NLC India Limited

('Navratna' - Government of India Enterprise)
Registered Office: No.135, EVR Periyar High Road, Kilpauk, Chennai-600 010
Corporate Office: Block-1, Neyveli-607 801, Cuddalore District, Tamil Nadu.
CIN: L93090TN1956GOI003507, Website: www.nlcindia.in
email: cosec@nlcindia.in, Phone: 044-28369139

Lr. No. Secy/68th BRSR/2024 Date: 02.09.2024

To National Stock Exchange of India Ltd Plot No. C/1, G Block Bandra-Kurla Complex Bandra (E), Mumbai-400 051. Scrip Code: **NLCINDIA**	To BSE Ltd Phiroze JeeJeebhoy Towers Dalal Street Mumbai-400 001. Scrip Code : **513683**

Sir/Madam,

Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 - Reg.

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Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2023-24.

This is for your information and records.

Thanking You,

Yours faithfully,
for NLC India Limited
Udhayashankar Rajamanickam
Digitally signed by Udhayashankar Rajamanickam
Date: 2024.09.02 18:11:45 +05'30'
Company Secretary
& Compliance Officer

Business Responsibility & Sustainability Reporting (BRSR)

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L93090TN1956GOI003507
2.	Name of the Listed Entity	NLC India Limited ('NLCIL')
3.	Year of incorporation	1956
4.	Registered office address	No. 135, EVR Periyar High Road, Kilpauk, Chennai- 600010, Tamil Nadu
5.	Corporate address	Block - 1, Neyveli - 607 801, Cuddalore District, Tamilnadu
6.	E-mail	investors@nlcindia.in
7.	Telephone	044-28360027, Fax: 044-28360057
8.	Website	http://www.nlcindia.in/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	• BSE Ltd., Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 • National Stock Exchange of India Ltd., Exchange Plaza, Plot no. C/1, G Block, Bandra-Kurla Complex, Bandra (E), Mumbai - 400 051.
11.	Paid-up Capital	₹ 1,386.64 Crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri. R Udhayashankar, Company Secretary Telephone - 044 28369139 Email - cosec@nlcindia.in
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made under this report are made on a standalone basis for NLCIL.
14.	Name of assurance provider	Since the assurance for BRSR (Business Responsibility and Sustainability Reporting) is not currently mandatory, the company has chosen not to undertake it.
15.	Type of assurance obtained	

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY23-24)
1.	Electricity supply	Electric power generation	75%
2.	Mining	Mining of coal and lignite	25%

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.	Electric power generation	35102	75%
2.	Sale of Coal	05101	19%
3.	Sale of Lignite	05201	6%

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	15	9	24
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States/UTs)	10
International (No. of Countries)	NA

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

NIL

c. A brief on types of customers

The company provides energy and auxiliary services to a diverse customers that includes state distribution firms, commercial enterprises, and industrial consumers. Additionally, the company has a fuel supply contract with an independent power producer, TAQA Neyveli Power Company Pvt. Ltd. Neyveli. for its thermal power plant and MoU with NTPC for a period of 03 years for supply of coal for its thermal power plants. Lignite is sold through E-Auction route to industries for captive power generation, refractories and other allied uses. NLCIL is also involved in power trading where power consumers buy the surrendered power by the DISCOMs. NLCIL provides consultancy services to clients operating in the mining sector and to firms engaged in solar power generation.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	3,579	3,268	91%	311	9%
2.	Other than Permanent (E)	102	70	69%	32	31%
3.	**Total employees (D + E)**	**3,681**	**3,338**	**91%**	**343**	**9%**
Workers						
4.	Permanent (F)	6,789	6,250	92%	539	8%
5.	Other than Permanent (G)	15,999	15,100	94%	899	6%
6.	**Total workers (F + G)**	**22,788**	**21,350**	**94%**	**1,438**	**6%**

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)	39	37	95%	2	5%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	39	37	95%	2	5%
Differently Abled Workers						
4.	Permanent (F)	164	134	82%	30	18%
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**164**	**134**	**82%**	**30**	**18%**

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BOD)	11	3	27.27
Key Management Personnel (KMP) (Excluding Whole-time Directors)	1	0	0

22. Turnover rate for permanent employees and workers (Disclosure trends for the past 3 years)

Category	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.58	0.64	2.41	1.04	0.02	1.06	1.45	1.51	1.46
Permanent Workers	**0.05**	**0.18**	**0.06**	0.04	0.01	0.05	0	0.18	0.01

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	NLC Tamil Nadu Power Limited (NTPL)	Subsidiary	89%	Yes
2.	Neyveli Uttar Pradesh Power Limited (NUPPL)	Subsidiary	51%	Yes

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
3.	Coal Lignite Urja Vikas Private Limited (CLUVPL)	Joint venture	50%	No
4.	MNH Shakti Limited (MNH)	Joint venture	15%	No
5.	NLC India Green Energy Limited (NIGEL)	Subsidiary	100%	Yes
6.	NLC India Renewables Limited (NIRL)	Subsidiary	100%	Yes

VI. CSR Details

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

(ii) Turnover ₹ 10,518.64 Crore

(iii) Net worth ₹ 15,993.91 Crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/ No) If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 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
Investors (other than shareholders)	Y	NA	NIL	NA	NIL	NIL	NA
Communities	Y	185	6	NA	327	4	NA
Shareholders	Y	NIL	NIL	NA	16	NIL	NA
Employees and workers	Y	NIL	NIL	NA	NIL	NIL	NA
Customers	Y	NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners	Y*	NIL	NIL	NA	NIL	NIL	NA
Others		NIL	NIL	NA	NIL	NIL	NA

*https://www.nlcindia.in/new_website/Vendor%20Grievance%20Policy%20rv1%2018082022.pdf#:~:text=NLCIL%20Vendor%20Grievance%20Process%20allows%20vendors%20to%20access,about%20the%20contracting%20process%20and%20contract%20award%20decisions

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.	Community Engagement	R	The communities form as a key stakeholder considering the nature of the business	Communities are engaged through skill development and contract employment and several CSR projects	Negative
2.	Health and Safety	R	Risk of accidents that could result in impacting the health and safety of the relevant stakeholders due to the nature of operations	Safety measures and action taken to avoid fire incidents in thermal plants are: • The Company conducts routine assessments to ensure the effectiveness of its Fire Detection and Suppression System, weekly inspections of fire pumps, hydrant pipelines, and valves. A fire crew is on standby around the clock, with fire and foam tenders readily available at all sites. • According to the company's Safety and Health policy, every individual is empowered to identify and halt any unsafe practices. • Free medical facilities are available to NLC employees and contract workers. • The Company has successfully adopted ISO 45001-2018 standards. • Additionally, a collaborative fire safety campaign with the CISF fire crew is organized annually. All employees and contract workers receive practical training on how to use portable fire extinguishers. **Safety in Mines** • NLCIL has put into effect a thorough array of safety protocols to ensure a secure and healthy work environment across all mining operations. This includes yearly safety evaluations by an ISO Team, monthly reviews by Central Safety Council Members, safety-focused workshops, training sessions, and consistent safety officer gatherings. Neyveli mines utilize cutting-edge technology with integrated safety features and stringent enforcement of Standard Operating Procedures. Safety Management Plans have been developed based on risk assessments and cover all mining activities. • Safety meetings, inspections, and educational activities are conducted on a regular basis. This includes Tri-partite & Bi-partite meetings and Safety Week Celebrations. The company has well-established and supervised safety equipments, first aid, fire safety, and accident investigation protocols.	Negative
3.	Air Emissions	R	The main sources of emission of pollutants are : • Drilling and excavation activity • Transportation of lignite/ coal • Storage yard & Haul roads • Stack emissions • Ash handling system	NLCIL has implemented various measures to mitigate emissions, including the following: • Installation of water sprinkler and fog systems. • Utilizing water sprinklers on haul roads. • Employing vehicle-mounted water sprayers and pressurized mobile water sprinkling systems for internal mine roads. • Implementing conveyor water spraying. • Installing water spray pipelines at working faces. • Establishing fixed water sprinkler guns in the bunker area. • Introducing a fog cannon dust suppression system in the Coal Stock Yard. • Equipping facilities with electrostatic precipitators. • Progressing towards the implementation of flue gas desulfurization.	Negative
4.	Land acquisitions	R	Delay for NLCIL's operations related to mining activities.	• R&R (Rehabilitation and Resettlement) policy in place, which compensates over and above the requirements under 'The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013' (RFCT LARR Act). • Providing employment opportunities to project affected persons through skill development and contractual employment besides engagement in agriculture and farming.	Negative

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Resource availability	O	Availability of abundant resource	• Improvement in operating parameters to effective usage of resources • Adoption of resource efficient technology	Negative
6.	Renewable energy	O	Renewable energy is one of the key focus areas of NLC as a long-term strategy.	Development of renewable energy deployments are being ventured.	Positive
7.	Water and Effluent Management	R	The major pollutant that is present in the seepage and surface water is Suspended Solids. Other pollutants such as Bio-chemical Oxygen Demand, Chemical Oxygen Demand, Total Suspended Solids, Total Dissolved Solids, Oil & Grease etc., are generated from the vehicle washing & domestic waste from the mines	• Every industry is equipped with the necessary Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) to ensure that treated wastewater meets environmental standards. • Implementation of rainwater harvesting within NLCIL premises. • Facilitation of artificial groundwater recharge using the gravity method in designated recharge zones. • Enhancement of groundwater levels through the artificial recharge technique through injection wells.	Negative
8.	Governance	R	Being a regulated entity, compliance in all aspects is a priority	• NLCIL has formulated policies that focus on essential elements of Environmental, Social, and Governance (ESG) to steer the company's culture. • The company offers training and awareness initiatives to combat corruption and prevent anti-competitive practices. • Efforts are made to educate stakeholders about updates in regulatory standards. • The company employs risk management practices under the supervision of the Board. • Comprehensive training and guidance on the code of conduct are provided to all stakeholders.	Negative
9.	Training, education and development	O	We understand the changing landscape in the context upskilling, compliance managements and career development	During the pandemic, significant initiatives were undertaken for deployment and enhancement of digital accessibility for the workforce. Additionally we conduct several training courses both internal and external for our employees upskilling and development.	Positive
10.	Climate Strategy	R	Given the carbon-intensive nature of the operations, it is crucial for to develop a climate strategy that aligns with the evolving regulatory landscape and compliance requirements of carbon markets.	The company has ventured into renewable power and aims to expand further in the sector. Additionally, Research and Development team (CARD) is focused on creating innovative solutions to reduce the carbon footprint.	Negative
11.	Innovation and Digitization	O	We are convinced that ongoing innovation is essential to foster eco-friendly advancements and establish an employee-friendly workplace.	We hold the conviction that continuous innovation is necessary to encourage environmentally conscious solutions and cultivate a workplace that is conducive to employee well-being.	Positive
12.	Sustainable Supply Chain	O	In our commitment to delivering uninterrupted power to our customers, we recognize the significance of maintaining a sustainable supply chain.	• Establishing guidelines for a sustainable supply chain. • Conducting capacity-building programs for suppliers that focus on environmental, social, and economic aspects to ensure mutual benefits. • Voluntary collection of Environmental, Social, and Governance (ESG) data from suppliers.	Positive

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13.	Ethics and integrity	O	As a regulated entity it is essential to maintain the highest standards of ethics in the organization	• Ethics, as a fundamental value, are integrated into all business processes, ensuring adherence to principles of ethics and integrity. • Implementation of policies such as the code of conduct, whistleblower protection, complaint resolution, and prohibition of unethical business dealings. • Full compliance with laws and regulations to maintain a transparent and corruption-free work environment. • Installation of display boards in all offices urging visitors to resist coercion and to report any corrupt activities directly to the Chief Vigilance Officer.	Positive
14.	Biodiversity Preservation	O	We intend to conserve and promote the biodiversity in the areas which have been reclaimed after mining	Ensure and implement responsible business practices in areas of high biodiversity value.	Negative
15.	Decommissioning of Old Plants	R	Some of our plants have attained their end of life. We would be decommissioning such plants.	The process of plant decommissioning is regulated by the standards set by the Ministry of Power (MoP). • Ensure safety and security of individuals and the minimization of environmental impact throughout the decommissioning phase.	Negative
16.	Operational Efficiency and Plant Reliability	O	Operational efficiencies are key parameter for resource conservation	We are in the process of implementing supercritical boilers that feature reduced fuel consumption and can lower CO2 emissions. We are also embracing Green mining technologies to reduce the environmental footprint of our mining operations.	Positive

Section B: Management and Process Disclosures

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Whistle blower policy-https://web.nlcindia.in/webcount/Document/whistleblow.pdf Complaint handling policy-https://web.nlcindia.in/webcount/Document/Complaint_Policy.pdf Archival Policy-https://www.nlcindia.in/investor/ArchivalPolicy.pdf Nomination and Remuneration Policy-https://www.nlcindia.in/investor/Remuneration-policy13032019.pdf Policy for Materiality of Event-https://www.nlcindia.in/investor/policy_materiality_event.pdf Policy on Material Subsidiary-https://www.nlcindia.in/investor/policy_on_material_subsidiaries.pdf Policy on Related Party Transaction-https://www.nlcindia.in/investor/policy_on_related_party_transactions.pdf Cyber security policy-https://www.nlcindia.in/new_website/cyber-policy-17-22.pdf Vendor grievance policy-https://www.nlcindia.in/new_website/Vendor%20Grievance%20Policy%20rv1%2018082022.pdf#:~:text=NLCIL%20Vendor%20Grievance%20Process%20allows%20vendors%20to%20access,about%20the%20contracting%20process%20and%20contract%20award%20decisions Waste Management Policy-https://www.nlcindia.in/new_website/Waste%20Management%20Policy.pdf								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	ESG Policy-https://www.nlcindia.in/new_website/ESG_policy_28082023.pdf Dividend Distribution Policy-https://www.nlcindia.in/investor/dividenddistributionpolicy_15042017.pdf Policy for Investment in Surplus Funds-https://www.nlcindia.in/investor/policyforSTD07122018.pdf Environment Policy of NLC-https://www.nlcindia.in/new_website/env-policy-2019.pdf CSR Policy-https://www.nlcindia.in/new_website/csr_new/csr_policy_2021.pdf Code of Conduct-https://www.nlcindia.in/new_website/codeconduct.pdf Code of conduct for prevention of Insider Trading-https://www.nlcindia.in/investor/code_conduct_trading.pdf Code of Practices and Procedures for disclosure of Unpublished Price Sensitive Information-https://www.nlcindia.in/investor/Code%20of%20Practices%20and%20Procedures%20for%20Fair%20Disclosure%20of%20Unpublished%20Price%20Sensitive%20Information06042019.pdf Health & Safety Policy-https://www.nlcindia.in/new_website/NLC%20Safety%20policy.pdf Code of Conduct to regulate, monitor and report trading - https://www.nlcindia.in/investor/code_conduct_trading.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	• ISO/IEC 17025:2005 • ISO 45001-2018- Safety Management System and ISO • ISO 9001 - 2015 Quality Management System • ISO 14000-2015 – Environmental Management System • ISO 17025 - Testing and Calibration Laboratories								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NLCIL has set an ambitious growth objective to become a significant player in the energy sector, with a goal to boost its power generation capabilities to 20,130 MW by the year 2030. To achieve self-reliance in fuel supply, the company intends to increase its lignite extraction capabilities from the present 30.10 million tonnes per annum (MTPA) to an impressive 41.35 MTPA. Additionally, it plans to substantially raise its coal mining capacity from the current 20.00 MTPA to an outstanding 62.00 MTPA. Furthermore, NLCIL is focused on significantly expanding its renewable energy capacity to 10,110 MW by 2030, up from its current capacity of 1,431 MW.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Refer Director's report								
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)									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Functional Directors bear the responsibility of effectively implementing and overseeing the Business Responsibility policies within their specific functional domains.								
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, we have established an ESG Committee to look into sustainability. The committee reports to Board of Directors.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly/ Annually								

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
N	N	Y	N	N	Y	N	Y	N

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

The entity does not consider the principles material to its business (Yes/No)	All principles are covered by our ESG policy
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
It is planned to be done in the next financial year (Yes/No)	
Any other reason (please specify)	

Section C: Principle Wise Performance Disclosure

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 training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	8	• World Mining Congress (WMC) • Special-Ownership & Responsibility • Orientation Prog. For Functional Directors of CPSES-DPE • CII Annual Session 2023 • Master Class For Directors	100%
Key Managerial Personnel (KMPs)	13	• Capital Markets Week Learning from G20 • RO-Assessment Centre and Development Centre • Special Webinar on Navigating the Changes Through The Lens • RO-Cyber Hygiene and Security • Company Secretaries of CPSES on Effective Functioning	100%
Employees other than BoD and KMPs	1028	• Functional and Behavioral Training • Health and Well-Being • Management Development • Quality and Environmental Standards	94%
Workers	894	• Safety • Skill Development and Upgradation • Statutory Program • Women Empowerment • CSR Awareness	75%

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					
Type	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Not Applicable				
Settlement					
Compounding fee					

Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable				
Punishment					

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

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

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

NLCIL has established comprehensive internal regulations that address anti-bribery and anti-corruption measures. In its dedication to upholding ethical standards, NLCIL has partnered with reputable entities like the Central Vigilance Commission (CVC) and Transparency International India (TII) to establish the Integrity Pact Program. This program ensures rigorous oversight of all tender processes involving amounts over ₹ 1 Crore, enforcing a stringent integrity agreement between NLCIL and its vendors/contractors.

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

Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directors	NA	NA
KMPs		
Employees		
Workers		

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

Topic	FY 2023-24 Current Financial Year		FY 2022-23 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	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.

Not Applicable

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

Particulars	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Number of days of accounts payables	72	58

9. Openness 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 2023-24 Current Financial Year	FY 2023 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributor	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	NA	NA
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	NA	NA

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
17	17 Vendor's Meeting have been conducted throughout the year	Not Assessed

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

Yes, the Company has the following policies to avoid/manage the conflict of interest, applicable on stakeholders of the Company.

1. Code of Conduct for Board Members and Senior Management Personnel.
2. Code of conduct for prevention of Insider Trading.
3. Code of Practices and Procedures for disclosure of Unpublished Price Sensitive Information.
4. Whistle Blower Policy.
5. Complaint Handling Policy.
6. Policy for Materiality of Event.
7. Policy on Related Party Transaction

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.

Type	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	24%	37%	The Center for Advanced Research and Development (CARD) has initiated the Innovation Incubation Centre (IIC). The IIC is dedicated to projects that aim to enhance environmental quality and the societal effects of various products and methodologies. Furthermore, it engages in research and development activities such as the production of Green Hydrogen, feasibility assessment of Lignite/Humic acid for semiconductor applications, Sustainable utilization of Coal through Flash Graphene extraction, Lignite to Syngas for power generation, Enhancing Life of Bottom Rollers used in Bucket Wheel Excavators, among others.
Capex	93%	95%	

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

Lignite/Coal Linkage:

- 100% of lignite requirement for the power generation is sourced sustainably by locating the power station at pithead reducing the energy required for transportation.
- 100% of coal requirement for the proposed NLC Talabira Thermal Power Project is sourced sustainably from Talabira II & III Coal Mines, Odisha.

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

The bulk of the resources utilized by NLCIL are obtained through environmentally responsible methods, mainly from the company's own coal and lignite mines. Additionally, the company is vigorously assessing and applying sustainability evaluations for its vendors to ensure that sustainability is integrated throughout its entire supply chain.

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) Plastic Management (including packaging): Since 2006, Neyveli Township has prohibited the use of plastic bags and wrappers. To tackle the accumulation of plastic waste, such as oil and milk sachets, a structured method has been established. This waste is gathered, shredded, and then integrated into construction materials for local projects, transforming plastic refuse into useful building additives and fostering environmental sustainability.

b) Electronic Waste Handling: NLCIL orchestrates the collection and disposal of electronic waste through an electronic auction facilitated by MSTC, entrusting it to recyclers authorized by the Pollution Control Board.

c) Management of Hazardous Materials: NLCIL ensures the safe disposal of hazardous waste produced through an e-tender by MSTC, directing the waste to recyclers, co-processors, or disposal facilities approved by the Pollution Control Board.

d) Utilization of Other Waste Products: NLCIL is committed to repurpose 100% of the fly ash generated by its lignite and coal-powered thermal power plants.

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.

Not Applicable

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
Life Cycle Assessment (LCA) have not been conducted. However, LCA of the fuel has been planned.						

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Not Applicable		

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste						

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

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

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

Essential Indicators

1 a. 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	
		No. (B)	%(B/ A)	No.(C)	%(C/A)	No.(D)	% (D/A)	No.(E)	%(E/ A)	No.(F)	%(F/ A)
Permanent employees											
Male	3,268	3,268	100%	3,268	100%	NA	NA	3,268	100%	NA	NA
Female	311	311	100%	311	100%	311	100%	NA	NA	311	100%
Total	**3,579**	**3,579**	**100%**	**3,579**	**100%**	**311**	**100%**	**3,268**	**100%**	**311**	**100%**
Other than Permanent employees											
Male	70	70	100%	70	100%	NA	NA	70	100%	NA	NA
Female	32	32	100%	32	100%	32	100%	NA	NA	32	100%
Total	**102**	**102**	**100%**	**102**	**100%**	**32**	**100%**	**70**	**100%**	**32**	**100%**

b. 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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	6,250	6,250	100%	6,250	100%	NA	NA	6,250	100%	NA	NA
Female	539	539	100%	539	100%	539	100%	NA	NA	539	100%
Total	**6,789**	**6,789**	**100%**	**6,789**	**100%**	**539**	**100%**	**6,250**	**100%**	**539**	**100%**
Other than Permanent workers											
Male	15,100	15,100	100%	15,100	100%	NA	NA	NA	NA	NA	NA
Female	899	899	100%	899	100%	NA	NA	NA	NA	NA	NA
Total	**15,999**	**15,899**	**100%**	**15,899**	**100%**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the Company	1.49%	0.90%

2. Details of retirement benefits

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No.of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	-	-	-	-	-	-
NLC Pension Scheme	100	100	Y	100	100	Y
Post retirement Medical Assistance (PRMA)	100	100	Y	100	100	Y

3. Accessibility of workplaces

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

The organization is dedicated to fostering an inclusive workplace for differently abled individuals, in line with the stipulations of the Rights of Persons with Disabilities Act, 2016. In pursuit of this goal, the organization has established a tailored manual designed to facilitate equal opportunities for everyone. This manual is in harmony with the directives issued by the Department of Personnel and Training (DoP&T) and includes a range of amenities and support systems intended to create a supportive work atmosphere for Persons with Disabilities (PwDs).

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.

NLCIL ensures proper representation of persons with disabilities within its workforce and adheres to the provisions outlined in the Rights of Persons with Disabilities Act, 2016. NLCIL's internal manual offers guidelines adhering to the Act.

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

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

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NLCIL is committed to maintaining a culture of open and transparent communication, creating an atmosphere where employees feel comfortable voicing their concerns to their business heads, the HR department, or members of the senior management. The company adheres to an open-door policy, ensuring that employees at all levels have the opportunity to engage with the senior management team. Furthermore, NLCIL has introduced the Corporate Whistleblower Initiative (CWI), which serves as an official channel for employees to report issues across a variety of topics. Information about the grievance process and the CWI is effectively communicated to employees through a specialized module, which includes awareness-sessions as part of the employee induction program.
Other than Permanent Workers	Additionally, NLCIL has established a thorough policy for the prevention, prohibition, and resolution of sexual harassment against women in the workplace, adhering to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This policy is accessible on the company's website, and an Internal Complaints Committee (ICC), predominantly composed of female members, is tasked with investigating such complaints. NLCIL actively organizes workshops, group discussions, online training sessions, and awareness campaigns to educate employees about preventing sexual harassment at work, ensuring consistent and proactive involvement in addressing this crucial issue.
Permanent Employees	The steps for the grievance redressal mechanism are outlined as follows: • Employees are required to lodge their grievances promptly using the specified format, and this should be done immediately or at most within three months from the date of the incident. • To ensure swift, accurate, and efficient resolution of grievances, employees are classified into three distinct groups: (a) Workmen and Staff, (b) Supervisors and Executives, and (c) Executives at the level of General Manager and above. A dedicated Corporate Level Redressal Committee has been established for each category of employees. **The grievance handling process is divided into two stages:**
Other than Permanent Employees	**I. Stage-I** involves the employee presenting their grievance directly to the head of their Department/Unit using the designated FORM-I, following the proper channels. Upon receiving the grievance, the Department/Unit Head will engage with the employee to address the issue and will return FORM-I with comments or actions to be taken, within a 15-day period from the date the grievance was received. **II. Stage-II** allows for an appeal process. If the employee is dissatisfied with the outcome or response received at Stage-I, they may appeal to the respective Corporate Level Grievance Redressal Committee using FORM-II. Appeals must be submitted in duplicate to the Committee's Secretary and must include a copy of FORM-I, which contains the Department/Unit Head's remarks or proposed resolution.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	**3,579**	**2,566**	**72%**	**3,676**	**2,778**	**76%**
Male	3,268	2,346	72%	3,357	2,535	76%
Female	311	220	71%	319	243	76%
Total Permanent Workers	**6,789**	**4,890**	**72%**	**7,105**	**4,848**	**68%**
Male	6,250	4,597	73%	6,534	4,475	68%
Female	539	293	54%	571	373	65%

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8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 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	3,268	79	2%	13	0.39%	3,357	151	4%	643	19%
Female	311	19	6%	2	0.64%	319	17	5%	150	47%
Total	**3,579**	**98**	**3%**	**15**	**0.41%**	**3,676**	**168**	**5%**	**793**	**22%**
Workers										
Male	6,250	151	2%	11	0.17%	6,534	1,930	30%	1326	20%
Female	539	41	8%	0	0.00%	571	47	8%	196	34%
Total	**6,789**	**192**	**3%**	**11**	**0.16%**	**7,105**	**1977**	**28%**	**1522**	**21%**

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,268	3,268	100%	3,357	3,357	100%
Female	311	311	100%	319	319	100%
Total	**3,579**	**3,579**	**100%**	**3,676**	**3,676**	**100%**
Workers						
Male	6,250	6250	100%	6,534	6,534	100%
Female	539	539	100%	571	571	100%
Total	**6,789**	**6,789**	**100%**	**7,105**	**7,105**	**100%**

10. Health and safety management system:

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

Yes, ISO 45001-2018 has been implemented.

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

HIRA i.e., Hazard Identification and Risk Assessment is practiced, and Safety Management Plan (SMP) is prepared based on the same.

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

As per Safety and Health policy, every employee and worker have the authority to challenge and stop unsafe activities.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services (Y/N) - Y

Free medical facilities are available to NLC employees and contract workers.

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

Safety Incident/Number	Category*	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.013	0
	Workers	0.065	0.13
Total recordable work-related injuries	Employees	1	0
	Workers	2	8
No. of fatalities	Employees	0	0
	Workers	3	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	3	0

*Including the contract workforce

The FY 2022-23 number on high consequences work related injury has been revisited and revised in this year's BRSR.

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

- NLCIL systematically conducts safety evaluations on an annual basis for all its mining operations through the ISO Team, while external agencies with accreditation carry out safety audits for thermal power stations once every two years.
- Internal Safety Organization, along with Central Safety executives, regularly perform inspections at both mines and thermal plants. They generate safety observation reports which are then shared with the heads of respective units to ensure adherence to safety protocols.
- In the event of any accidents or incidents, comprehensive investigations are launched to ascertain the root causes. Following these investigations, appropriate corrective measures are put into action to avert similar occurrences in the future.
- The Central Safety Council organize inspections and meetings on a monthly basis according to a pre-set annual agenda, with a focus on various units.
- Statutory officials with the requisite qualifications are responsible for the oversight of mines and thermal plants. They have established specialized divisions dedicated to the maintenance of safety and health standards.
- NLCIL has developed detailed standard operating procedures (SOPs) for all operations related to mining and thermal power generation. These SOPs are rigorously enforced and undergo regular revisions to ensure their effectiveness. Additionally, SOPs are made available in the local language to facilitate better comprehension and execution.
- The Central Safety Wing at NLCIL convenes monthly meetings with safety officers from all units, including NLCIL, NUPPL, NTPL, CLUVPL, MNH, NIGEL, and NIRL to discuss and promote safety measures.
- Regular meetings of the Unit Safety Committee are also held on a monthly basis at both mining and thermal plant locations.
- Each mining site is equipped with fire tenders that operate 24/7, managed by the Central Industrial Security Force (CISF) personnel.
- NLCIL has a specialized division with expertise in managing groundwater, which plays a crucial role in analysing and controlling the risks associated with water.
- The organization's Vocational Training Centre boasts a state-of-the-art simulator for virtual training of equipment operators. This initiative is aimed at reducing the risk of accidents during the actual operation of equipment.
- Blast-free technology, utilizing surface miners, is employed for coal excavation in Talabira – II & III OCP.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NA	NIL	NIL	NA
Health & Safety	NIL	NIL		NIL	NIL	

14. Assessments for the year

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

Following are the corrective actions taken/underway:

- Distribution of Personal Protective Equipment (PPE): Employees at both mining and thermal power facilities are equipped with essential and role-specific PPE to safeguard their well-being. A detailed PPE issuance log is kept to accurately track the distribution frequency of PPE.
- Enforcement of Standard Operating Procedures (SOP): Thoroughly developed SOPs for all operational activities within mines and thermal plants are in place. Strict compliance with these SOPs is mandated to ensure uniform and safe working conditions.
- Lock Out and Tag Out (LOTO) Measures: Compliance with LOTO protocols is critical before initiating any task. Workers are provided with LOTO ID cards, which are attached to the corresponding locks and include comprehensive information about the accountable individual. These locks remain in place until the associated task is fully completed.

- Comprehensive Training and Evaluation: Safety training encompasses instructional videos, practical demonstrations of PPE use, and interactive discussions for feedback. Follow-up assessments confirm the effectiveness of the training sessions. The Group Vestibule Training Centre (GVTC) also offers simulator-based training for Heavy Earth Moving Machinery (HEMM) Operators, enhancing skill development in the vernacular.
- Diligent Workmen's Inspectors Monitoring: Regular safety checks by Workmen's Inspectors from various fields such as Mining, Mechanical, and Electrical provide an all-encompassing safety review. Their findings are promptly communicated to Safety Officers and Unit Heads for immediate remedial action, reinforcing a strong safety ethos.
- Lighting Improvement Efforts: Frequent illumination assessments are conducted in mining areas to ensure proper lighting levels in compliance with standards. The transition to LED lighting is progressively being implemented on SME machines, haul roads, and other areas within both mines and thermal plants.
- Daily Safety Communication via Public Address System: Safety messages and updates are broadcasted daily through the public address system, enforcing a mindset of safe work practices. Each workday begins with a collective recitation of the Safety Pledge.
- Safety Training for Contract Workers: In-depth safety training is provided to contract workers engaged in LHS/JT-2 Structural reinforcement tasks, guaranteeing uniform safety measures during welding, cutting, and material handling.
- Thorough Safety Audits: A cross-functional team regularly performs safety audits at all Mines and Thermal Power Plants, fostering ongoing improvements and adherence to safety regulations.
- Monthly Safety Officers Assembly: Safety Officers from all NLC units, including NTPL, NUPPL, CLUVPL, MNH, NIGEL, and NIRL convene monthly under the leadership of ED/Central Safety. These meetings facilitate the exchange of knowledge, sharing of best practices, and the strengthening of a proactive safety culture.
- Central Safety Council (CSC) Diligence: The CSC, with members from various units, conducts detailed monthly reviews, followed by presentations of their observations to unit heads and ED/Central Safety in the afternoon. This vigilant approach underscores our commitment to upholding a stringent safety infrastructure.

Leadership Indicators

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

A. Employees (Yes/No): Yes

B. Workers (Yes/No): Yes

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

NLCIL meticulously complies with the calculation and payment of all statutory dues related to its transactions, as per the current regulations. Both internal and statutory audits thoroughly examine this process. For contract workers, division executives and HR executives provide monthly approvals to confirm adherence to all statutory mandates. Payments for all kinds of work are disbursed only after receiving such clearances. Additionally, regular inspections by the appropriate authorities are conducted to guarantee ongoing compliance with statutory duties.

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:

Category	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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Employees	0	0	0	0
Workers	3	2	3	2

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

5. **Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	The Company mandates that its value chain partners adhere to current regulations, which encompass health and safety standards as well as working conditions. These requirements are clearly stipulated within procurement agreements. Monitoring of performance encompasses a range of criteria, not limited to but inclusive of compliance with health and safety protocols and working conditions regulations. While there has not been a targeted evaluation focusing solely on the health and safety practices and working conditions of value chain partners, regular inspections of significant value chain partners are conducted.
Working conditions	

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

   No corrective action plan has been necessitated on the above-mentioned parameters.

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.**

   NLC India Limited utilizes a proactive and strategic approach to stakeholder engagement, selecting key stakeholders from a broad spectrum of potential entities. The identification process hinges on a thorough assessment of the significant impact each group has on the Company's ability to create value, as well as the influence the Company has on these groups. Currently, the Company has identified seven pivotal internal and external stakeholder groups, namely Employees, Government and Regulatory Authorities, Customers, Local Communities and Civil Society Organizations/NGOs, Suppliers, Academic and Research Institutions, and Investors.

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
Employees	No	E-mail, direct communication	Engaged on a need basis depending upon the purpose	To keep employees aware of key developments within the organization through engagement activities, training, awareness, and welfare programmes
Shareholders/ investors	No	Annual General Meetings, quarterly results investor meetings, stock exchange intimations, Emails, advertisement, Website communication	Engaged through multiple regulatory meetings, other engagements depending upon the purpose	Information of the financial and other key parameters, considering critical inputs from the shareholders
Customers	No	Customer meetings, website publications, conferences, emails, and advertisements	On a need basis	Business related discussions, awareness and training programmes, workshops, and seminars.
Government and Regulatory Bodies	No	Compliance meetings, comments given on regulatory matters, industry associations, mail communication	Continual on a need basis	Policy advocacy, statutory meetings
Community	Yes	CSR activities, community meetings, mail communication	Catering to the requirements as and when need arises	CSR initiatives
Institutions	No	Mail communication, industry association	On a need basis	Talent collaboration, training programmes
Suppliers	No	Mail communications, seminars, conferences	On a need basis	Business related discussions, awareness and training programmes, workshops, and seminars

Leadership Indicators

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

   The Company is committed to continuous dialogue with stakeholders regarding Environment, Social, and Governance (ESG) matters, facilitated by specialized departments within the organization. NLCIL emphasizes the collection of regular feedback from stakeholders, integrating their perspectives into the company's strategic direction to maintain congruence with its mission and vision. To focus on the most significant issues affecting both stakeholders and the business, internal discussions take place to identify and select the primary areas of concern. Subsequently, these selected issues are tackled through engagement with pertinent stakeholders, taking into account their urgency and influence.

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.**

   NLCIL highly values the inputs and recommendations from its diverse stakeholder base. The Company proactively interacts with stakeholders to ensure their expectations are effectively reflected in its policies and actions. In response to the needs and preferences voiced by stakeholders, NLCIL carries out a variety of CSR initiatives. These initiatives cover an extensive array of projects, such as advancing healthcare through medical camps, establishing healthcare facilities for public hospitals, enhancing sanitation by supporting the construction of toilets, providing educational assistance with scholarships for students, and executing rural development programs that offer accessible social amenities in Neyveli, among others. NLCIL is committed to ongoing dialogue with the local communities, contributing to the growth of a community that is both value-oriented and self-reliant.

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

   NLCIL addresses the concerns of vulnerable / marginalized stakeholder groups, especially through the wide-ranging CSR projects. For more information, refer to the CSR report.

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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	3,579	67	1.87%	3,676	49	0
Other than permanent		0	0		0	0
Total employees	3,579	67	1.87%	3,676	49	0
Workers						
Permanent	6,789	460	0	7,105	35	0
Other than permanent		0	0		0	0
Total workers	6,789	460	0	7,105	35	0

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 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										
Male	3,268	-	-	3,268	100%	3,357	-	-	3,357	100%
Female	311	-	-	311	100%	319	-	-	319	100%
Total	3,579	-	-	3,579	100%	3,676	-	-	3,676	100%
Other than Permanent Employees										
Male	70	-	-	70	100%	72	-	-	72	100%
Female	32	-	-	32	100%	30	-	-	30	100%
Total	102	-	-	102	100%	102	-	-	102	100%

Category	FY 2023-24 Current Financial Year					FY 2022-23 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)
Workers Permanent										
Male	6,250	-	-	6,250	100%	6,534	-	-	6,534	100%
Female	539	-	-	539	100%	571	-	-	571	100%
Total	6,789	-	-	6,789	100%	7,105	-	-	7,105	100%
Other than Permanent Workers										
Male	15,100	-	-	15,100	100%	14,786	-	-	14,786	100%
Female	899	-	-	899	100%	980	-	-	980	100%
Total	15,999	-	-	15,999	100%	15,736	-	-	15,736	100%

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

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	2,52,679	0	NA
Key Managerial Personnel (Including Whole-time Directors)	7	2,22,985	0	NA
Employees other than BoD and KMP	3,262	1,56,856	343	98,561
Workers	6,250	1,16,832	539	72,664

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

Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	8.25	8.29

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)

NLCIL rigorously follows the principles set forth in the Constitution of India and complies with all applicable human rights legislation, including the Right to Information (RTI) Act, the Prohibition of Child Labour Act, the Sexual Harassment at Workplace Act, and other pertinent labor laws. The Company has instituted a specialized task force dedicated to the oversight and administration of human rights matters, ensuring swift resolution of any issues that may emerge. It is significant to note that NLCIL has not encountered any stakeholder grievances related to human rights infringements, highlighting its dedication to maintaining the highest ethical and legal standards in this area.

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

NLCIL has implemented a comprehensive grievance redressal system that includes the gathering complaints, their careful examination through an established process, and their prompt resolution. Moreover, NLCIL rigorously complies with the redressal protocols mandated by applicable human rights legislation. By adhering to these legal requirements, NLCIL ensures that issues concerning human rights are resolved effectively and suitably, reinforcing its dedication to protecting and advocating for human rights within its domain of impact.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 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	3	Nil	Nil	1	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	1
Complaints on POSH as a % of female employees / workers	0.0000756	0.000038
Complaints on POSH upheld	0	0

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

The Company is unwavering in its commitment to protect stakeholders from discrimination or harassment of any kind, actively taking steps to avert negative outcomes. To this end, a Whistleblower policy has been established, which not only promotes the process of reporting misconduct or malpractices but also offers strong safeguards for those who report in good faith. These safeguards include defense against harassment, unfair treatment, or victimization, ensuring that individuals who disclose information are protected from any form of retribution or adverse effects. By encouraging a secure and supportive atmosphere for voicing concerns, the Company cultivates a culture of openness, responsibility, and security for all parties involved.

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

Yes, business agreements and contracts contain human rights requirements.

10. Assessments of the year

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company is in compliance with all applicable laws
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

Not Applicable

Leadership Indicators

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

NLCIL is committed to upholding the core principles of human rights across all facets of its business activities. This commitment aligns seamlessly with the Company's Human Rights Statement, which acts as a directive benchmark. NLCIL emphasizes the significance of fostering awareness and maintaining ethical behavior among its workforce. To this end, the Company regularly organizes training sessions centered on the Code of Conduct. These efforts are designed to acquaint employees with the guiding principles and values that should steer their conduct, nurturing an organizational culture that prizes responsible and ethical actions.

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

Nil

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

NLCIL is dedicated to providing an accessible environment for visitors with disabilities at its Registered Office, Corporate Office, and all operational units. The premises are outfitted with ramps to enable smooth navigation for specially abled. Sufficient elevators and facilities are available to accommodate the unique requirements of visitors with disabilities. Acknowledging the needs of those who are visually impaired, the Company offers application forms in Braille to promote inclusiveness and ensure equal access for everyone. NLCIL's commitment to accessibility includes fostering an environment that is both inviting and accommodating for differently abled individuals.

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	NLCIL prioritizes ensuring that its value chain partners adhere to the same values, principles, and business ethics that the Company itself maintains. Although a targeted assessment of value chain partners has not been carried out, specific agreements exist within certain lending arrangements to meticulously oversee these aspects. These provisions mandate that NLCIL's partners maintain elevated standards of behavior and ethics in all their business interactions, thereby fostering a culture of honesty and responsible business conduct throughout the value chain.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
From renewable sources		
Total electricity consumption (A) (GJ)	34,312	43,117
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	34,312	43,117
From non-renewable sources		
Total electricity consumption (D) (GJ)	1,523	1,641
Total fuel consumption (E) (GJ)	24,85,27,811	27,62,41,506
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	24,85,29,334	27,62,43,147
Total energy consumed (A+B+C+D+E+F) (GJ)	24,85,63,645	27,62,86,265
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00236	0.00213
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA
Energy intensity in terms of physical output – Energy consumption per unit of gross power generated (GJ/Gross power generated in kWh)	0.0127	0.0126
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The data for FY 2022-23 has been revisited and revised in this year's report. IPCC factors have been used to arrive at the energy consumption from fuels.

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. However, NLCIL intends to have an independent assessment carried out by external agencies.

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.

TPS-I Expn

- TPS 1 Expansion is a Designated Consumer (DC) under PAT scheme of the Government of India.
- Target achieved in PAT 1 Cycle (2012-13 to 2014-15) and also earned 3212 Energy Savings Certificate.
- Target not achieved in PAT II Cycle (2016-17 to 2018-19) and 17970 no. of ESCert purchased.
- Remedial measures viz. heat rate improvement by turbine overhaul, energy efficiency coating in circulating water pumps, fixing of capacitor banks for voltage improvement, replacement of conventional lamps with LED lamps etc are being carried out.

TPS-II

- TPS-II is a Designated Consumer (DC) under PAT scheme of the Government of India.

- In PAT cycle-I (2012-13 to 2014-15), TPS-II had achieved the Net Heat Rate(NHR) target of 3148 kcal/kWhr. In this cycle, TPS-II was credited with 535 ESCert.
- In PAT cycle-II (2016-17 to 2018-19), TPS-II could not achieve the Net Heat Rate target of 3097.48 kcal/kWhr. In this cycle, due to non-achievement of NHR target, 69365 ESCert were purchased.
- Remedial measures viz. turbine overhaul to improve heat rate, RAPH basket cleaning and seal replacement, arresting air ingress in boilers, replacement of conventional lamps with LED lamps, among others are being carried out.

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

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water withdrawal by source (in Million litres)		
(i) Surface water	10,240	8,505
(ii) Groundwater	146	22
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	1,19,262	1,09,774
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,29,648	1,18,301
Total volume of water consumption (in Million liters)	90,898	87,085.94
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000086	0.00000067
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output (ML/kWh)	0.0000046	0.0000040
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Data on water consumption for FY 2022-23 was revisited and revised in this year's report.

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. However, NLCIL intends to have an independent assessment carried out by an external agencies.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
No treatment (Water sent for treatment to Central Effluent Treatment Plant) *	0	0
With treatment – please specify level of treatment	48,962	39527
(v) Others	0	0
No treatment	0	0
With treatment – Tertiary treatment	0	0
Total water discharged (in million liters)	**48,962**	**39527**

Data on water treatment for FY 2022-23 was revisited and revised in this year's report.

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, however NLCIL intends to have an independent assessment carried out by external agencies.

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

The Company is yet to implement Zero Liquid Discharge. However, various steps are being undertaken to reduce consumption of water and re-use treated water for green belt development.

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

Parameter	Please specify unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
NOx	µg/m3	110-395	110-478
SOx	µg/m3	747-2345*	741-2528*
Particulate matter (PM)	µg/m3	35.35-108	37-120
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA

* FGD implementation is under progress for reduction of SO2 emissions

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

Yes. Carried out by TNPCB, 3rd party laboratories.

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

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2 , CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	2,51,54,950	2,79,78,031
Total Scope 2 emissions (Break-up of the GHG into CO_2 , CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	303	324
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO_2 equivalent	2,51,55,253	2,79,78,354
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg Per ₹	0.00024	0.00022
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)	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO_2 e/kWh)	tCO_2 e/kWh	0.001287	0.001274
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	-	-

Data on emissions for FY 2022-23 was revisited and revised in this year's report. IPCC and CEA factors have been considered for calculation of scope 1 and scope 2 emissions respectively.

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. However, NLCIL intends to have an independent assessment carried out by an external agency.

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

- NLCIL is committed to following government regulations and protocols in its mining operations, while also actively engaging in various environmental and sustainability efforts. These efforts include the adoption of clean energy solutions for mining processes, extensive creation of green belts, biological restoration of decommissioned mine lands for agricultural use, and the incorporation of renewable energy sources like wind and solar power.
- NLCIL's extensive green belt serves as an effective carbon sink, markedly enhancing the air quality in nearby regions. Annually, the company reclaims around 100 hectares of land, planting 2,500 trees per hectare in accordance with the guidelines set by the Ministry.
- In the thermal power stations, NLCIL utilizes state-of-the-art technologies such as Electrostatic Precipitators (ESP), Super Critical Boilers, and is in the process of adopting Flue Gas Desulfurization (FGD) to ensure emissions remain below the stipulated standards.
- Every NLCIL unit is actively engaged in energy-saving practices to further diminish greenhouse gas (GHG) emissions.
- NLCIL's venture into renewable energy marks a significant step in reducing the country's dependence on coal-based fuels. The company has established solar power plants with a capacity of 1,380.06 MW and wind power plants with a capacity of 51 MW across various sites. Moreover, battery-operated cars have been introduced at the NLCIL General Hospital to reduce the carbon footprint typically associated with traditional vehicles.

- Expansion into Renewable Energy NLCIL's forward-looking goals for transitioning to renewable energy generation will play a crucial role in decreasing reliance on coal and, most importantly, will contribute to a substantial reduction in the industry's carbon footprint in the near future.
- NLCIL is progressing on 510 MW project under the CPSU scheme and shall execute in three phases across locations including Rajasthan, Gujarat and Neyveli. Moreover, the Company emerged as successful bidder for 150 MW Hybrid project under the Solar Energy Corporation of India (SECI) framework.
- By 2030, we plan to increase the renewable capacity from 1431 MW to 10,110 MW by implementing various Solar & Wind Projects. At present 2,110 MW of RE projects are under implementation.

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

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	0	0
E-waste **(B)**	10.04	12.91
Bio-medical waste **(C)**	11.196	12.3
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	60.59	21.57
Radioactive waste **(F)**	0	0
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. **(G)**	0	0
Transformer Oil	0	0
Used Oil/ Spent resin	77.46	91.62
Other Non-hazardous waste generated **(H).** MS Scrap + Aluminum scrap (Break-up by composition i.e., by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	159.286	138.4
Waste intensity per rupee of Turnover (Total waste generated in Metric tonnes / Revenue from operations in Cr ₹)	0.0000000015	0.0000000011
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output (MT/kWh)	0.0000000081	0.0000000063
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	0
(ii) Re-used	0	0
(iii) Other recovery operations	-	-
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	-	-
E-waste	10.04	12.91
Biomedical waste	11.196	12.3
Battery	60.59	21.57
Hazardous	77.46	91.62
Total	**159.286**	**138.4**

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. However, NLCIL intends to have an independent assessment carried out by an 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.

- The Company's mining operations prioritize the preservation of valuable topsoil from mined-out land, which is subsequently reused for land reclamation purposes. NLCIL implements contemporary techniques for slope stabilization and topsoil preservation in mines to foster green cover and environmental sustainability.

- NLCIL is actively involved in organic and bio-farming on rehabilitated land, maintaining soil fertility and promoting sustainable agriculture in an environmentally friendly way.
- In Neyveli Township, NLCIL has built a modern sewage treatment facility with a 30 MLD (million liters per day) capacity. The output from this plant, including treated water and manure, is used for developing green zones and for horticultural purposes, including nurturing plant nurseries.
- An extensive Integrated Solid Waste Management System (ISWMS) is planned for the entire Neyveli Township, informed by a pilot study and historical waste data. This system will feature a biogas plant that processes domestic and municipal solid waste to generate energy, as well as facilities for converting waste to electricity to harness greenhouse gases, and for producing bio-manure through vermi-composting and micro-nutrient composting with biochest.
- For over sixty years, NLC India Limited has been in step with the national vision of a "Clean & Green India," consistently adopting cutting-edge environmental technologies.
- NLCIL has completed a research and development project in partnership with the Vellore Institute of Technology (VIT), which repurposes bottom ash from thermal power stations as an alternative to fine aggregates (sand) in construction. An experimental building of 920 square feet has been constructed using bottom ash in place of fine aggregates.
- NLCIL ensures 100% utilization of the fly ash produced by its thermal power plants by distributing it to brick and cement industries, and by using it internally to manufacture fly ash bricks, solid blocks, RCC (reinforced cement concrete) door and window frames, lamp posts, slabs, and other items.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Talabira II & III OCP	Mining	Yes. Obtained Environment Clearance & Forest Clearance and the conditions are being compiled by the unit.
2.	NTTPP, Odisha	Power Generation	Yes. Obtained EC on 02-02-2021 and WLC on 13-10-2020

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
Environmental Impact assessment was not undertaken this year					

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:

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

Leadership Indicators

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

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

(i) Name of the area: Not Applicable

(ii) Nature of operations: Not Applicable

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

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Currently, no plant is located in a water stressed area.	Currently, no plant is located in a water stressed area.
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)*		
(i) Into Surface water	Currently, no plant is located in a water stressed area.	Currently, no plant is located in a water stressed area.
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2023 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	NLCIL is in the process of collating data for accounting scope 3 emissions for the relevant emission categories	
Total Scope 3 emissions per ₹ of turnover	tCO_2e/₹ turnover		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

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

No. However, NLCIL intends to have an independent assessment carried out by an external agencies.

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

No project of NLCIL is located in an eco-sensitive area

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Green Hydrogen	Hydrogen that is generated using electrolysis powered by renewable energy sources, resulting in zero emissions, is referred to as green hydrogen. This production process does not release any greenhouse gases, contributing to the decarbonization of multiple industries. NLC India Limited appointed. Engineers India Limited as the Project Management Consultancy to oversee the establishment of Proton Exchange Membrane (PEM) electrolyzer-based green hydrogen demonstration facility in Neyveli, with a project duration of eight months.	Established a 4 MW Proton Exchange Membrane (PEM) electrolyzer-based green hydrogen demonstration facility in Neyveli.
2.	Study on Development of Hi-Tech Agriculture using Hydroponics / Aeroponics	In an effort to rehabilitate the land, an advanced agricultural setup employing hydroponics and aeroponics methods is being implemented. The main objective of this endeavor is to create a hydroponic farming system in the restored section of Mine-IA, which will be equipped with Internet of Things (IoT) technology to enable the live collection of data and monitoring of plant development.	In-depth studies suggest that this novel approach has significant potential to boost revenue generation while making effective use of scarce land resources.
3.	Activated carbon development using lignite – HA sludge	The creation of activated carbon from lignite and Humic Acid (HA) sludge is an important advancement in utilizing waste effectively and supporting environmental well-being. When humic acid is extracted, the leftover HA sludge is high in carbon. The idea is to convert this carbon-dense substance into activated carbon using a suitable method. Activated carbon is sought after for its extensive porosity and large surface area, which make it excellent for adsorbing impurities, thus making it valuable for water and air purification.	This initiative repurposes HA sludge, giving waste byproducts a valuable new use and diminishing their environmental impact. It offers a cost-effective and sustainable method for creating activated carbon, improving green waste management practices, and conserving resources.
4.	Lignite to Syngas for power generation	The Integrated Gasification Combined Cycle (IGCC) technology transforms carbon-rich materials into a hydrogen-rich synthesis gas (syngas), which is subsequently utilized to produce electricity in a combined cycle power station. This method enables the effective use of diverse carbon-based fuels and facilitates more efficient capture and control of pollutants compared to traditional coal or lignite-fired power plants. In line with this, a work order was issued to BHEL to conduct a feasibility study for the development of an IGCC pilot plant that will generate power from lignite.	Establishment of a pilot plant using Integrated Gasification Combined Cycle (IGCC) technology for electricity generation from lignite. This will help in effective and efficient use for carbon related fuels and reduce the release of pollutants in the environment.
5.	Development of eco-friendly geo-polymer ash based green bricks using solar heating	The creation of environmentally friendly geo-polymer bricks made from ash and cured with solar energy presents a sustainable method for brick production. These bricks incorporate fly ash, a byproduct of thermal power stations, significantly decreasing their ecological footprint. By substituting traditional kiln firing with solar heating, the process cuts down on energy use and carbon output. This inventive method not only lessens the carbon footprint but also enhances the effective use of waste. These green bricks, which demand less water and raw materials, offer a more eco-conscious choice for building, aiding in the advancement of a more sustainable tomorrow.	Fly ash generated is utilized thereby ensuring waste management and environmental sustainability

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

NLC India Limited has put into action an all-encompassing disaster management strategy, with the foremost aim of protecting the safety and health of employees at the facility. This strategy includes a variety of goals such as providing quick and effective emergency responses, reducing environmental harm, lessening the loss of property for both the facility and the nearby community, executing rescue missions, and administering medical care to those injured.

The disaster management strategy prepares for a broad spectrum of potential catastrophes, including natural phenomena like geological, hydrological, climatic, and atmospheric events, as well as human-induced disasters of a sociological or technological kind. The primary goal of this strategy is to promote a forward-thinking, comprehensive, and coordinated approach to enhance readiness for disasters, lessen their impact, and improve emergency reactions in case of unexpected crises. It acts as an extensive guide and reference for power sector utilities, addressing all aspects of the disaster management cycle, as outlined in the "Crisis and Disaster Management Plan for the power sector."

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?

NLC India Limited is taking several steps to reduce its environmental footprint, including the adoption of clean renewable energy sources, the use of Circulating Fluidized Bed Combustion (CFBC) and supercritical boilers, the practice of eco-friendly mining, and the installation of pollution control systems like dust suppression mechanisms, bag filters, and water jets/sprinklers.

The Company conducts regular assessments to monitor the effectiveness of these green initiatives in reducing environmental stress. The results of these assessments are communicated to regulatory bodies through various reports such as Environmental Statements,

Environmental Compliance reports, and Fly Ash Reports. Some of these reports, including the Fly Ash Reports, are also accessible on NLCIL's website for public viewing.

NLCIL is actively contributing to the resolution of global environmental challenges by undertaking numerous projects. A key focus is expanding the renewable energy capacity to significantly cut down on greenhouse gas emissions. NLCIL has made strides in this area by installing 1,380.06 MW of solar power capacity and 51 MW of wind power capacity, thereby reinforcing its commitment to renewable energy.

To address pollution from its thermal power projects, NLCIL has introduced environmental safeguards such as high stacks for the dispersion of gaseous and particulate emissions, electrostatic precipitators for dust management, and the commencement of flue gas desulfurization (FGD) processes to limit sulfur dioxide (SO2) emissions.

In the mining operations, NLCIL has adopted environmental protection measures like water sprinklers for dust suppression and the creation of lush green belts along the roads within and surrounding the mining areas.

NLCIL also prioritizes environmental education and has organized various programs on topics like environmental and pollution control, energy saving, co-generation methods, mining mitigation, and environmental impact assessment.

Through these comprehensive measures and initiatives, NLCIL is diligently pursuing environmental sustainability and fostering responsible practices in all its operational activities.

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

Nil

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

Essential Indicators

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

NLCIL has 12 affiliations with trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Employers Federation of Southern India (EFSI)	National
2.	Quality Circle Forum of India (QCFI)	National
3.	All India Management Association (AIMA)	National
4.	Power Sector Skill Council (PSSC)	National
5.	Skill Council for Mining Sector (SCMS)	National
6.	National Institute of Personnel Management (NIPM)	National
7.	Standing Conference of Public Enterprises (SCOPE)	National
8.	Central Board of Irrigation and Power (CBIP)	National
9.	Project Management Associates (PMA)	National
10.	Public Relations Society of India (PRSI)	National
11.	National Safety Council (NSC)	National
12.	All India Organization of Employer's (AIOE)	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 the Authority	Brief of the Case	Corrective Action Taken
	Not Applicable	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company is deeply involved in engaging with stakeholders, working alongside industry players and government agencies to provide meaningful input into the creation of policies concerning energy, economic reforms, water management, mining methods, sustainability, and both conventional and alternative energy sources. Additionally, the Company is proactive in its interactions with trade and industry groups to influence the regulatory framework and policy decisions related to the power sector. Through its active participation in these dialogues, the Company aims to aid in the development of robust and influential policies that advance the interests of the industry while encouraging sustainable operations.					

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
Not applicable, as there were no projects that required SIA to be undertaken under law					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
1	Mine II - NLCIL	Tamil Nadu	Cuddalore	105	30.48%	4.46 Cr
2	Talabira II and III OCP - NLCIL	Odisha	Sambalpur	1,512	12.03%	10.06 Cr
			Jharsuguda	1,461	Not yet started	-
3	NLC Talabira Thermal Power Project	Odisha	Jharsuguda	1,305	8.20%	13.4 Cr
			Sambalpur	284	Not yet started	-

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

NLC India Limited actively engages with the community through various Corporate Social Responsibility (CSR) initiatives, managed by a designated CSR head who acts as the central figure for community grievance redressal. Community members have the option to communicate with NLCIL via program officers who are experts in specific domains. These officers serve as the first point of contact for the community to express their concerns and grievances, which can be conveyed either verbally or in writing. Collaborating closely with the CSR head, the program officers are committed to ensuring that all issues are listened to, comprehensively addressed, and resolved to the community's contentment. This system establishes efficient communication pathways, guaranteeing that community members have straightforward access to NLCIL for sharing their input and grievances.

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

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	50.53%	49.95%
Directly from within India	99.41%	99.95%

Data for FY 2022-23 has been revisited and revised in this year's report.

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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	0.002%	-
Semi-urban	0.015%	0.11%
Urban	**0.15%**	-
Metropolitan	**0.01%**	-

Note – Data disclosed includes the information on the job created for the particular year.

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

State	Aspirational District	Amount Spent (₹ In Lakh)
Swachhata related activities at two locations of swachh iconic places(SIP) in Rajasthan state	Jaisalmer district, Rajasthan	50.38
Financial Support to help in promoting the quality education for students from Tribal areas of Odisha, Saraswathi Sihshu Vidya Mandir pariasalana samithi, Balimela	Malkangiri district, Odisha	78.30

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?

No

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired(Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting Healthcare	3,39,016 People,143 villages were benefitted	
2.	Providing Safe Drinking Water	62,248 People were benefitted	
3.	Promoting Sanitation	13,025 People were benefitted	
4.	Promoting Education	38,365 People were benefitted	
5.	Promoting Special Education	145 People were benefitted	
6.	Promoting Employment Enhancing Skills	1,324 People were benefitted	
7.	Promoting gender equality, empowering women setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens	2,000 Widows were befitted	
8.	Ensuring environmental sustainability, ecological balance, protection of flora and fauna Animal welfare, Agro-forestry, Conservation of natural resources, maintaining quality of soil, air and water including contribution to the Clean Ganga Fund set up by the Central Government for the rejuvenation of river Ganga	1,000 School Children were benefitted	70%
9.	Protection of national heritage, art and culture	5,000 tourists and general public were benefitted	
10.	Measures for the benefit of armed forces veterans, war widows and their dependents;	42 Students were benefitted	
11.	Promoting Rural Sports	10,330 People were benefitted	

S. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
12.	Rural development projects, Providing Infrastructure, Roads and Access	67,600 People were benefitted	
13.	Water Resource Augmentation	General Public	

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.

The Central Electricity Regulatory Commission (CERC) acts as the supervisory body for managing the tariff structures of power generation companies that are under the ownership or control of the Central Government. Power plants are mandated to lodge applications for tariff determination, which may include generating tariff applications, miscellaneous applications, or review applications.

When there are objections to the decisions rendered by the Central and State Electricity Regulatory Commissions, the Appellate Tribunal for Electricity (APTEL) steps in as a specialized appellate authority with expertise across multiple disciplines. Established in 2005, APTEL's primary responsibility is to adjudicate appeals, which are typically initiated by Distribution Companies (DISCOMs) or power generation stations, especially concerning disputes over capacity and energy charges that CERC may have rejected. The appeal procedure entails the filing of legal documents, known as pleadings, followed by a series of hearings. After the hearings, APTEL may decide to send the case back to the CERC for additional review and to ensure adherence to its directives.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as NLC India Limited is in the business of producing electricity and selling Coal and Lignite. There are no shelf goods or services that may carry information
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NA	NA	NA	NA	NA	NA
Advertising	NA	NA	NA	NA	NA	NA
Cyber-security	NA	NA	NA	NA	NA	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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. NLCIL has developed a Cyber Security & Data Privacy Policy reflecting on its commitment to safeguard and restrict access to sensitive data

Link: https://www.nlcindia.in/new_website/cyber-policy-17-22.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.

Nil

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7. Provide the following information relating to data breaches:

a. Number of instances of data breaches – Not Applicable

b. Percentage of data breaches involving personally identifiable information of customers - Not Applicable

c. Impact, if any, of the data breaches - Not Applicable

Leadership Indicators

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

All information regarding business of NLC India Limited can be accessed through the Company's Website www. nlcindia.in and in its periodic disclosures such as the annual report and the integrated report.

Link - https://www.nlcindia.in

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

Not Applicable. NLCIL's major services include Electricity generation it is not directly involved in the distribution services to the consumer.

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

Not Applicable. NLCIL's major services include Electricity generation it is not directly involved in the distribution services to the consumer.

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

Not Applicable. NLCIL's major services include Electricity generation it is not directly involved in the distribution services to the consumer.