blower Policy. The Conduct, Discipline, and Appeal (CDA) Rules outline the code of conduct for all employees, identifying acts of bribery and corruption as misconduct. The link to the said policies is: nmdcsteel.nmdc.co.in/pads.

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

Segment	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints about conflict of interest:

Particulars	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-		-	
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.

There have been zero cases where corrective actions were required to be taken on cases of corruption and conflict of interest.

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

Segment	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	177.75	269.15

Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers /distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	32.6%	14.12%
	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)	-	-

Leadership Indicators

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

NMDC Steel takes several initiatives to create awareness amongst its value chain partners on key issues related to the 9 Principles of the National Guidelines for Responsible Business Conduct. NMDC steel organized a program 'VENDORMEET' to collaborate with the suppliers to take up improvement projects to enhance their productivity, safety standards, delivery efficiency, product quality, and sustainability performance by sharing best practices and enabling cross learning.

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, NMDC Steel Limited has process in place to avoid/manage conflict of interests involving members of the Board. After looking into or analyzing any issue or procedure within the company, the Vigilance department offers recommendations for system enhancements. The Vigilance section may discreetly notify the Disciplinary Authority and suggest suitable disciplinary action if an inquiry reveals that any employee has engaged in misconduct or deviance with malicious intent. The Disciplinary Authority alone, however, has the authority to decide whether to implement sanctions or initiate disciplinary action in response to these suggestions.

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

Essential Indicators

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	Not Applicable	Not Applicable
Capex	₹ 1,26,95,700	₹ 44,26,457	Installation of CAAQMS, TOC Analyzer and green belt development

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

NSL is following purchase procedure as per Public Procurement Policy of Government of India.

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

Not Applicable

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.

Hazardous waste generation & management

Hazardous waste generation & management			
S. No	**Source**	**Quantity (MT) FY 2024-25**	**Proposed Disposal**
1	Tar Sludge from Coke Oven Decanter	3,131.4	Recycling in Coke Ovens.
2.	Spent/Wash /Lubricant and batteries	72.9	Disposal through authorised TSDF (Treatment Storage and Disposal Facility) agency.
3.	Oil & Grease Skimming Residues	0.5	Sold to authorised recyclers.

Solid waste generation & management			
S. No	**Source**	**Quantity (MT) FY 2024-25**	**Proposed Disposal**
1	BF slag	837,994	Sold to Cement Industry, used in Road Construction
2	BF sludge	6,080	Partly used in Sinter Plant and partly dumped
3	BF flue Dust	118,210	100% reuse in Sinter Plant
4	BOF Slag/LO slag	269,879	100 % reuse in construction, Cement, BF, Sinter Plant & as rail ballast.
5	BOF sludge	30,011	Reuse in the Sinter Plant & dumped
6	BOF scale	27,915	100% reuse in the Sinter Plant
7	Scales Mills	30,000	100% reuse in the Sinter Plant
8	Scrap Mills	3,100	100% reuse in the BOF Plant
9	Scales Caster	26,121	100% reuse in the Sinter Plant
10	Scrap Caster	23,052	100% reuse in the BOF Plant
11	Lime Dust	18,878	100% reuse in the Sinter Plant
12	Dolo Dust	8,091	100% reuse in the Sinter Plant
13	Skull/ Scrap	4,745	100% reuse in the BOF Plant

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.

Yes, EPR provisions would apply to NSL in the context of managing waste generated during production processes. NSL is recycling and reusing its hazardous and non-hazardous waste wherever applicable

Leadership Indicators

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

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.
-	-	-	-	-	-

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
-	-	-

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
	-	-

100% of the waste generated during the process of Steel making is being reused/recycled in different process of steel production.

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

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

Packaging of products is not yet done in the plant.

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
-	-

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

Essential Indicators

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

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent Employees (Executives)											
Male	224	224	100%	224	100%	NA	NA	224	100%	NA	NA
Female	15	15	100%	15	100%	15	100%	NA	NA	15	100%
Total	**239**	**239**	**100%**	**239**	**100%**	**15**	**6%**	**224**	**94%**	**15**	**6%**
Other than Permanent employees (Executives)											
Male	1197	1197	100%	1197	100%	NA	NA	-	-	NA	NA
Female	17	17	100%	17	100%	17	100%	NA	NA	17	100%
Total	**1214**	**1214**	**100%**	**1214**	**100%**	**17**	**1.40%**	**-**	**-**	**17**	**1.40%**

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

Category	Total (A)	% Of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent Workers (Non-Executives)											
Male	659	659	100%	659	100%	NA	NA	659	100%	NA	NA
Female	164	164	100%	164	100%	164	100%	NA	NA	164	100%
Total	**823**	**823**	**100%**	**823**	**100%**	**164**	**20%**	**659**	**80%**	**164**	**20%**
Other than Permanent employees (non-executives)											
Male	361	361	100%	361	100%	NA	NA	-	-	-	-
Female	5	5	100%	5	100%	5	100%	NA	NA	5	100%
Total	**366**	**366**	**100%**	**366**	**100%**	**5**	**1.37%**	**-**	**-**	**5**	**1.37%**

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company	-	-

2. Details of retirement benefits.

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

3. Accessibility of workplaces

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

Yes, the facilities are designed to accommodate employees with disabilities, ensuring accessibility for everyone.

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.

NMDC Steel Limited, a Public Sector Enterprise under the Government of India, operates in compliance with the Department of Public Enterprises (DPE) Guidelines, Government of India policies, and the Act of Parliament. The company is committed to upholding the principles of equal opportunity in both its policies and practices.

5. Return to work and Retention rates of permanent employees (Executives) and workers (Non-Executives) that took parental leave.

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

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

Particulars	(If yes, then give details of the mechanism in brief)
Permanent Employees (Executives)	Yes. At NSL, a Grievance Redressal Committee is established in accordance with Section 9(c) of the Industrial Disputes Act. Written complaints can be submitted to the committee, which is obligated to conclude its proceedings within a 30-day timeframe. Channel for collecting written complaint to Competent Authority, Vigilance etc. is available. For female employees - Internal Complaints Committee under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and WIPS (Women in Public Sector) committee is present.
Other than Permanent Employees (Executives)	
Permanent Workers (Non-Executives)	
Other than Permanent Workers (Non-Executives)	

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association or Union (D)	% (D / C)
Total Permanent Employees (Executives)	239	-	-	232	-	-
Male	224	-	-	216	-	-
Female	15	-	-	16	-	-
Total Permanent Workers (Non-Executives)	823	752	91%	794	779	98.1%
Male	659	612	93%	641	626	97.7%
Female	164	140	85%	153	153	100%

8. Details of training given to employees (Executives) and workers (non-executives):

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees (Executives)										
Male	224	130	58.0%	131	58.4%	216	131	60.6%	45	20.8%
Female	15	11	73.3%	4	26.7%	16	12	75.0%	8	50.0%
Total	**239**	**141**	**59.0%**	**135**	**58.9%**	**232**	**143**	**62.2%**	**53**	**23.0%**
Workers (non-executives)										
Male	659	600	91.1%	66	10.0%	641	462	72.1%	238	37.1%
Female	164	158	96.3%	24	14.6%	153	87	56.9%	38	24.8%
Total	**823**	**758**	**92.1%**	**90**	**10.8%**	**794**	**549**	**69.1%**	**276**	**34.8%**

9. Details of performance and career development reviews of employees (Executives) and worker (non-executives):

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees (Executives)						
Male	224	200	89.3%	216	176	81.5%
Female	15	15	100%	16	16	100.0%
Total	**239**	**215**	**89.9%**	**232**	**196**	**84.5%**
Permanent Workers (Non-Executives)						
Male	659	630	95.5%	641	462	72.1%
Female	164	150	91.5%	153	125	81.7%
Total	**823**	**780**	**94.8%**	**794**	**587**	**73.9%**

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, what is the coverage of such a system?

Yes, NMDC Steel has implemented a concise approach to ensure a robust safety management system, promoting a safe and a healthy work environment.

- **Safety Engineering Department (SED):** Assists in accident prevention and maintaining a safe work environment. Provides regular and refresher safety training, conducts inspections, and promotes safety awareness through campaigns.
- **Safety Policy:** EHS Policy is displayed prominently to ensure visibility and awareness.
- **Safety Committee:** Established as per CG Factories Rule 1962, these committees hold monthly meetings to discuss safety issues, review incidents, and implement corrective actions.
- **Accident Reporting and Investigation:** Incidents are reported, investigated for root causes, and preventive actions are recommended. Follow-up ensures effective implementation.
- **Safety Inspections:** Regular inspections by designated safety personnel identify and rectify unsafe practices. Findings are discussed for continuous improvement. Comprehensive safety audits are conducted periodically.

This approach ensures a safer work environment and promotes a culture of safety at NSL.

- **Safety Education & Training:** Comprehensive training includes safety induction, refresher training, awareness sessions, toolbox talks, mock drills, and first aid. A dedicated training center ensures all employees are well-versed in safety standards.

- **Standard Operating Procedures/Work Permit System:** Established procedures and a Permit to Work (PTW) system ensure safe operations, especially for hazardous tasks.
- **Pressure Vessels/Lifting Tackles:** Annual inspections and testing of pressure vessels and lifting tackles are conducted, with records maintained.
- **Integrated Management System:** Implementation of ISO 45001:2018 for Occupational Health and Safety Management is in progress.
- **Hazard Identification & Risk Assessment (HIRA):** Structured HIRA, Job Hazard Analysis (JHA), safety inspections, incident reporting, and safety committee meetings ensure continuous hazard identification and risk mitigation.
- **Worker Hazard Reporting:** Workers can report hazards and remove themselves from risks, participating in safety committee meetings and toolbox talks.
- **Occupational Health Services:** NSL, Nagarnar has an Occupational Health Centre with 24x7 emergency services, first-aid centers, and comprehensive medical facilities, ensuring health and safety compliance as per the Indian Factories Act, 1948.

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

NMDC Steel Limited employs a structured approach to Hazard Identification and Risk Assessment (HIRA) using set criteria to ensure systematic identification and mitigation of work-related hazards. The entity uses a hierarchy of controls to guide risk mitigation plans based on assessments.

Job Hazard Analysis (JHA)/Job Safety Analysis (JSA):

- Comprehensive analyses are conducted for each job task to pinpoint potential hazards.
- Tasks are broken down into steps, with associated hazards and risks assessed.
- Employees and supervisors are actively involved in the JHA process to leverage their insights and knowledge.

Safety Inspections:

- Routine safety inspections are performed to spot hazards within the workplace.
- Equipment, machinery, tools, and work areas are scrutinized for potential risks.
- Findings are documented and reported for corrective action.

Incident/Near-Miss Reporting and Investigation:

- A reporting system is established for employees to report incidents and near-miss events.
- Incidents are investigated to identify root causes and contributing factors.
- Incident trends and patterns are analyzed to uncover potential hazards and areas for enhancement.

Safety Committees and Employee Engagement:

- Safety committees consisting of representatives from various departments are formed.
- Regular meetings are held to discuss safety issues, hazards, and strategies for risk mitigation.
- Employees are encouraged to engage actively in safety programs, providing feedback and reporting hazards.

Task-Specific Risk Assessments:

- Task-specific risk assessments are conducted for high-risk or complex tasks.
- Hazards and risks associated with each task are identified and assessed.
- Appropriate control measures are determined, and safe work procedures are developed for each task.

Periodic Safety Audits and Reviews:

- Periodic safety audits are conducted to evaluate the effectiveness of safety measures.
- Safety policies, procedures, and practices are reviewed for compliance with regulations and industry best practices.
- Areas for improvement are identified, and corrective actions are implemented.

Training and Education:

- Comprehensive training is provided to employees regarding hazard identification, risk assessment, and control measures.
- Specialized training is conducted for employees involved in high-risk tasks or dealing with hazardous materials.
- Safety awareness is promoted, educating employees on the importance of hazard identification and risk assessment.

By implementing these processes, NMDC Steel Limited effectively identifies work-related hazards, assesses risks, and takes appropriate measures to ensure a safe working environment.

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

Yes. In line with safety regulations, workers engage actively in safety committee meetings, where they share their observations and insights regarding workplace hazards under the leadership of the Safety Committee chairman. This committee functions within the specific package or unit as required by factory regulations. Additionally, regular Safety Toolbox talks are conducted to enhance awareness, allowing workers the opportunity to discuss issues related to safety hazards.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, NMDC Steel provides access to non-occupational medical and health care services to its Employees/ workers like:

- General OPD,
- 24x7 Emergency medical services,
- Health awareness camps,
- Blood donation camps.

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.15	-
Total recordable work-related injuries	Employees	-	-
	Workers	5	10
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers (non-executives)	-	-

*Including in the contract workforce

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

NMDC Steel Limited (NSL) ensures a safe and healthy workplace through strict adherence to safety protocols, shutdown procedures, and clearances. Comprehensive training programs on emergency preparedness and the use of safety appliances are provided. Regular safety inspections, hazard identification, and risk assessments are conducted. Incident reporting and investigation systems are in place to identify root causes and implement preventive actions. Safety committees actively engage employees in safety programs. Occupational health services, including 24x7 emergency care, are available. Personal protective equipment (PPE) is provided, and ergonomic practices are implemented. Environmental controls, equipment maintenance, and proper housekeeping further enhance workplace safety.

Measures taken for safe and healthy workplace:

Coke Oven and By-Product Plant:

- Adequate ventilation systems
- Proper equipment maintenance
- Use of PPE (masks, gloves, goggles)
- Regular air quality monitoring

Sinter Plant:

- Dust collection systems
- PPE usage
- Equipment maintenance
- Hazardous substance handling training

Blast Furnace:

- Dust control systems
- PPE usage
- Safety measures for heights and liquid metal
- Hydration programs

Steel Melting Shop:

- Proper ventilation
- PPE usage
- Equipment maintenance
- Training on handling liquid metal and slag

Rolling Mills:

- Noise control measures
- Equipment maintenance
- PPE usage
- Good housekeeping practices

Power and Blowing Station:

- Equipment maintenance
- Heat stress management
- Training for height and gas handling
- Vibration monitoring

General Measures:

- Comprehensive safety training programs
- Regular inspections and hazard identification
- Reporting mechanisms
- Fostering a culture of safety awareness

Other Major Hazards:

- Confined space entry procedures
- Proper tools and equipment
- Illumination and ventilation
- Electrical system maintenance

Oxygen Plant:

- Maintenance of oxygen systems
- Fire detection systems
- Adequate ventilation
- PPE usage and training

Lime and Calcination Plant:

- Dust control measures
- PPE usage
- Heat stress management
- Equipment maintenance

Material Handling:

- Ergonomic practices
- Lifting technique training
- Adequate lighting and signage
- Equipment maintenance

13. Number of complaints on the following made by employees (Executives) and workers (non-executives).

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-			-		
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%
Working Conditions	100%

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

Not Applicable

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, NMDC Steel Limited provides life insurance coverage and compensation to its employees and workers.

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

The company includes ethics, fair practices, and the fulfillment of statutory obligations as conditions in all its letters of award for various contracts. This ensures that all value chain partners are contractually obligated to comply with statutory requirements, including the deduction and deposition of statutory dues.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Employees (Executives)	-	-	-	-
Workers (non-executives)	-	-	-	-

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)

NMDC Steel Limited did not conduct any transition assistance programs to support employees in maintaining employability or managing career endings due to retirement or termination.

5. Details on assessment of value chain partners:

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

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.

NMDC Steel Limited (NSL) has implemented a collaborative approach to engaging with stakeholders, guided by the NSL Citizen's Charter. This charter outlines the methods we use to connect with stakeholders and handle their feedback. Our production, management, and overall business decisions are made after comprehensive stakeholder consultations. Additionally, NSL consistently adhere to legal, statutory, and regulatory obligations.

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 and other regulators	No	• Meeting with Centre and State Government. Ministry of Steel, DPE, Labour and Industrial Health & Safety Department, Ministry of Environment, Forests and Climate Change, Ministry of Corporate Affairs. • Periodic communication and submission of various compliance reports to statutory authorities • Performance Report (Quarterly &Annually) • Inspections	Annually	• Infrastructure development • Community development Forest and Environmental Clearances • Other applicable acts and policies.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	• Industrial Relations • Meetings with Union leaders, Bipartite and Tripartite meetings • Collective bargaining interactions with officer associations • Official communications • Grievance redressal forums • Employee training and seminars. • Monthly Co-ordination meetings	Quarterly	• Job Satisfaction • Collective bargaining Agreements • Promotion & career growth • Employee benefits and remunerations • Performance management and recognition • Health and safety measures at the Steel Plant
Suppliers	No	• Interactive meetings and sessions Half-yearly during tenders • Vendors meet, periodic vendor and supplier meets • Supplier Relationship Management	Half-yearly	• Onboarding local suppliers • Transparency & anti-corruption practices • Timely payment • Adoption of integrity pact programme • Quality of items of supply
Customers	No	• Meeting with Industry representatives and Ministries. • Meetings with Customers.	Quarterly	• Quality of items of supply
Industry associations & professionals	No	• Membership with industry associations. • Regular meetings with consultants and professionals. • Meetings & seminars	Annually	• Quantity and quality of products • Customer grievance and resolution mechanisms • Knowledge & infrastructure support
Local communities	Yes	• Gram Sabha and Public Hearing / Consultation as and when required. • Meetings with community leaders	Public hearings as per regulatory requirement, other community meetings as required	• Impact on the Community • Livelihood Opportunities • Basic amenities • Rehabilitation and Resettlement • Compensation
Regulatory Authorities	No	• Ongoing meetings and dialogues • Participation in formal and informal consultation process	On regular basis	• Sound corporate governance mechanisms • Regulatory Compliances • Transparency in disclosures

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
Media	No	• Press conferences • Press coverage of operations • Interviews	Monthly/Quarterly/. as per plan	• Transparent and accurate disclosure to the stakeholders • Strategic announcements and achievements
Investors	No	• Annual General Meeting • Periodic financial reports to shareholders and investors • Interactions with financial institutions and shareholders.	Annually/ as and when convened	• Transparent and effective communication of business performance • Addressing investor queries and concerns • Sound corporate governance mechanisms

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.

NMDC Steel Limited has embraced a collaborative strategy for engaging with stakeholders. NSL makes its decisions related to production, management, and overall business operations following comprehensive consultations with stakeholders. The company consistently complies with legal, statutory, and regulatory obligations. Additionally, NMDC Steel Limited arranges conference calls periodically for its institutional investors, ensuring they are informed about the latest business developments and strategic plans:

a) Stakeholder Identification: We have identified 9 key stakeholder groups that impacts our business and are, in-turn impacted by our business.

b) Stakeholder engagement: We develop survey questionnaires for employees and workers to seek their inputs on the working conditions and other aspects. Engagement with other stakeholder groups, including the guidance and direction given by the Board of Directors and Senior Management.

c) Issue Prioritization: Based on the response received from the stakeholder engagement, we identified key material issues for addressing for the company.

d) Issue Management: We sought inputs from the senior management and the Board of Directors on the management of key material topics across the value chain.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Stakeholder consultation is used to support the identification and management of environmental and social topics.

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

The concerns of the local communities identified as vulnerable/marginalised groups were as follows:

- Compensation
- Financial, social and environmental impact of the operation on the community
- Training/upskilling to enable community members to be self employed
- Support in providing clean drinking water
- Job creation.

NMDC Steel Limited has addressed these concerns by sourcing from the vulnerable/marginalized groups as per the Government Procurement guidelines and ensuring fair compensation is being paid across all sections.

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:

During the reporting period, specific training sessions focused on human rights were conducted.

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 (Executives)						
Permanent	237	10	4.2%	0	0	0
Other than permanent	1,188	27	2.3%	0	0	0
Total employees	**1,425**	**37**	**2.6%**	**0**	**0**	**0**
Workers (non-executives)						
Permanent	822	20	2.4%	0	0	0
Other than permanent	364	43	11.8%	0	0	0
Total workers	**1,186**	**63**	**5.3%**	**0**	**0**	**0**

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 (Executives)										
Permanent										
Male	224	0	-	224	100%	216	0	-	216	100%
Female	15	0	-	15	100%	16	0	-	16	100%
Other than Permanent										
Male	1,197	0	-	1,197	100%	-	-	-	-	-
Female	17	0	-	17	100%	-	-	-	-	-

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)
Workers (non-executives)										
Permanent										
Male	659	58	8.8%	601	91%	641	113	17.6%	528	82.4%
Female	164	8	4.9%	156	95%	153	32	20.9%	121	79.1%
Other than permanent										
Male	361	0	-	361	100%	567	0	0	567	100%
Female	5	0	-	5	100%	5	0	0	5	100%

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

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	-	1	-
Key Managerial Personnel	1	-	0	-
Employees other than BoD and KMP	223	-	15	-
Workers	659	4,91,796 INR	164	4,91,796 INR

*No remuneration was paid to the Directors, KMP and Employees of NMDC Steel Limited. As per Order dated 20.03.2023 of the Ministry of Steel, Govt. of India, the Directors on the Board of NMDC are also the Directors on the Board of NMDC Steel Limited on co-terminus basis.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	11.6%	-

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, NMDC Steel Limited, as a Public Sector Enterprise, follows the Government of India guidelines regarding human rights. The Grievance Committee is responsible for overseeing and addressing any human rights impacts or issues caused or contributed to by the business.

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

The company has established internal mechanisms to redress grievances related to human rights issues. The "Grievance Procedure" prescribed by the Government is in force for employee redressal. A fully equipped Personnel Department handles employee grievances. Additionally, the CMD/Directors hold meetings with Associations/Unions during plant visits to address any grievances.

A link to the CPGRAMS portal is provided on the company's website, allowing employees to lodge grievances. This portal is monitored by the Head of the Personnel Department, who also serves as the Grievance Redressal Officer. NMDC Steel Limited is committed to protecting human rights in the workplace.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	-	-	NIL		
Discrimination at workplace	-	-	-			
Child Labor	-	-	-			
Forced Labor/ Involuntary Labor	-	-	-			
Wages	-	-	-			
Other human rights related issues	-	-	-			

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

Segment	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	NIL
Complaints on POSH as a % of female employees / workers	0.56%	NIL
Complaints on POSH upheld	1	NIL

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

NMDC Steel Limited has implemented a Whistle Blower Policy, approved by the Board of Directors, which ensures protection against retaliation for employees who report discrimination or harassment. According to Department of Public Enterprise (DPE) guidelines, the Audit Committee must review the Whistle Blower Mechanism regularly. The policy guarantees complete confidentiality for whistle blowers, safeguarding them from victimization. Both genuine whistle blowers and employees aiding investigations are shielded from harassment and unfair treatment.

Complaints pertaining to vigilance are treated with confidentiality regarding the complainant's identity. In cases where harassment involves a superior, identities are protected, and transfers may be arranged to ensure the complainant's safety. Furthermore, NSL has an Internal Complaints Committee (ICC) established under the POSH Act of 2013 to protect female employees from sexual harassment and discrimination at work. Regular training sessions have been conducted to help prevent such complaints.

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

No, human rights requirements do not currently form part of our business agreements and contracts. However, we are in the process of implementing these requirements during the next financial year.

10. Assessments of the year:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	0

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

NIL

Leadership Indicators

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

NIL

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

NIL

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, the premises and offices of NMDC Steel are accessible to differently abled visitors, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. NMDC Steel ensures that its facilities are equipped with necessary accessibility features such as ramps, elevators, and accessible restrooms to accommodate visitors with disabilities.

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	NIL
Discrimination at workplace	
Child labor	
Forced/involuntary labor	
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:

Parameter	FY 2024-205 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**0**	**0**
From non-renewable sources		
Total electricity consumption (D)	2,850,306 GJ	22,12,819 GJ
Total fuel consumption (E)	60,589,083 GJ	
Energy consumption through other sources (F)	0	-
Total energy consumed from non- renewable sources (D+E+F)	**63,439,389 GJ**	**-**
Total energy consumed (A+B+C+D+E+F)	**63,439,389 GJ**	**-**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000713 (GJ/INR)	-
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0147	-
Energy intensity in terms of physical output	30.1 (GJ/tcs)	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The Revenue from operations for all parameters have been adjusted for PPP based on the latest conversion factor published by IMF for 2025 which is 20.66 (Source -https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND)

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

No.

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

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

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

Parameter	FY 2024-205 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in megaliters)		
(i) Surface water	12,717	9,474
(ii) Groundwater	NA	-
(iii) Third party water from BWSSB PW (Potable +non-potable)	NA	-
(iv) Seawater / desalinated water	NA	-
(v) Others (External Tankers)	NA	-
Total volume of water withdrawal (in megalitres) (i + ii + iii + iv + v)	**12,717**	**9,474**
Total volume of water consumption (in megalitres)	8,858	8238
Water intensity per crore rupee of turnover (Water consumed / turnover)	1.04 Megaliters/INR Cr	-
Water intensity (optional) (Water consumption/Ton of production)	0.0060 Megaliters/tcs	-

4. Provide the following details related to water discharged:

Parameter	FY 2024-205 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	NA	-
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	NA	-
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NA	-
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	-
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	-
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Yes. Centralized Zero Liquid Discharge plant has been established to treat the reject water @180 cubic meter/h to generate RO permeate for reuse. Around 90% of the water shall be recovered from ZLD and shall be reused inside the plant. No effluents shall be discharged outside the plant boundary. ZLD sludge shall be disposed off through Authorized TSDF agency.

All units of the steel plants are provided with separate pre-treatment systems comprising of settling ponds, UF and RO systems. For treatment of wastewater generated from power and blowing station, HRSCC-DMF-UF-RO scheme has been proposed. The treated effluents shall be used as makeup water in unit water circuit.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	MT	10,682	2,143
SOx	MT	15,230	8,158
Particulate Matter (PM 10)	MT	3,103	5,804
Particulate Matter (PM 2.5)	MT	NA	NA
Persistent Organic Pollutants (POP)	MT	NA	NA
Volatile organic Compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others- Carbon Monoxide (CO)	MT	NA	NA

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	55,74,359	8,58,265
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	5,75,885	2,01,861
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 & 2 GHG emissions / Revenue from operations)	tCO2e/INR	0.000056	-
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)	tCO2e/INR Cr adjusted for PPP	0.0012	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/tcs	2.78	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

8. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

Yes. The Company has adequate systems for monitoring the Green House Gas emissions. There are four continuous Ambient air quality stations to monitor the air quality continuously for 8 parameters

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in MT)		
Plastic waste **(A)**	NA	-
E-waste **(B)**	-	-
Bio-medical waste **(C)**	3.29	-
Construction and demolition waste **(D)**	-	-
Battery Waste **(E)**	-	
Radioactive waste **(F)**	NA	-
Other Hazardous waste. Please specify, if any. **(G)**	3,205	-
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	14,61,263	-
Total (A+B + C + D + E + F + G + H)	**14,64,471**	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Hazardous waste		
(i) Recycled	3,131	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	3,131	
Non-Hazardous waste		
(i) Recycled	-	-
(ii) Re-used	14,64,471	-
(iii) Other recovery operations	-	-
Total	**14,64,471**	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Hazardous waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	73.4	-
Total	**73.4**	**-**
Bio-Medical waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	3.3	-
Total	**3.3**	**-**

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.

All hazardous waste shall be handed over to authorized dealers for disposal as per statutory norms. The generation quantity along with the reuse/ recycle and disposal methodology for the hazardous waste is presented in the following table:

S.No	Source	Quantity (MT) 2024-25	Mode of utilization
1	Tar Sludge from Coke Oven Decanter	3,131	Recycling in Coke Ovens.
2.	Spent/Wash /Lubricant and batteries	72.9	Disposal through Authorized TSDF (Treatment Storage and Disposal Facility) agency.
3.	Empty barrels/containers/liners contaminated with hazardous chemicals /wastes	0.5	Sold to authorized recyclers.

Solid waste: Mitigation measures

Integrated Iron & steel plant generates solid wastes, some of which are hazardous while others are non- hazardous. Some of these wastes are reused / re-utilized and some are not. Additionally, some waste is also generated during operation / maintenance/ annual maintenance of other units / shops etc., like Flue dust from BF, BF/BOF Gas Cleaning Plant sludge, Waste Refractories, etc. It can be noticed that except for some sludge generated from Coke Oven and By Product area, all other wastes are non-hazardous. All the solid waste shall be utilized as such inside the plant in Sinter Plant/BOF. BF/BOF Slag shall be sold to cement manufacturers or used for road construction.

The details of solid waste management are summarized below:

S.No	Source	Quantity (MT) 2024-25	Mode of utilization
1	BF slag	8,37,994	Sold to Cement Industry, used in Road Construction
2	BF sludge	6,080	Partly used in Sinter Plant and partly dumped
3	BF flue Dust	1,18,210	100% reuse in Sinter Plant
4	BOF Slag/LO slag	2,69,879	100 % reuse in construction, Cement, BF, Sinter Plant & as rail ballast.
5	BOF sludge	30,011	Reuse in the Sinter Plant & dumped
6	BOF scale	27,915	100% reuse in the Sinter Plant
7	Scales Mills	30,000	100% reuse in the Sinter Plant
8	Scrap Mills	3,100	100% reuse in the BOF Plant
9	Scales Caster	26,121	100% reuse in the Sinter Plant
10	Scrap Caster	23,052	100% reuse in the BOF Plant
11	Lime Dust	18,878	100% reuse in the Sinter Plant
12	Dolo Dust	8,091	100% reuse in the Sinter Plant
13	Skull/ Scrap	4,745	100% reuse in the BOF Plant

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 format:

Permissions and recommendations were undertaken from the State Forest department regarding impact of proposed plant on the surrounding reserved forest viz Kanger RF (5km, SE), Ultnar RF (7.9Km, NW), Kakadpasar RF (5.3 Km, NW), Chalanguda RF (8.5 Km, NW), and Metawada RF (13.6 Km, NW). Environmental clearance is applicable to the project as it falls under Red - large industry category and Metallurgical industries (ferrous & nonferrous, category 3(a) as per the EIA notification 2006.

S.No	Location of operations/of consumers	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Village & PO Nagarnar, District Bastar, Chhattisgarh	Integrated Iron & Steel Plant	All the conditions are complied

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
EIA/ EMP study report for Integrated Steel Plant (3.0 MTPA) at Village Nagarnar, Tehsil Jagdalpur, Bastar district, Chhattisgarh	S.O.1533(E)	14.09.2006	Yes EIA/EMP study was carried out by M/S Mecon Ltd,. Ranchi, Jharkhand	Yes	https:// environmentclearance.

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

NSL has been granted & issued Consent to Operate under Water (Prevention and Control of Pollution) Act, 1974, Air (Prevention and Control of Pollution) Act, 1981 on 23.08.2023 and the same is valid up to 31.08.2025. All the conditions stipulated under the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules there under are compiled and compliance report of the same is being submitted to statutory agencies. Also, NSL has been granted & issued Authorization under the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016 on 04.06.2024 and the same is valid upto 02.06.2029

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

Leadership Indicators

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

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

(i) Name of the area:

Not Applicable

(ii) Nature of operations:

Not Applicable

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in megaliters)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iv) Seawater / desalinated water	NA	NA
(v) Others (External Tankers)	NA	NA
Total volume of water withdrawal (in megaliters)	NA	NA
Total volume of water consumption (in megaliters)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kiloliters)		

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	-	-
Total Scope 3 emissions per rupee of turnover	tCO2e	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2e/tcs	-	-

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 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Optimum utilization of resources, energy conservation and pollution reduction.	Various cleaner production technologies are installed at NSL, Nagarnar for optimum utilization of resources, energy conservation and pollution reduction. The details of the cleaner production technologies is enclosed as Annexure - 2.	The installation of cleaner production technology effectively reduces the energy consumption, minimized the pollution and effectively utilized the waste to energy approach.

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

The business has an on-site emergency plan in place in case of any disruption.

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 effect to the environment arising from the value chain of the entity.

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

Not Applicable

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

Not Applicable

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.

Two

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Steel Association	National
2	Quality Council Forum of India	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.

There were no negative directives issued by the regulatory authorities.

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

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 the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
NIL					

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.

NMDC Steel have not conducted any Social Impact Assessments in the current financial year.

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	NSL, Nagarnar	Chattisgarh	Bastar	09 Khatas	100%	90 lakhs against one time settlement

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

NMDC Steel Limited, as a Central Public Sector Enterprise, has a structured system for submitting and addressing grievances. Stakeholders can place their grievances in a complaint box located at the plant. Additionally, grievances or complaints can be submitted directly to the Heads of Departments.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	6.5% (369.3 Crore)	168.0 Crore
Sourced directly from within the district and neighboring districts	3.7% (210.5 Crore)	3.2 Crore

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	97%	-
Semi-Urban	-	-
Urban	3%	-
Metropolitan	-	-

(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
Not Applicable	

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

NMDC Steel Limited was not obligated to allocate funds for Corporate Social Responsibility (CSR) initiatives as part of statutory compliance because the company incurred losses during FY 2023-24 and 2024-25.

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

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

Yes, there is a procurement policy in place. 25% annual procurement from MSEs by Central Ministries/ Departments/ Central Public Sector Enterprises, including 4% from MSEs owned by SC/ST and 3% from MSEs owned by Women entrepreneurs is procured annually as per government of India MSE guidelines

b. From which marginalized /vulnerable groups do you procure?

SC/ST/Women

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

4% from MSEs owned by SC/ST and 3% from MSEs owned by Women entrepreneur's as per government of India MSE guidelines. 369.32 Cr from suppliers comprising marginalized /vulnerable groups and 22.18 Cr from SC/ST/Women marginalized /vulnerable groups. percentage of total procurement stands at 6%.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	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:

NMDC Steel Limited was not obligated to allocate funds for Corporate Social Responsibility (CSR) initiatives as part of statutory compliance because the company incurred losses during FY 2023-24 and 2024-25.

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
Not applicable			

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.

As a Central Public Sector Enterprise (CPSE), NMDC Steel Limited has an efficient system in place for the submission and resolution of grievances. The NSL Vigilance department receives complaints through various channels, including the Central Vigilance Commission (CVC), Central Bureau of Investigation (CBI), Ministry of Steel (MOS), as well as by mail or post. Additionally, complaints can be directed to the Chief Vigilance Officer (CVO). Once a complaint is filed and the credibility of the complainant is verified, no further correspondence regarding the outcome of the complaint will be entertained. However, the Vigilance department will ensure that the complaint is examined and investigated in accordance with established guidelines. If an employee is named in the complaint or their involvement is identified during the investigation, they will be informed of the allegations made against them

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	
Recycling and/or safe disposal	

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

Category	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (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	NIL					
Advertising						
Cyber-security						
Delivery of essential services						
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	0	-
Forced recalls	0	-

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. Cyber Security Policy maintained by HO – C&IT; applicable to NSL

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 major incident was reported. Cybersecurity and data privacy management is handled by Head Office (C&IT) for NMDC Steel Limited. No penalties or product recall reported.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches –

NIL

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

NIL

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

No impact, as no breach was reported

Leadership Indicators

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

Information on the products and services of NSL can be accessed through the following channels and platforms:

- Official Website: The primary source of information about NMDC Steel's products and services is their official website. Here, you can find detailed information about their offerings, company news, and updates NMDC Steel Official Website.
- Product Catalogue: NMDC Steel provides a comprehensive product catalogue that details the specifications, grades, and sizes of their products. This catalogue is available for download on their website NMDC Steel Product Catalogue.
- NMDC Steel Limited is awarded CE certification by TUV Nord under the Construction Products Regulation category.CE certification is mandatory for NSL products to be legally sold within European Economic Area (EEA).

These platforms provide extensive information about NMDC Steel's product range, capabilities, and other relevant details.

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

NSL has adopted several steps to inform and educate consumers about the safe and responsible usage of its products and services as follows:

- **Product Information:** Detailed guidelines and safety instructions are provided through the official website and product catalogues.
- **Workshops and Training:** Regular workshops and training programs are conducted for customers and end-users.
- **Customer Support:** Dedicated helplines and online support are available for guidance on product usage.
- **Educational Materials:** Brochures, manuals, and safety guides are distributed to provide comprehensive information.
- **Digital Platforms:** Information is disseminated through the official website and social media channels. NMDC Steel Official Website NMDC Steel Product Catalogue

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

NMDC Steel Limited has established several mechanisms to inform consumers of any risk of disruption or discontinuation of essential services.

- **Official Website and Press Releases:** Timely updates are provided on the official website and through press releases.
- **Customer Notifications:** Email and SMS notifications are sent to registered customers.
- **Customer Support:** Helplines and online chat services are available for real-time assistance.
- **Social media:** Regular updates are posted on social media platforms.

4. Does the entity display product information on the products 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)

Yes. The Company has carried out survey about consumer satisfaction related to its products.

5. Provide the following information relating to data breaches:

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

NIL

b. Percentage of data breaches involving personally identifiable information of consumers

NIL