

RVNL/SECY/STEX/AGM-22/2025

06.08.2025

National Stock Exchange of India Ltd. Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai - 400051 Scrip: RVNL	BSE Ltd. Department of Corporate Service, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 Scrip: 542649
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Sub: Business Responsibility & Sustainability Report for the FY 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility & Sustainability Report (BRSR) for the Financial Year 2024-25 along with Reasonable Assurance Report, provided by an Independent Agency, which also forms part of the Annual Report for Financial Year 2024-25.

This is for your information and record.

Thanking you,

Yours faithfully,
For Rail Vikas Nigam Limited

(Kalpana Dubey)
Company Secretary & Compliance Officer

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

Section A: General Disclosure

I - Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L74999DL2003GOI118633
2. Name of the Listed Entity	Rail Vikas Nigam Limited
3. Year of incorporation	2003-01-24
4. Registered office address	1 st Floor, August Kranti Bhawan, Bhikaji Cama Place, R.K. Puram, New Delhi-110066
5. Corporate address	1 st Floor, August Kranti Bhawan, Bhikaji Cama Place, R.K. Puram, New Delhi-110066
6. E-mail	investors@rvnl.org
7. Telephone	+91 11 2673829991 9560697008
8. Website	www.rvnl.org
9. Financial year for which reporting is being done	2024-25
10. Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11. Paid-up Capital	INR 20,85,02,01,000.00
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Mrs. Kalpana Dubey Company Secretary and Compliance Officer kalpana.dubey@rvnl.org +91 9560697008
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14. Name of the Assessment or Assurance Provider.	CNK and Associates LLP
15. Type of Assessment or Assurance obtained.	Reasonable Assurance for BRSR Core - Annex. I

II - Products and Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Rail Infrastructure	RVNL is carrying out planning, development, and project management of execution of railway-related infrastructure projects.	99.93%

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	Planning, development, and project management of execution of railway-related infrastructure projects.	42102	99.93%

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	0	26	26
International	0	9	9

Note: *International locations ESG data not included in this BRSR.

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	18
International (No. of Countries)	8

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

1.77%

c. A brief on types of customers

The Indian Railways, together with its many departments and companies, are the main clientele of RVNL. As a provider of railway infrastructure, RVNL collaborates closely with Indian Railways.

IV - Employees

20- Details 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						
1	Permanent (D)	329	311	94.53%	18	5.47%
2	Other than Permanent (E)	556	514	92.45%	42	7.55%
3	Total Emp. (D + E)	885	825	93.22%	60	6.78%
Workers						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Emp. (D + E)	0	0	0.00%	0	0.00%

b- Differently abled Employees and workers:

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Emp. (D + E)	0	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Emp. (D + E)	0	0	0.00%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	4	1	25.00%
Key Management Personnel	5	2	40.00%

Note: *5 KMP's are including 4 Board of Directors.

22- Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY__ (Turnover rate in current FY)			FY__ (Turnover rate in previous FY)			FY__ (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.00	5.88	6.94	12.71	0	12.71	12.99	14.28	13.04
Permanent Workers	0	0	0	0	0	0	0	0	0

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

23a- Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary /associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	HSRC Infra Services Limited	Subsidiary	100	No
2	Masakani Paradeep Road Vikas Limited	Subsidiary	100	No
3	Sabbavaram Sheelanagar Road Development Limited	Subsidiary	100	No
4	RVNL Infra South Africa	Subsidiary	100	No
5	RVNL Infra Middle East (Oman)	Subsidiary	100	No
6	RVNL Middle East Contracting L.L.C. (Dubai)	Subsidiary	100	No
7	Rail Vikas Nigam LLC (Uzbekistan)	Subsidiary	100	No
8	Rail Vikas Nigam Limited Company (One Person)(Kingdom of Saudi Arabia)	Subsidiary	100	No
9	Kutch Railway Company Limited	Joint Venture	50	No
10	Shimla Bypass Kaithlighat Shakral Private Limited	Joint Venture	50	No
11	Kyrgyzindustry-RVNL Closed JSC	Joint Venture	50	No
12	Krishnapatnam Railway Company Limited	Joint Venture	49.76	No
13	Chatra Expressways Private Limited	Joint Venture	49	No
14	JGPL-RVNL EPC Private Limited	Joint Venture	49	No
15	Angul Sukinda Railway Limited	Joint Venture	36.44	No
16	Bharuch Dahej Railway Company Limited	Joint Venture	35.46	No
17	Haridaspur Paradip Railway Company Limited	Joint Venture	30	No
18	Chennai MMLP Private Limited	Joint Venture	26	No
19	Indore MMLP Private limited	Joint Venture	22.01	No
20	Bengaluru MMLP Private Limited	Joint Venture	16.33	No
21	Kinet Railway Solutions limited	Associate	25	No
22	Indian Port Rail & Ropeway Corporation Limited	Associate	10	No

VI- CSR Details

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

yes

24 ii- Turnover (In Crore Rupees)

19,869.35 Crore Rupees

24 iii- Net worth (In Crore Rupees)

8,623.72 Crore Rupees

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 2024-2025 Current Financial Year			FY 2023-2024 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	https://pgportal.gov.in	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	https://rvnl.org/investor	20	0	NA	33	0	NA
Employees and workers	https://hr.rvnl.org/rvnlhr/app/login_old.php	11	0	NA	0	0	NA
Customers	Not Applicable	0	0	RVNL does not cater to retail customers	0	0	RVNL does not cater to retail customers
Value Chain Partners	https://pgportal.gov.in	0	0	NA	0	0	NA
Other (please specify)	https://pgportal.gov.in	125	4	NA	177	2	The pending complaints were resolved after the closing of the fiscal year.

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)
1	Environmental - Energy Use & Emissions (Scope 1, 2, 3)	R	Projects involve high energy use (machinery, lighting, etc.), Indirect emissions from contractors	Implement energy-efficient equipment and machinery; Transition to renewable energy sources where feasible (e.g., solar lighting at sites) Adopt green building principles; require contractors to report and manage their emissions Implement Scope 3 emissions tracking and reduction strategies.	Negative: High energy consumption and reliance on fossil fuels increase operating costs. Additionally, tightening emission regulations may result in carbon taxes or penalties. Positive: Upfront investment may be needed for energy-efficient technologies, but long-term savings and improved ESG ratings can offset costs.
2	Environmental - Sustainable Construction & Resource Efficiency	O	Construction uses large quantities of steel, cement, ballast, etc.	NA	Positive: Reduced material costs through recycled content; Green building recognition. However availability of recycled material is a challenge when needed in large volume.
3	Environmental - Water Management	O	Water use in curing, dust suppression; tanker dependency	NA	Positive: Cost savings from water reuse. improved community relations. Water recycling also attracts capital investment in the beginning and maintenance cost at regular intervals.

4	Environmental - Waste Management (C&D Waste)	O	Debris, metal scrap generated at project sites	NA	Positive: Cost savings through recycling/reuse; reduced landfill fees
5	Environmental - Biodiversity Impact	R	Projects in ecologically sensitive zones	Conduct Environmental Impact Assessments (EIA) Avoid protected areas Implement biodiversity management plans Carry out compensatory afforestation.	Negative: Cost of compensatory afforestation; risk of delays and environmental penalties
6	Environmental - Noise & Dust Control	R	Construction activities near populated areas	Use noise barriers Implement wet suppression for dust; Restrict working hours near residential areas Conduct ambient air quality monitoring.	Negative: Risk of fines; mitigation costs; community dissatisfaction
7	Environmental - Climate Adaptation & Resilience Planning	R/O	Infrastructure must now be built to withstand extreme climate risks (floods, heat, etc.) across regions	Integrate climate risk assessments in the project planning stage Adopt climate-resilient design standards Select materials suited for extreme weather conditions Elevate infrastructure in flood-prone areas Install early-warning and drainage systems Collaborate with climate experts to model regional impacts.	Negative: Higher capex if unprepared; long-term asset protection if addressed
8	Environmental / Governance - Supply Chain Disruptions (Geopolitical/Logistics)	R	Global sourcing of inputs (rails, steel, signaling) can be impacted by war, trade bans, or sanctions	Diversify suppliers Maintain buffer inventory Include contractual clauses for	Negative: Cost escalation, delivery delays, or project overruns

				delivery assurance Assess suppliers for ESG risks.	
9	Environmental / Social - Environmental & Social Impact Assessments (ESIA)	R	Required by most foreign governments for infrastructure projects	Develop project-specific ESIA reports Ensure stakeholder consultations Comply with IFC or World Bank safeguards as required.	Negative: Non-compliance can lead to cancellation or protest
10	Governance - Ethical Procurement & Tendering	R	Large-scale public procurement and corruption risks	Enforce transparent tender processes; Apply e-procurement; rotate procurement staff Establish whistleblower and grievance redressal mechanisms.	Negative: Audit penalties; blacklisting; vigilance interventions
11	Governance - Data Transparency & ESG Reporting	O	As a PSU, RVNL is subject to investor and MoR scrutiny	NA	Positive: Higher ESG scores; better PSU rating; improved stakeholder confidence
12	Governance - Compliance with Environmental & Labour Laws	R	Multiple agencies (CEA, CPCB, Labour Dept.) monitor operations	Set up internal compliance tracking systems Appoint a dedicated compliance officer Conduct regular internal audits; training on legal updates.	Negative: Fines, stoppage, litigation costs
13	Governance - Cybersecurity & Data Privacy	R	Sensitive data on tenders, contracts, project finances	Implement data encryption and firewall systems Conduct cybersecurity audits Train staff on phishing and data safety protocols.	Negative: Risk of data breach; IT security investments
14	Governance - Cross-border Compliance & Legal Risks	R	Operating in multiple countries exposes RVNL to varying legal, tax, labor, and	Engage local legal advisors Establish a compliance checklist by country Monitor	Negative: Delays, fines, or contract termination due to non-compliance in foreign jurisdictions

			environmental laws	policy changes regularly.	
15	Governance - Foreign Exchange Risk / Local Content Rules	R	Cost estimation and contracts in international markets must factor in currency volatility and local sourcing laws	Hedge forex exposure through Forward contracts Price in contingencies Renegotiate long-term contracts with flexible clauses.	Negative: Financial volatility, contract penalties
16	Governance / Environmental - Green Infrastructure Financing / International ESG Benchmarks	O	Access to green finance (ADB, World Bank, etc.) requires advanced ESG disclosures and alignment	NA	Positive: Cheaper capital, increased investor interest, premium on green bonds
17	Social - Occupational Health & Safety (OHS)	R	High-risk activities in rail electrification, bridge construction	Enforce strict safety protocols Conduct risk assessments Provide mandatory PPE Adopt ISO 45001 Ensure contractor compliance.	Negative: Legal liabilities, medical costs, project delays
18	Social - Community Engagement & Grievance Redressal	R	Project disruption, land access issues, social unrest	Conduct proactive stakeholder engagement and social impact assessments Establish a formal grievance redressal mechanism accessible to local communities Ensure continuous dialogue through local liaison officers Incorporate feedback into project planning to prevent delays and unrest.	Negative: Cost of resettlement, project delays, CSR spending
19	Social - Labour Rights in Supply Chain	R	Large contractual and migrant workforce	Enforce supplier code of conduct aligned with national labour laws and ILO standards Ensure	Negative: Legal penalties, reputation loss, contractor non-compliance remediation

				proper documentation, wage payments, and working conditions Conduct regular audits of contractors; offer awareness programs on worker rights and safety.	
20	Social - Inclusion & Diversity	O	Gender/diversity inclusion in project management roles	NA	Positive: Improved social equity; brand reputation; inclusive hiring incentives
21	Social - Skill Development for Local Communities	O	Upskilling locals along project routes	NA	Positive: Enhanced local goodwill; lower recruitment/training costs
22	Social - Cultural Sensitivity and Stakeholder Engagement	R/O	International projects require local language, norms, and community trust	Engage local stakeholders early in the project lifecycle Hire local liaison officers and translators Conduct cultural sensitivity training for project teams Adapt project plans to respect local customs and norms Build trust through transparent communication and shared benefits.	Positive: Improved project acceptance or resistance Negative: (leading to time/cost overruns)
23	Social - Human Rights Due Diligence (incl. migrant labor)	R	Need to ensure ethical labor practices especially in subcontractor chain across regions	Conduct human rights impact assessments Require subcontractors to comply with international labor standards (ILO, UNGPs) Monitor working conditions regularly Include human rights	Negative: Reputational harm, litigation, or blacklisting in host country

				clauses in contracts Provide training and grievance mechanisms for migrant labor.	
24	Social - Workforce Diversity and Cross-cultural Management	O	Managing teams across different states and nations requires inclusive and conflict-sensitive policies	NA	Positive: Improved morale and retention, fewer interpersonal issues on site

Section B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1a- Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
1b- Has the policy been approved by the Board? (Yes/No)					Yes				
1c- Web Link of the Policies, if available	All of our company policies are available in the given link: https://rvnl.org/investor								
2- Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3- Do the enlisted policies extend to your value chain partners? (Yes/No)					No				
4- Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Indian labour codes, ISO 45001, ISO 14001, ISO 9001								
5- Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have adopted ESG platform provided by Planet Sustech Private Limited and giving training to our team members. Our data management will be much streamlined from next FY.								
6- Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	This FY year 24-25 we have gathered better data from all our concerned sources (PIU) with the help of ESG tool implemented.								

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)	We are dedicated to incorporate sustainability and responsibility into our business processes as a responsible corporate entity. Ensuring accountability and transparency in the business sector has advanced significantly with SEBI's introduction of the Business Responsibility and Sustainability Report (BRSR). RVNL is committed to follow the values and rules stated in the BRSR framework and we completely support this endeavour. We think that ethical business practices benefit not just our stakeholders but also the environment and society and that sustainable growth is crucial for long-term success. In our BRSR, we have described our endeavours and accomplishments in several ESG areas in depth such as our social contributions, governance procedures and environmental effects. Strong measures have been put in place to reduce our carbon impact, support diversity and inclusion and maintain the highest moral standards. While acknowledging that we can always do better, we are happy

	about our progress. We will keep pushing for excellence in sustainability and accountability as we proceed coordinating our objectives with the larger global agenda for sustainable development.
8- Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mrs. Anupam Ban, Director (Personnel)
9- Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, RVNL has a CSR committee at the Board level for overseeing and addressing sustainability-related issues. The Director (Personnel) heads it.

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	Yes, by the Committee/ Board.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As and when required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	As and when required								
11- Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes								
Note: Yes, by Planet Sustech Private Limited.									

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

Section C: Principle Wise Performance Disclosure

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

PRINCIPLE-1

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

ESSENTIAL INDICATORS

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

Segment	Total number of trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	0	NA	0.00%
Key Managerial Personnel	0	NA	0.00%
Employees other than BoD and KMPs	18	Interlocking principles and circuit design, Simplified Finance for Non-Finance Professional for Enhanced Performance, Public Procurement at IIM Visakhapatnam, Training programme on Leadership Journey for Senior Executives of RVNL, Tunnelling course in IRICEN, Technical Seminar of IPWE(I), Conduct Rules in CPSEs, Ethics & Governance, Addressing Disputes in Public Procurement, System & Procedures of organisation, RTI Act Compliance, Design, Fabrication, Launching and Maintenance of Steel Girder Bridges. Training Empowering Women Leaders, CSR Interventions by CPSEs in Heritage & Culture, Tunnelling, AutoCad, BRSR etc.	100.00%
Workers	0	NA	0.00%

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

Monetary

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?(Yes/No)
Penalty/ Fine	NA	NA	0.00	NA	No
Settlement	NA	NA	0.00	NA	No
Compounding Fee	NA	NA	0.00	NA	No

Non- Monetary

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

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
NA	NA

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

Yes, there is an anti-corruption and anti-bribery policy at RVNL. Keeping in mind the BRSR needs, it was functional in FY 2024–25 in accordance with the NGRBC principles. The policy guarantees legal compliance, clarifies what constitutes bribery and corruption and describes due diligence procedures for outside partners. Further, it focuses on reporting, training and the repercussions of violations. Also, the policy is accessible on RVNL's website and it is regularly monitored and evaluated. Keeping in mind RVNL's unshakable commitment to ethics, the Board of Directors are in charge of interpretation and revisions. The company also offers a whistleblower mechanism that enables voice complaints about any incidents of dishonest or fraudulent, behaviour, etc.

https://rvnl.org/RVNL_cms/uploads/copolicy/Anti_Bribery_and_Anti_Corruption_Policy.pdf

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-2025 Current Financial Year		FY 2023-2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

NA

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Number of days of accounts payable	6.90	4.63

Note: In the calculation of Cost of Goods Sold / Services Procured, only work expenses, consultancy charges, and design & engineering costs have been considered as operating expenses. The "Cost of Goods / Services Procured" figure used in the calculation of accounts payable includes operating expenses for the purpose of calculation of accounts payable ratio.

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

Parameter	Metrics	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Concentration of purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	0.00%	0.00%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	0.00%	0.00%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.28%	0.17%
	b. Sales (Sales to related parties / Total Sales)	2.59%	3.45%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	0.01%

	d. Investments (Investments in related parties / Total Investments made)	98.68%	99.38%
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Note: The loan figures disclosed have been considered as per the outstanding balances as on the balance sheet date.

LEADERSHIP INDICATORS

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

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

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

Yes, every Director of the Company discloses his/her concern or interest in the Company(s)/ Body Corporates/ Firms/other Association of Individuals and any change therein, annually or upon any change, which includes the shareholding interest. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. Also, in the meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflicts of interest involving the Directors/KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the finance department for monitoring and tracking transaction(s) entered by the Company with such parties. Additionally, the Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. The Code of Conduct: https://rvnl.org/RVNL_cms/uploads/copolicy/Code_of_conduct-_RVNL.pdf

PRINCIPLE-2

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

ESSENTIAL INDICATORS

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	N/A
Capex	0	0	N/A

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

RVNL has sustainable sourcing policy in place.

2b- If yes, what percentage of inputs were sourced sustainably?

RVNL will put an effort to track the same from next FY.

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.

a. Plastics (including packaging)	NA
E-waste	NA
Hazardous waste	NA
Other waste	NA

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.

NA

LEADERSHIP INDICATORS

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

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA					

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
NA		

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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
NA		

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

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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
NA	

PRINCIPLE-3

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	311	0	0.00%	311	100.00%	0	0.00%	311	100.00%	0	0.00%
Female	18	0	0.00%	18	100.00%	18	100.00%	0	0.00%	0	0.00%
Total	329	0	0.00%	329	100.00%	18	5.47%	311	94.53%	0	0.00%
Other than Permanent employees											
Male	514	0	0.00%	514	100.00%	0	0.00%	514	100.00%	0	0.00%
Female	42	0	0.00%	42	100.00%	42	100.00%	0	0.00%	0	0.00%
Total	556	0	0.00%	556	100.00%	42	7.55%	514	92.45%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0	0	0%	0	0%	0	0%	0	0%
Female	0	0	0	0	0%	0	0%	0	0%	0	0%
Total	0	0	0	0	0%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	0	0	0	0	0%	0	0%	0	0%	0	0%
Female	0	0	0	0	0%	0	0%	0	0%	0	0%
Total	0	0	0	0	0%	0	0%	0	0%	0	0%

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.80%

Note: *The Company has Medical Welfare Trust named as "RVNL Medical and Welfare Trust" for reimbursement of Medical Expenses of Employees. There is no Health Insurance Policy taken by the Company.

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

Benefits	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	0.00%	Y	100%	0.00%	Y
Gratuity	100.00%	0.00%	Y	100%	0.00%	Y
ESI	0.00%	0.00%	NA	0.00%	0.00%	NA
Others-Specify	100.00%	0.00%	Y	100.00%	0.00%	Y

Note: *Others Category includes only NPS.

3- Accessibility of workplaces.

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

Yes

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

Yes Weblink for the policy- https://rvnl.org/RVNL_cms/uploads/copolicy/Equal_Opportunity_Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00%	0%	0%	0%
Female	NA	NA	0%	0%
Total	100.00%	0%	0%	0%

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

	Yes/No	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	No	NA
Other than Permanent Workers	No	NA
Permanent Employees	Yes	Employees at RVNL have a variety of channels for resolving concerns, including direct connection with department heads or HR, the CVC platforms, CPGRAMS and the E-sampark Portal. This inclusive strategy also applies to temporary staff members. Grievances are reported via approved means and assessed by a committee that looks into them. Proposed solutions are shared transparently; ensuring that employees are updated throughout the process. This underscores RVNL's commitment to a harmonious work environment achieved by promptly resolving grievances.
Other than Permanent Employees	Yes	Employees at RVNL have a variety of channels for resolving concerns, including direct connection with department heads or HR, the CVC platforms, CPGRAMS and the E-sampark Portal. This inclusive strategy also applies to temporary staff

	members. Grievances are reported via approved means and assessed by a committee that looks into them. Proposed solutions are shared transparently; ensuring that employees are updated throughout the process. This underscores RVNL's commitment to a harmonious work environment achieved by promptly resolving grievances.
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7- Membership of employees and worker in association(s) or Unions recognised by the listed entity.

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	329	0	0.00%	0	0	0.00%
Male	311	0	0.00%	0	0	0.00%
Female	18	0	0.00%	0	0	0.00%
Total Permanent Workers	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%

8- Details of training given to employees and workers.

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	825	0	0.00%	83	10.06%	378	62	16.40%	61	16.14%
Female	60	0	0.00%	11	18.33%	16	8	50.00%	0	0.00%
Total	885	0	0.00%	94	10.62%	394	70	17.77%	61	15.48%
Workers										
Male	NA									
Female										
Total										

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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	825	311	37.70%	378	25	6.61%
Female	60	18	30.00%	16	0	0.00%
Total	885	329	37.18%	394	25	6.35%
Workers						
Male	0	0	0%	0	0	0.00%

Female	0	0	0%	0	0	0.00%
Total	0	0	0%	0	0	0.00%

10- Health and safety management system.

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

Yes

RVNL has policy on SAFETY, HEALTH AND ENVIRONMENT and same can be accessed on the website of RVNL. The Company prioritizes the employee health through various initiatives like organizing health camps on T.B. , Hepatitis, Dental Checkups, Cancer etc. Link of Policy- https://rvnl.org/RVNL_cms/uploads/copolicy/Safety_Health_and_Environment_Policy.pdf

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

The business adheres to ISO 45001 standards for workplace safety. Hazard identification is based on employee feedback, audits and routine inspections. Thorough risk valuations measure the exposure, severity and efficacy of controls. Thorough documentation keeps track of risks and safeguards. Comprehensive safety is ensured by proactive danger assessments and employee engagement.

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

NA

RVNL does not have any worker.

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

yes

RVNL has a Medical Policy for Indoor and Outdoor treatment of employees.

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

Safety Incident/Number	Category	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

RVNL has implemented a number of safeguards to ensure a healthy and safe work environment. These include putting in accessibility ramps and making it easier for staff members who need mobility aids to move around. In addition, the installation of accessible elevators guarantee vertical mobility, assisting those with restricted mobility between levels. Dedicated restrooms are designed to meet the requirements of people with

disabilities. RVNL also adheres to ISO 45001 standards for occupational health and safety. These collective efforts demonstrate RVNL's commitment to create an inclusive and secure work environment for all employees.

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

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14- Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0.00%
Working Conditions	0.00%

Note: *Health Camps are conducted by RVNL to ensure health and safety of employees from time to time.

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.

Our steadfast commitment to maintain safety regulations and thorough health and safety evaluations have allowed us to stop these kind of things from happening. By regularly assessing our procedures and working environment, we can quickly resolve any possible risk or issue and provide a safe and responsible work environment for our staff.

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

1. The Company provides Insurance coverage in case of death while on duty as per the RVNL Accident Insurance Scheme (RAIS).

2. On superannuation or on death or on disablement, employee or his family is entitled to pension as per EPF Pension Scheme, 1995. 3. On death while in service –

a. Payment of lump sum financial assistance and

b. Payment of funeral expenses;

No

RVNL does not have any worker.

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

We have internal control mechanism is in place to ensure this activity.

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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes

The company provides skills training from time to time, enabling employees to pursue employment post-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	0.00%
Working Conditions	0.00%

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.

NA

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.

RVNL defines its stakeholders as all individuals, groups, organizations, and communities that are directly or indirectly impacted by its operations and value chain. Guided by its commitment to delivering sustained value, the Company places strong emphasis on fostering long-term relationships with its stakeholders.

Key stakeholders are identified through a materiality-driven approach, focusing on those who significantly influence or are affected by the Company's activities. These include customers, investors, regulatory bodies, employees, contract workers, local communities, and various government entities.

RVNL actively engages with its stakeholders to understand their expectations and feedback, ensuring that its business practices and processes evolve in response to these insights.

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
Investor/Shareholder	No	Annual General Meetings, Website, Stock Exchange, Website, Investor Conferences, E-mails, etc.	Annually/ Half yearly/Quarterly	Business Performance, Corporate Governance, Major work orders, etc.
Government/Regulators	No	E-mails, Meetings, etc.	As and when required.	Regulatory matters, Business Activities, etc.
Employees	No	Employee Portal, Meetings, E-mails, Notice Board, Website, etc.	Ongoing	Information, Events, Trainings, Business Activities, etc.
Vendors/Contractors	No	E-mails, Calls, Website, Newspapers, etc.	Ongoing	Business Activities
Societies/Communities	Yes	Letters, E-mails, Calls, Meetings, etc.	As and when required	Audits, Feedbacks, Social Issues, etc.

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.

At RVNL, stakeholder engagement mechanism plays a crucial role in strengthening and diversifying relationship with stakeholders. This, in turn, helps to identify key material issues affecting the Company's growth. Further, the stakeholder engagement and materiality assessment conducted in FY2024-25 led to prioritizing the material issues, mapping relevant risks, and developing risk mitigation strategies. The main outcome of the stakeholder engagement exercise was the identification and prioritization of material issues related to environmental, social, governance and economic aspects.

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

Yes, RVNL has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and revise policies as needed.

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

For more information please refer to CSR Section on our website at <https://rvnl.org/csr>

PRINCIPLE-5

Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	329	0	0.00%	186	0	0.00%
Other than permanent	556	0	0.00%	208	0	0.00%
Total employees	885	0	0.00%	394	0	0.00%
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total workers	0	0	0.00%	0	0	0.00%

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

Category	FY 2024-2025 Current Financial Year					FY 2023-2024 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.(B)	%B/A	No.(C)	%(C/A)		No.(E)	%E/D	No.(F)	%F/D
Employees										
Permanent	329	0	0.00%	329	100.00%	186	0	0.00%	186	100.00%
Male	311	0	0.00%	311	100.00%	176	0	0.00%	176	100.00%
Female	18	0	0.00%	18	100.00%	10	0	0.00%	10	100.00%
Other than permanent	556	0	0.00%	556	100.00%	208	0	0.00%	208	100.00%
Male	514	0	0.00%	514	100.00%	202	0	0.00%	202	100.00%
Female	42	0	0.00%	42	100.00%	6	0	0.00%	6	100.00%
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	8521806	1	7983602
Key Managerial Personnel	3	8521806	2	5163627
Employees other than BoD and KMP	772	1112627	55	860910
Workers	0	0	0	0

3b- Gross wages paid to females as % of total wages paid by the entity, in the following format.

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Gross wages paid to females as % of total wages	4.79%	2.72%

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

HR Department of RVNL headed by Senior Level Officer addresses human rights impacts or issues caused or contributed to by the business. However, no Human Rights issues were received during the reporting period.

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

RVNL is committed to upholding human rights and ensuring that all individuals are treated with dignity and respect. We recognize the importance of addressing human rights complaints effectively. To achieve this, we have implemented a comprehensive framework that provides various channels for stakeholders to report their concerns. The CPGRAMS (Centralized Public Grievance Redress and Monitoring System) offers a convenient platform for lodging complaints, ensuring transparency and timely resolution. In addition, our Sampark Portal serves as a userfriendly interface that facilitates direct communication and engagement, allowing stakeholders to share their feedback and grievances directly with us. For those who prefer traditional channels, we welcome direct letters and value written correspondence as a means for meaningful dialogue.

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

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	1	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	8	0	NA

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

To avoid unfavourable outcomes in situation of harassment and discrimination, RVNL employs a number of crucial procedures. First, keeping complainants' identity private to protect them from reprisals and promotes reporting. The impartiality and reliability of the results are ensured by conducting an impartial inquiry by an independent party. Complainants are assisted in navigating the investigative process by providing them with strong support such as counselling and legal aid. RVNL implements remedial measures such as fines, payments or policy improvements, in response to verified claims. These steps guarantee fair handling of complaints. In order to create a work environment where discrimination and harassment are not allowed, RVNL has also implemented a clear anti-harassment policy, provides thorough training and cultivates a respectful culture. Through the use of these processes, RVNL fosters a welcoming and secure atmosphere that encourages impartial grievance investigations and protect complainants from unfavourable outcomes.

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

Yes

Human Rights/ Compliance with Labour Laws forms part of the Business Agreements/Contracts.

10- Assessments for the year.

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Sexual Harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%
Others – please specify	0.00%

Note: *No assesment was conducted during the year.

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

NA

LEADERSHIP INDICATORS

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

Not Applicable

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

No Human Rights Due Diligence was conducted

3- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
Others – please specify	0.00%

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

NA

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	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	218.97	610.92
Total fuel consumption (B)	Gigajoule (GJ)	-	-
Energy consumption through other sources (C)	Gigajoule (GJ)	-	-
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	218.97	610.92
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	5,550.18	8,338.08
Total fuel consumption (E)	Gigajoule (GJ)	147.76	1,97,357.13
Energy consumption through other sources (F)	Gigajoule (GJ)	-	-
Total energy consumed from non renewable sources (D+E+F)	Gigajoule (GJ)	5,697.95	2,05,695.21
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	5,916.92	2,06,306.13
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / CR. ₹	0.30	9.49
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / 10 MN USD	6.15	212.64
Energy intensity in terms of physical output	Gigajoule (GJ)/FTE	6.69	-
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	-	-

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

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.

no

NA

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

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,383.85	-
(ii) Groundwater	16,654.00	-
(iii) Third party water	13,425.25	7,973.00
(iv) Seawater / desalinated water	-	-
(v) Others	986.00	19,384.40
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	32,449.10	27,357.40
Total volume of water consumption (in kilo litres)	30,952.37	27,357.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilo litres / Crore Rs.)	1.56	1.26
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	32.18	28.20
Water intensity in terms of physical output	34.97	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4- Provide the following details related to water discharged.

Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	7.68	657.60
- No treatment	7.68	657.60
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	1,489.05	43,300.00
- No treatment	1,489.05	-
- With treatment – please specify level of treatment	-	43,300.00
Total water discharged (in kilolitres)	1,496.73	43,957.60

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

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

No

Not applicable to RVNL.

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

Parameter	Please specify unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
NOx	µg/m ³	-	-
SOx	µg/m ³	-	-
Particulate matter (PM)	µg/m ³	-	-
Persistent organic pollutants (POP)	µg/m ³	-	-
Volatile organic compounds (VOC)	µg/m ³	-	-
Hazardous air pollutants (HAP)	µg/m ³	-	-
Others – please specify	µg/m ³	-	-

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

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

Parameter	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes OF CO ₂ equivalent	12.25	13,208.78
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes OF CO ₂ equivalent	1,120.83	1,656.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes OF CO ₂ e / Crores	0.06	0.68
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)		1.18	15.32
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes OF CO ₂ e /FTE	1.28	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

no

Green House Gas reduction plan or Net Zero plan is yet to be formulated and implemented by the management.

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

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	
E-waste (B)	0.22	0.08
Bio-medical waste (C)	-	
Construction and demolition waste (D)	987.80	
Battery waste (E)	-	0.02
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)	0.26	2.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	23.32	3.41
Total (A+B + C + D + E + F + G + H)	1,011.59	5.51
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (metric tonnes / Crore Rs.)	0.05	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.05	0.01
Waste intensity in terms of physical output	1.14	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.64	-
(ii) Re-used	-	3.35
(iii) Other recovery operations	0.15	-
Total	0.79	3.35
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.49	-
(ii) Landfilling	1,010.31	-
(iii) Other disposal operations	-	2.15
Total	1,010.80	2.15

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.

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.

RVNL direct work scope does not have any usage of hazardous and toxic chemicals. However for contractors working on RVNL projects are sensitized and advised to take the prescribed precaution while using such chemicals if any.

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
NA	NA	No

Note: As RVNL receives its clearances from the Ministry of Railways, the entity does not have operations or offices in ecologically sensitive areas that require separate environmental approvals or clearances.

12- Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the Current Financial Year.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil	0	0	No	No	NA

Note: Environmental impact assessment, if applicable, are carried out by the Contractor executing the project on site.

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.

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA	NA	NA	NA

LEADERSHIP INDICATORS

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

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

(i) Name of the area

RVNL doesn't have any projects in the water stressed area.

(ii) Nature of operations

RVNL doesn't have any projects in the water stressed area.

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

Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0	0
Water intensity in terms of physical output	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilo litres)		

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

NA

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

Parameter	Unit	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	347.23	-
Total Scope 3 emissions per rupee of turnover	kgCO2/Cr. ₹	0.02	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

NA.

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.

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA		

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

The Company has a Business Plan in place ensuring future Business Continuity. The plan focuses on future business prospects in Railways and other Infrastructure Sectors like Roads, Metros, Highways, Logistics and Aviation, Solar Projects, Telecom Connectivity etc. Disaster management Plan - All safety equipment, physical tools and backup plans are available on-site to address emergent situations. There is ample equipment, tools and manpower for disaster management.

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.

NA

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

NA

8- Introduction of Green Credits Disclosure

8 i- Green Credits generated or procured by the listed entity.

0

8 ii- Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value).

0

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.

1

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	SCOPE	National
2	Project Export Promotion Council, DGFT	National

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

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

LEADERSHIP INDICATORS

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

S. NO	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly / Others – please specify)	Web Link, if available
1	The Company through trade bodies and associations put forth several suggestions with respect to the economy in general and the Infrastructure in particular.	NA	No	NA	NA

PRINCIPLE-8

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
To provide medical equipment Siemens Fluoroscopy Digital Radiography System in Ramakrishna Mission Seva Pratisthan, Kolkata	Schedule VII (i)	28.09.2024	Yes	Provided high quality testing facility at point of care for 1,252 individuals as part of their treatment plan in 17 months of operations at the time of data collection, reducing cost and time taken for clinical decisions, treatment. The machine caters to a range of patients referred to by different specialist doctors, as the machine provides better investigation reports than the regular X-ray machine Gender Profile: Female- 44%, Male – 56%	https://rvnl.org/csr
Promoting healthcare 3D Imaging system for orthopedic surgery to Bharat Ratna Dr. Babasaheb Ambedkar Memorial Hospital, Mumbai	Schedule VII (i)	14.01.2025	Yes	Enhanced capacity of the hospital to undertake complex spine surgeries, knee replacement surgeries, tumor surgeries, orthopedic trauma surgeries and general orthopedic surgeries. The hospital provides orthopedic surgery at rates lower than other private facilities. It is	https://rvnl.org/csr

				the only government hospital in the city with capacity to undertake the complex surgeries. The hospital is also a training and research Centre and hence it enables transfer of skills and knowledge to train specialists.	
To provide Sewage Treatment Plant (STP) of 500 KLD to convert sewage water into reusable water at Mathura Railway Station (UP)	Schedule VII (i)	08.02.2025	Yes	Mathura is a densely populated town with a high footfall of religious tourists from across India. The city generates a high volume of solid waste including sewage that needs to be managed and prevent water pollution. The plant is currently operating at 50% capacity as there is a lack of sewage water from the station premises as shared by the implementing team. However, as witnessed during the field visit, the facility is located beside effluent discharge marsh/bog. As informed by the RVNL respondents, the effluent originates in the railway colony that falls between the location of the STP and the railway station.	https://rvnl.org/csr
To provide hostel facilities for 30 female nursing staff in Ramakrishna Mission Home of Service Charitable Hospital, Varanasi	Schedule VII (i)	24.12.2024	Yes	A safe residential facility is recognised by the Global Goals as well as the national SDG indicator framework, a key instrument of promoting women's education and financial self-dependence. Aligns with the schemes of the central and state schemes on hostel facilities for working	https://rvnl.org/csr

				women. The quality of accommodation is commendable, with personal space for each occupant, storage and ensuite washroom facilities and meditation room. Fire extinguisher, lift and open spaces were designed for comfort of the occupants and provide an environment of learning and growth.	
Construction of first floor for skill development building and second and third floors for hostel building for inmates of skill development programme of underprivileged youths and women at Jaipur, Rajasthan	Schedule VII (i)	05.02.2025	Yes	A safe residential facility is recognized by the Global Goals as well as the national SDG indicator framework, a key instrument of promoting women's education and financial self-dependence. Tally and Accounting courses were ongoing, classrooms were found to be spacious with access to computer and internet facilities. Given the presence of several businesses and industries in the area, the need for accounts and computer literate HR was found to be high. The quality of accommodation is very high with personal space for each occupant, storage and unsuited washroom facilities and meditation room. Fire extinguisher, lift and open spaces were designed for comfort of the occupants and provide an environment of learning and growth. Well-ventilated double occupancy rooms with facilities including air conditioning, geyser,	https://rvnl.org/csr

				<p>individual study area, and cupboard and all the rooms had access to a private balcony space. At the time of visit, the facilities were yet to be used. Classrooms were found to be of good quality with ample ventilation, and seating were arranged with enough space for individual students. Smart classrooms with access to computers and internet facilities. Mixed response with regards to classes and need further investigation: 93.1% respondents found the class timings suitable. But 20.7% were faced with challenges due to family responsibilities. 58% would be open to weekend classes. Impact of the hostel on promoting women's education and vocational training may be assessed 1 year post usage of the facilities 24.1 % students of skilling programmes came from low income families with monthly incomes less than Rs. 10,000. 8 students have started their own business (fashion and retail students)</p>	
<p>Renovation and construction of existing Turiyananda Library-cum-multipurpose hall for underprivileged people of Almora District (Uttarakhand)</p>	<p>Schedule VII (i)</p>	<p>06.03.2025</p>	<p>Yes</p>	<p>The library and the multipurpose hall are crucial in providing a safe space for children and the community to access information and learning. The infrastructure has been efficient in terms of engaging with the right stakeholders. The library has visitors from</p>	<p>https://rvnl.org/csr</p>

				<p>a varied age range, from 11 to 27 years old and has been easily accessible for female users as well. At the time of visit, the team interacted with current and previous users of the facility. They considered the facilities to be good and said that the institution had a role to play in their professional journeys. Among the beneficiaries the team interacted with, most users learned about the library and multipurpose hall through a previous user. The library and the services have been free of charge and the implementing institution has been in existence for over a century ensuring long term sustainability</p>	
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2- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

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)
NA					

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

We take all concerns about our CSR initiatives seriously and welcome your feedback. Our CSR Department promptly acknowledge and investigate complaints, aiming for swift resolution and implementing preventive measures. We maintain open communication with complainants and value their feedback. We keep comprehensive records for transparency and accountability. Our commitment is to uphold CSR principles and ensure stakeholder satisfaction.

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

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Directly sourced from MSMEs/ small producers	0.11%	35.18%
Directly from within India	100.00%	64.82%

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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Rural	0.00%	0%
Semi-urban	0.00%	0%
Urban	19.30%	0%
Metropolitan	80.70%	0%

(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
NA	NA

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

S. NO	State	Aspirational District	Amount spent (In INR)
1	Chhattisgarh	Narainpur	21800000
2	Jharkhand	Ranchi	4600000
3	Jharkhand	Purbi Singhbhum	17100000
4	Odisha	Malkangiri	4797000
5	Odisha	Rayagada	15000000
6	Odisha	Balangir	1000000
7	Uttarakhand	Haridwar	1000000
8	Haryana	Mewat (Nuh)	3136000
9	Uttar Pradesh	Fatehpur	4675000

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

No

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

NA

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

NA

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
NA				

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

Name of authority	Brief of the case	Corrective action taken
NA		

6- Details of beneficiaries of CSR Projects.

S. NO	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
1	Hostel facilities for 240 tribal boys each in Kutul, Irrakbhatti & Kchhapal in the Aspirational District of Narainpur	720	100
2	School Building for 1200 underprivileged girls students in the Aspirational District of Purbi Singhbhum	1200	100

3	To provide Livelihood enhancement projects to girls in Shopia, Phulwama & Kulgam District J&K	400	100
4	To provide skill development training facility for tribal & rural youths at Morabadi in the Aspirational District of Ranchi	100	100
5	Healthcare infrastructure facilities at Swastha-Sanyam Kendra, Bijnor (UP)	3300	100
6	To provide 4-storied academic-cum-welfare building for women empowerment school building in Ramakrishna Sarada Mission Sister Nivedita Heritage Museum & Knowledge Centre at Bagh Bazar, Kolkata	1050	100
7	To provide mobile medical van to Ramakrishna Sarada Mission Siriti, for their Charitable dispensary	4571	100
8	Construction of 3 storied kindergarten school building for girls at Ramakrishna Saraada Mission, Shiksha Mandir, Kolkata	220	100
9	Providing pilgrimage block at Sri Kedarnath 'Dham Charitable Trust in the District of Rudraprayag, Uttarakhand for restoration of buildings & sites of historical importance	1500000	100
10	Health support in the existing health centre at Guniyari village, District Bilaspur, Chhattisgarh	40000	100
11	To provide toilet blocks 5 different locations in Varanasi, Uttar Pradesh	200000	100
12	To provide infrastructure facilities at Adarsh Junior High School, Suya & Primary School Suya, Chamoli districts of Uttarakhand	1200	100
13	Skill development training in nursing assistant course and domestic electrical solution course for youth (men & women) to generate employment at Devlali, District Nasik Maharashtra	240	100
14	Provide Livelihood enhancement project by promoting beekeeping enterprise in Tehri Garhwal, Uttarakhand	22000	100
15	To provide digital smart library facilities for tribal girls & boys students in the Aspirational District of Malkangiri Odisha”	5700	100
16	To provide gymnastics & yoga facilities & to promote sports for 700 residential tribal boys of Ramakrishna Mission Ashrama, Hatamuniguda, in the Aspirational District of Rayagada, Odisha	700	100
17	Construction of shelter for destitute cows & bulls at Augustmuni, District Rudraprayag, Uttarakhand	0	0
18	Skill development of Master Trainers & youth on drug abuse prevention at Haridwar in the Aspirational District of Haridwar, Uttarakhand”	10600	100
19	To provide toilet block at Netaji Subash Chandra Bose Hostel, Govt. Inter College, Khirsu, Srinagar, District Paudi Garhwal, Uttarakhand”	1200	100
20	Construction of 2nd floor at Sarada Block of charitable Hospital of Ramakrishna Mission Sevashrama, Vrindaban, District Mathura (UP)	8500	100
21	Focusing on adopting healthy life style for prevention of cancer in UT of Chandigarh & Punjab	110	100

22	Jan Arogyam Community Healthcare program at Kiranj village in the Aspirational District of Nuh, Haryana	12500	100
23	Construction of PCC road in village-Murarpur, District Nalanda, Bihar” for Rural development	700	100
24	To Promote sports amongs rural youths in Delhi NCR	2100	100
25	For Construction of School building for higher secondary classes at Ramakrishna Mission, Malliankaranai,of Kancheepuram District, Tamil Nadu.	1200	100
26	For Construction of a G+2 School building as an extension for tribal boys at Ramakrishna Mission Asharam, Jhargram, of Jhargram District, West Bengal	1500	100
27	Development in the selected rural villages of Tehri and Chamoli in Uttarakhand	700	100
28	For Healthcare for transgender, destitute women & underprivileged people in and around Ramakrisna Math, Baghbazar, Kolkata	1800	100
29	To provide primary & Sanskrit education in the Aspirational District of Balangir, Odisha.	250	100
30	For Construction of hostel for underprivileged boys of Almorah District, Uttarakhand	20	100
31	Sustainable livelihood program for women at Khora Village, District Ghaziabad (UP)	180	100
32	Setting up of old age home for senior citizen at village Mevali, in the Aspirational District of Fatehpur, U.P	90	100
33	Jan Arogya community healthcare program in the District of Gautam Buddha Nagar	18600	100
34	To provide infrastructure facilities for development of Arunodaya Gholeshapur School at Gholeshapur, Behala, Kolata	250	100
35	To provide sewage tretment plant (STP) of 500 KLD to convert sewage watr into re-usable water at Mathura Railway Station (UP)	22500000	100
36	Conservation of natural resources and maintaing quality of soil & water at Distrcit Rudraprayag, uttarakhand	5000	100
37	Preparation of Material for early Childhood care and Education for promotion of Sanskrit at Delhi NCR	1500	100
38	For economic empowerment of women towards sustainable and inclusive development in the Aspirational Dist. Of Haridwar/Utrtrakhand"	500	100
39	Installation of drinking water vending machines and Eco-friendly public toilets at Badrinath in the District of Chamoli, Utarakhand	2200	100
40	Digital skill & literacy training program ie., skill on wheels to underprivileged youth and women in the Amravati & Nagpur Districts of Maharashtra	700	100
41	Renovation of 65 toilet blocks & construction of 15 new toilet blocks at Ramakrishna, Mission Vivek Nagar, Agartala, Tripura	2500	100
42	To provide vehicle to Ramakrishna Mission Vivekananda Institute of Values, Gurugram for smooth implantation of value education program	25000	100
43	To provide medical equipment & other medical facilities at Healthcare centre, Ganiyari, Bilaspur, Chhattisgarh	40000	100

44	Setting up of homes & hostels for women and orphans at Kadungalloor, Aluva, Ernakulam District of Kerala	1600	100
45	To provide infrastructure facilities to students of underprivileged background with modern sports & games playgrounds for Bhartheeya Vidyanikethan Society at Trikkur Gopalkrishna Sashthri & Lakshmi Memorial Saraswathy Vidya Nikethan, Trissur, Kerala	2200	100
46	For distribution of food to 110 orphans, destitute, senior citizens & bed ridden patients at kurumbapalayam, Coimbatore (TN)	500	100
47	Construction of Patanjali Yoga Training & Research Center at Vill: Muvattupuzhu, District Ernakulam, Kerala	1200	100
48	Construction of Shed for 400 stray animals at Goida, District Gajam, Odisha	1200	0
49	To provide free drinking water facilities at the Maha Kumbh Mela, 2025 Prayagraj, U.P through Pi-lo smart water ATM	2500000	0

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 RVNL primarily serves the Indian Railways and does not directly cater to retail customers, it receives complaints through direct communication via mail and letters from the Ministry. Additionally, RVNL utilizes the CPGRAMS portal, which serves as an effective mechanism for receiving complaints. Through this portal, consumers can submit their grievances and feedback, allowing RVNL to promptly address and resolve any issues.

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	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

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

	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes

https://rvnl.org/RVNL_cms/uploads/copolicy/Cyber_Security_and_Data_Privacy_Policy.pdf

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

NA

7- Provide the following information relating to data breaches:

a. Number of instances of data breaches

0

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

0

c. Impact, if any, of the data breaches

0

LEADERSHIP INDICATORS

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

The Company's website provides detailed information on the projects implemented across the country. - Website - <https://rvnl.org/home>

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

Various measures are taken during the construction of the projects and maintenance.

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

Through E-mail, Text messages, social media, etc.

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

No

The company provides information about its projects, including various features of the projects.

CNK & Associates LLP

Chartered Accountants

Independent Reasonable Assurance Report on Business Responsibility and Sustainability Report Core KPIs of Rail Vikas Nigam Limited

To the Board of Directors
Rail Vikas Nigam Limited
New Delhi-110066, India.

We have undertaken to perform a Reasonable Assurance engagement on the Business Responsibility and Sustainability Report [hereinafter "BRSR"] 'Core Key Performance Indicators (KPIs)' for Rail Vikas Nigam Limited, in accordance with the criteria stated below. This assurance pertains to the BRSR of the company for the financial year ended 31st March 2025.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information is as per the guidelines issued by Securities and Exchange Board of India (SEBI) in accordance with the circulars:

- SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated 11th July 2023
- SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July 2023

and clarifications issued for the same.

This engagement was conducted by a multidisciplinary team including assurance practitioners, social, governance and environmental experts.

Identified Sustainability Information

The identified Sustainability Information for the financial year ended 31st March 2025 is summarized below as per Appendix 1;

The areas for which Reasonable assurance is undertaken are also given in Appendix 1 to the report and

Our Reasonable Assurance engagement was with respect to the year ended 31st March 2025 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information, considering applicable laws and regulations, if any, related to reporting on Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified



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501-502, Narain Chambers, M.G. Road, Vile Parle (E), Mumbai 400 057. Tel: +91 22 6250 7600

Website: www.cnkindia.com

MUMBAI | CHENNAI | VADODARA | AHMEDABAD | GIFT CITY | BENGALURU | DELHI | PUNE | DUBAI | ABU DHABI

Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of Code of Ethics issued by Institute of Chartered Accountants of India (ICAI) and have the required competencies and experience to conduct this assurance engagement and

The firm applies Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements" issued by the ICAI and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a Reasonable assurance conclusion, as applicable and given in the Appendix 1 to this report on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained;

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, Assurance Engagements on Sustainability Information, issued by the Institute of Chartered Accountants of India (ICAI), and which is broadly aligned with the principles of the International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board (IAASB). These standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information has been prepared, in all material respects, in accordance with the applicable Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances;

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.



Basis of Opinion:

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the identified sustainability indicators and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and / or measurements of the identified sustainability indicators;
- Made enquiries of Company's Management, including those responsible for Sustainability, Environment, Social, Governance (ESG), and those with responsibility for managing the Company's BRSR;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for managing, recording and reporting on the Identified Sustainability Indicators;
- Based on that understanding, the risks that the selected information may be materially misstated and determining the nature, timing and extent of further procedures;
- Checked the consolidation for 26 offices (including Corporate office) under the reporting boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported;
- Based on above understanding and the risks that the identified sustainability indicators may be materially misstated, determined the nature, timing and extent of further procedures;
- Performed substantive testing on a sample basis of the Identified Sustainability Indicators of the 26 offices (including Corporate office) to verify that data had been appropriately measured with underlying documents recorded, collated and reported;
- Assessed records and performed testing including recalculation of sample data;
- Reviewed records and performed testing including recalculation of sample data;
- Assessed the level of adherence to the 'Guidance note for BRSR format' issued by Securities and Exchange Board of India (SEBI) followed by the Company in preparing the BRSR Core KPIs;
- Assessed the BRSR Core KPIs for detecting, on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to agreed indicators and relevant source data/information and
- Obtained representations from Company's Management.

Exclusions:

Our assurance scope excludes the following and therefore we do not express a conclusion on the same:

- To provide a Limited assurance conclusion
- Operations of the Company other than those mentioned in the "Scope of Assurance";
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information;



- Data and information outside the defined reporting period i.e., Financial Year 2024 – 25 and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Opinion on the Reasonable Assurance

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the financial year ended 31st March 2025 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the criteria.

Restriction on use

Our Reasonable Assurance Report and conclusion have been prepared and addressed to the Board of Directors of Rail Vikas Nigam Limited at the request of the company solely, to assist company in reporting on Company's core KPIs sustainability performance and activities. Accordingly, we accept no liability to anyone other than the company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For CN K & Associates LLP

Chartered Accountants

Firm Registration Number: 101961 W/W – 100036



Himanshu Kishnadwala

Partner

Membership Number: 037391



Date: 06/08/2025

Place: Mumbai

UDIN: 25037391BMLFXB6561

Appendix 1:

Sr No.	Indicator Number	Name of Indicator	Type of Assurance
1	Section C - Principle 6 -Q7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the given format	Reasonable
2	Section C - Principle 6 -Q3	Provide details of the following disclosures related to water withdrawal, in the given format	Reasonable
3	Section C - Principle 6 -Q4	Provide the following details related to water discharged	Reasonable
4	Section C - Principle 6 -Q1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the given format	Reasonable
5	Section C - Principle 6 -Q9	Provide details related to waste management by the entity, in the given format	Reasonable
6	Section C - Principle 3 - Q1c	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the given format	Reasonable
7	Section C - Principle 3 - Q11	Details of safety related incidents, in the given format	Reasonable
8	Section C - Principle 5 - Q3b	Gross wages paid to females as % of total wages paid by the entity, in the given format	Reasonable
9	Section C - Principle 5 - Q 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the given format	Reasonable
10	Section C - Principle 8 -Q4	Percentage of input material (inputs to total inputs by value) sourced from suppliers	Reasonable



11	Section C - Principle 8- Q 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 given locations, as % of total wage cost	Reasonable
12	Section C - Principle 9 - Q 7	Provide the following information relating to data breaches: a. Number Of instances of data breaches b. Percentage of data breaches involving personally identifiable information of customers c, Impact, if any, of the data breaches	Reasonable
13	Section C - Principle 1 - Q 8	Number of days of accounts payables (Accounts Payable * 365) / cost of goods/services procured) in the given format.	Reasonable
14	Section C - Principle 1 - Q 9	Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the given format.	Reasonable

