

To, प्रबंधक/The Manager बीएसई लिमिटेड/BSE Limited, फीरोज जीजीभोय टावर्स/Phiroj Jeejeebhoy Towers, दलाल स्ट्रीट/Dalal Street, मुम्बई/MUMBAI- 400 001 स्क्रिप कोड/Scrip Code: 532234	To, प्रबंधक/The Manager अनुसूचन विभाग/Listing Department नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लि., National Stock Exchange of India Ltd., एक्सचेंज प्लाजा, बांद्रा-कुर्ला कम्प्लेक्स, Exchange Plaza, Bandra-Kurla Complex, बांद्रा ईस्ट/Bandra East, मुम्बई/ MUMBAI-400 051 प्रतीक/Symbol: NATIONALUM
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**Sub: Business Responsibility and Sustainability Report for the financial year 2023-24.**

महोदय/Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed please find the Business Responsibility and Sustainability Report for the financial year 2023-24. The said report also forms part of the Annual Report for the financial year 2023-24, submitted to the Stock Exchanges vide our letter dated 30.08.2024.

This is for your information and record/ आपकी जानकारी और अभिलेख हेतु।

Thanking you/ धन्यवाद

**भवदीय/Yours faithfully,  
कृते नेशनल एल्यूमिनियम कंपनी लिमिटेड/  
For National Aluminium Co. Ltd.**

(एन. के. महान्ति)/

(N. K. Mohanty)

**कार्यपालक निदेशक एवं कंपनी सचिव और अनुपालन अधिकारी/  
ED & Company Secretary and Compliance Officer**

**Encl.: As above**

**नेशनल एल्यूमिनियम कम्पनी लिमिटेड**

(भारत सरकार का उद्यम)

**निगम कार्यालय**

नालको भवन, नयापल्ली, भुवनेश्वर - 751 013 भारत

**National Aluminium Company Limited**

(A Government of India Enterprise)

**REGD. & CORPORATE OFFICE**

Nalco Bhawan, Nayapalli, Bhubaneswar-751013, India

**CIN # L27203OR1981GOI000920**

Tel.:0674-2301988-999, Ext.:2265, 2266, 2267, 2585, 2587, E-mail:company\_secretary@nalcoindia.co.in,Website:www.nalcoindia.com

**ANNEXURE-III****BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR 2023-24****SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

<b>1 Corporate Identity Number (CIN) of the Listed Entity:</b>	L27203OR1981GOI000920
<b>2 Name of the Listed Entity:</b>	National Aluminium Company Limited
<b>3 Year of incorporation:</b>	7 <sup>th</sup> January, 1981
<b>4 Registered office address:</b>	NALCO BHAWAN Plot No. P/1, Nayapalli, Bhubaneswar -751013, Odisha, India
<b>5 Corporate address:</b>	NALCO BHAWAN Plot No. P/1, Nayapalli, Bhubaneswar -751013, Odisha, India
<b>6 E-mail:</b>	company_secretary@nalcoindia.co.in
<b>7 Telephone:</b>	(0674) 2301988-2301999
<b>8 Website:</b>	<a href="https://www.nalcoindia.com">https://www.nalcoindia.com</a>
<b>9 Financial year for which reporting is being done:</b>	2023-24
<b>10 Name of the Stock Exchange(s) where shares are listed:</b>	<b>National Stock Exchange of India Ltd</b> Exchange Plaza, Bandra-Kurla Complex, Bandra East, MUMBAI - 400 051 Scrip Code: NATIONALUM  <b>Bombay Stock Exchange Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, MUMBAI - 400 001 Scrip Code: 532234
<b>11 Paid-up Capital:</b>	₹ 918.32 crores
<b>12 Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:</b>	Name: Shri. Pankaj Kumar Sharma Director (Production) Telephone: 0674-2300660 email id: dirprod@nalcoindia.co.in
<b>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):</b>	Standalone
<b>14 Name of assurance provider:</b>	N.A.
<b>15 Type of assurance obtained:</b>	N.A.

## II. Products/services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal and metal products	100%

### 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	Aluminium	24202	73%
2	Alumina	20119	27%

## 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	4*	7**	11
International	0	0	0

\*Plant site-Bauxite Mines- Damanjodi, Alumina Refinery-Damanjodi, Aluminium Smelter- Angul, Captive power Plant- Angul.

\*\*Corporate Offices – Bhubaneswar, Regional Offices- New Delhi, Mumbai, Chennai, Kolkata, Port offices at Visakhapatnam and Paradip;

### 19. Markets served by the entity:

#### a. Number of locations:

Locations	FY- 2023-24
	Number
National (No. of States)	23
International (No. of Countries)	13

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

33%

#### c. A brief on types of customers:

Alumina and Aluminium products are sold to domestic customers through Memorandum of Understanding (MoU) agreements and by participating in tenders. Sales to international customers are conducted through online global tenders.

## 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,586	1,495	94%	91	6%
2.	Other Than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total Employees (D+E)	1,586	1,495	94%	91	6%

WORKERS						
4.	Permanent (D)	3,272	3,042	93%	230	7%
5.	Other Than Permanent (E)	12,648	11,843	94%	805	6%
6.	Total Employees (D+E)	15,920	14,885	93%	1,035	7%

For the purpose of complete disclosure, the term “Permanent Employees” refers to the executives in NALCO. “Permanent Workers” refers to the non-executives in NALCO, and “Other than Permanent Workers” refers to workers engaged through contractors.

**b. Differently abled Employees and workers:**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	32	29	91%	3	9%
2.	Other Than Permanent (E)	0	0	0	0	0
3.	Total Employees (D+E)	32	29	91%	3	9%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (D)	59	51	87%	8	13%
5.	Other Than Permanent (E)	0	0	0	0	0
6.	Total Employees (D+E)	59	51	87%	8	13%

**21. Participation/Inclusion/Representation of women:**

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	16	2	12.5
Key Management Personnel	7*	0	0

\*\* Six functional directors are included in both BoDs and KMPs.

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.01	6.78	7.94	9.27	5.88	9.09	6.98	1.23	6.69
Permanent Workers	8.99	4.26	8.67	7.89	5.35	7.73	8.66	7.05	8.56

\*Includes all forms of separations i.e. superannuation, resignation and deceased employees & workers.

**V. Workers:**

**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 in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Utkarsha Aluminium Dhatu Nigam Limited	Associate	50	No
2	Khanij Bidesh India Limited	Associate	40	No
3	Angul Aluminium Park Private Limited	Associate	49	No
4	GACL-NALCO Alkalies & Chemicals Private Limited	Associate	40	No

**VI. CSR Details:**

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

(ii). Turnover (in ₹): 13,070.12 crore

(iii). Net worth (in ₹): 14,571.66 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			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	N.A.	0	0	-	0	0	-
Shareholders	Yes <a href="https://nalcoindia.com/investor-services/contact-us/">https://nalcoindia.com/investor-services/contact-us/</a>	1,336	0	-	949	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	2	0	-	6	0	-
Value Chain Partners	Yes <a href="https://samadhaan.msme.gov.in">https://samadhaan.msme.gov.in</a> <a href="https://champions.gov.in">https://champions.gov.in</a>	3	0	-	5	0	-

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	Handling of <ul style="list-style-type: none"> <li>Red mud</li> <li>Fly Ash</li> </ul>	R	Government Regulations, Environmental & Societal Concerns; Business Continuity	<ul style="list-style-type: none"> <li>Construction of Red mud expansion Pond-2</li> <li>Lean Slurry Ash disposal to abandon mine void</li> <li>Push for fly ash utilization in brick &amp; cement making etc</li> </ul>	Negative
2	Control of Air Pollution	R	Government Regulations, Environmental & Societal Concerns	<ul style="list-style-type: none"> <li>ESPs for boiler stacks of CPP &amp; Refinery and FTPs for Smelter Potlines to control particulate matters and fluoride emissions.</li> <li>Augmentation of ESPs at the refinery</li> <li>On-line Fugitive Fluoride Monitoring systems in Smelter Potlines.</li> </ul>	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)
3	Handling of bulk Hazardous Waste <ul style="list-style-type: none"> <li>SPL Aluminium Dross</li> </ul>	Both R & O	Government Regulations, Environmental & Societal Concerns	<ul style="list-style-type: none"> <li>SPL carbon portion is disposed of to an external agency authorized by OSPCB for the utilization of its energy value.</li> <li>Permission for disposal of refractory &amp; mixed portion of SPL in CHWTSDf obtained from OSPCB &amp; process initiated</li> <li>Dross is recycled in-house and also sold to authorized recyclers by OSPCB.</li> </ul>	Negative
4	Renewable and clean energy	O	RPO obligations; Climate-change concerns	<ul style="list-style-type: none"> <li>Operating the existing 198 MW Wind Power Plants and 850 KWp Rooftop Solar installations.</li> <li>During the year, 57.92 MU Wind Power from own WPP Gandikota and also, 30.76 MU return banking wind power from GRIDCO consumed at production sites</li> </ul>	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.

The National Guidelines for Responsibility Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

PRINCIPLE 1:	PRINCIPLE 2:	PRINCIPLE 3:
Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Businesses should provide goods and services in a manner that is sustainable and safe.	Businesses should respect and promote the well-being of all employees, including those in their value chains.
PRINCIPLE 4:	PRINCIPLE 5:	PRINCIPLE 6:
Businesses should respect the interests of and be responsive to all its stakeholders.	Businesses should respect and promote human rights.	Businesses should respect and make efforts to protect and restore the environment.
PRINCIPLE 7:	PRINCIPLE 8:	PRINCIPLE 9:
Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Businesses should promote inclusive growth and equitable development.	Businesses should engage with and provide value to their consumers in a responsible manner.

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Policy and management processes								
1.	(a) Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	(c) Web Link of the Policies, if available	<a href="https://nalcoindia.com/company/policies-docs/">https://nalcoindia.com/company/policies-docs/</a>								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	Yes	No	Yes	Yes	No	No	No
4.	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001 ISO 14001 ISO 45001 ISO 50001	SA 8000 ISO 45001	-	SA 8000	ISO 14001 ISO 50001	-	-	ISO 9001 ISO 27001
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> <li>Annual targets are established at both the Departmental and Unit levels to measure performance in areas such as quality, environment, occupational health and safety (OH&amp;S), and energy.</li> </ul>								
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>Performance is assessed against the specific commitments, goals, and targets as part of the Integrated Management System and Energy Management System to monitor and evaluate achievements.</li> </ul>								
<b>Governance, leadership, and oversight</b>										
7.	<p><b>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)</b></p> <p>NALCO is a Schedule 'A' Navratna CPSE (Central Public Sector Enterprise) under the Ministry of Mines, Government of India. It is committed to achieving sustainability in terms of Environment, Social, and Governance (ESG) aspects. NALCO acknowledges its role in mitigating the impact of climate change and prioritizes environmental stewardship. As a responsible corporate organization, NALCO is fully conscious of its societal responsibilities. The company places significant emphasis on corporate governance.</p>									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Name: Shri Pankaj Kumar Sharma DIN: 10041341 Designation: Director (Production) Contact No.: 0674-2300660 Email Id: dirprod@nalcoindia.co.in</p>								
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.	<p>Yes, the Company has Board level Sub-Committee i.e. CSR and Sustainability Development Committee responsible for decision making on sustainability related issues and its composition is as under:</p> <ol style="list-style-type: none"> <li>Shri S. R. Patel – Chairman</li> <li>Shri Dushyant Upadhyay – Member</li> <li>Ms. (Dr.) Shatorupa – Member</li> <li>Director (HR) – Member</li> <li>Director (Production) - Member</li> </ol>								

**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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes										Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
It is planned to be done in the next financial year (Yes/No)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Any other reason (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

**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	% Age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	Principles- 1, 4, 7	6%
Key Managerial Personnel (KMP)	0	N.A.	N.A.
Employee other than BoD and KMPs (Executives)	228	Principles- 1, 3, 5, 6, 9	100.00%
Workers	Permanent Workers (Non-Executives) and Non-permanent Workers: 185	Permanent Workers: Principle- 3,5 non-permanent workers: Safety awareness	71.27%



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

Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty / Fine	Nil	N.A.	N.A.	N.A.	N.A.
Settlement	Nil	N.A.	N.A.	N.A.	N.A.
Compounding fee	Nil	N.A.	N.A.	N.A.	N.A.
Non- Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/ No)	
Imprisonment	Nil	N.A.	N.A.	N.A.	
Punishment	Nil	N.A.	N.A.	N.A.	

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
Nil	N.A.

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.  
 No. The company is continuously making efforts to improve its systems and procedures to ensure transparency and compliance with existing rules and regulations. These efforts are aimed at creating a working atmosphere and conducting transactions with other entities that are relatively free from corruption. The company has formulated its Code of Business Conduct and Ethics for Board Members and Senior Management, Whistleblower Policy, Fraud Prevention policy, integrity Pact and Vigilance Manual. These initiatives focus on maintaining ethics and preventing bribery and corruption. The company’s Code of Business Ethics governs the manner in which it carries out its activities and interacts with stakeholders.

Weblink – <https://nalcoindia.com/company/policies-docs/>

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

	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	1
Workers	1	4

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

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.

N.A.

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

	FY 2023-24	FY 2022-23
Number of days of account payables	59	56

9. Open-ness of business:

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.25%	0.46%
	b. Number of trading houses where purchases are made from	35	24
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	91.93%	81.7%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	N.A.	N.A.
	b. Number of dealers /distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers /distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	6.56%	1.32%
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.13%	0.10%
	f. Investments (Investments in related parties / Total Investments made)	67%	69%

\* Note: Products supplied directly to customers, without the involvement of dealers or distributors.

#### Leadership Indicators:

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.

No, but the Company will adhere to the provisions of the Companies Act, 2013 as and when situation arises in future to avoid/manage conflict of interests involving members of the Board.

## 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:

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	11.77%	5.33%	<ul style="list-style-type: none"> <li>Leakage Detection System in Ash Slurry Line</li> <li>Coal Spontaneous Combustion Early Detection System</li> <li>JNARDDC-NALCO Process Development for Spent Pot Lining (SPL) Reuse</li> <li>Use of Fly/Pond Ash for Production of Wear-Resistant Ceramic Tiles</li> <li>Processing of High Silica Bearing Bauxite Liquor for Recovery of Silica with Possible Product-Based Utilization</li> <li>Production of Ferro-Titanium Alloy from Bauxite Residue</li> <li>Development of Process for Production of Pure and White Alumina Trihydrate (ATH) for Solid Surface Application</li> <li>Optimization of Process for Treatment of SPL Carbon for Recovery of Valuables</li> <li>Commercialization of Zeolite 13X Technology</li> <li>Detailed Energy Audit of the Cast House Furnace</li> </ul>

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
Capex	6.11%	10.32%	<p><b>Smelter</b></p> <ul style="list-style-type: none"> <li>● Online Oxygen Measurement System for Furnace Efficiency</li> <li>● Dross Storage Shed and Bath Shed</li> <li>● Recycling of Treated Water</li> <li>● Garland Drain for Effluent Management</li> <li>● Sedimentation Chambers for Sewage Treatment Plant (STP)</li> <li>● Emissions Online Data Transmission</li> </ul> <p><b>CPP (Captive Power Plant)</b></p> <ul style="list-style-type: none"> <li>● Renovation &amp; Modernization of Air-Preheater for Boiler Efficiency</li> <li>● Revamping of Cooling Tower for Reduction in Coal Consumption</li> <li>● Implementation of VVVF Panel in Cooling Tower Fans for Reducing Power Consumption</li> </ul> <p><b>Alumina Refinery</b></p> <ul style="list-style-type: none"> <li>● Red Mud Pond Expansion</li> <li>● HRD DCW Retrofitting for Process Efficiency and Less Discharge of Contaminants</li> <li>● Augmentation of Electrostatic Precipitators (ESP) of Boilers</li> <li>● Replacement of Flue Gas Air Duct and Primary Air (PA) Fans of Boilers</li> <li>● Ind4.0 Artificial Intelligence in Boilers and Turbo-Generators</li> <li>● Renovation of Steam and Water Analysis System (SWAS) in Boilers</li> </ul> <p><b>Bauxite Mines</b></p> <ul style="list-style-type: none"> <li>● Ambient Noise Monitoring System</li> <li>● Solar Power Plant</li> </ul>

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

Yes, NALCO is an Alumina and Aluminium producer, and its principal raw material is Bauxite which is extracted from own mines under laid down procedures and with due compliance of all environment and safety aspects. In recognition of the implemented sustainable practices, NALCO's bauxite Mines has consistently been awarded 5-star ratings by Indian Bureau of Mines. Transportation of bauxite from Mines to Refinery is by a single haul cable belt conveyor, covering the entire flight to prevent dust pollution.

For all purchased materials, ethical, social & environmental considerations are integrated with commercial considerations in the process of selecting suppliers. For maintaining ethics and transparency, NALCO's Purchase Manual have adequate provisions in place. Besides, the Integrity pact is both a signed document and approach to public contracting which commits a contracting authority and bidders to comply with best practice and ensures maximum transparency. Similarly, the suppliers are required to conform to the Environmental Policy & Social Accountability policy of NALCO.

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

100%

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.

Plastics (including packaging)	Procedure established as per EPR action plan submitted to CPCB for the reclamation and recycling of plastics for packaging of products i.e., Wire rod Coils & Rolled Products.
E-waste	N.A.
Hazardous Waste	N.A.
Other Waste	-

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes, at Smelter waste collection cum disposal action plan has been submitted to CPCB and further plastic waste disposal is planned to be done by engaging registered Plastic Waste Agency on geo-geographically neutral basis (on pan India basis) for sustainable disposal in line with EPR guidelines as prescribed by CPCB from time to time.

**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.
20119	Calcined Alumina	26%	gate-to-gate	Yes	No
24202	Aluminium Wire rod	15%	gate-to-gate	Yes	No

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	FY 2022-23
Aluminium Scrap recycled as % of hot metal produced	1.8000	2.0055
Caustic Soda recycled from red mud as % of total consumption	12.85	12.64

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

**Essential Indicators:**

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

% OF EMPLOYEES COVERED BY											
Category	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)
<b>PERMANENT EMPLOYEES (Executives)</b>											
Male	1,495	1,495	100%	1,495	100%	N.A.	N.A.	1,495	100%	1,495	100%
Female	91	91	100%	91	100%	91	100%	N.A.	N.A.	91	100%
Total	1,586	1,586	100%	1,586	100%	91	100%	1,495	100%	1,586	100%
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	0	N.A.	0	N.A.	0	N.A.	0	N.A.	0	N.A.	0
Female	0	N.A.	0	N.A.	0	N.A.	0	N.A.	0	N.A.	0
Total	0	N.A.	0	N.A.	0	N.A.	0	N.A.	0	N.A.	0

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

% Of WORKERS COVERED BY											
Category	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)
<b>PERMANENT WORKERS (Non-Executives)</b>											
Male	3,042	3,042	100%	3,042	100%	N.A.	N.A.	3,042	100%	3,042	100%
Female	230	230	100%	230	100%	230	100%	N.A.	N.A.	230	100%
Total	3,272	3,272	100%	3,272	100%	230	100%	3,042	100%	3,272	100%
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	11,843	11,843	100%	11,843	100%	N.A.	N.A.	11,843	100%	11,843	100%
Female	805	805	100%	805	100%	805	100%	N.A.	N.A.	805	100%
Total	12,648	12,648	100%	12,648	100%	805	100%	11,843	100%	12,648	100%

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	15%	13%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.) *	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity*	100%	28%	Yes	100%	22%	Yes
ESI**	N.A.	72%	Yes	N.A.	78%	Yes
Others-Retrenchment Benefits etc**	N.A.	72%	N.A.	N.A.	78%	N.A.

\*Gratuity is applicable for permanent workers only.

\*\*ESI and Retrenchment Benefits are applicable to Non-Permanent Workers only.

3. Accessibility of workplaces:

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

Yes

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

Yes. The Company has an Equal Opportunity Policy for Persons with Disabilities.

The corresponding web-link is [https://d2ah634u9nypif.cloudfront.net/wp-content/uploads/2019/01/8-13-Equal-Opportunity-Policy-for-Persons-with-Disabilities\\_with-digital-signature.pdf](https://d2ah634u9nypif.cloudfront.net/wp-content/uploads/2019/01/8-13-Equal-Opportunity-Policy-for-Persons-with-Disabilities_with-digital-signature.pdf)

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

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

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

	Yes/ No (If yes, then give details of the mechanism in brief)
<b>Permanent Workers</b> (All non-executive)	<ul style="list-style-type: none"> <li>The Grievance procedure for Executives and non-executives is available on the intranet of the HR manual under the caption 'CDA rules.</li> <li>Furthermore, all units, including the corporate office, have a policy in place to prevent, prohibit, and address sexual harassment of women in the workplace, in accordance with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition &amp; Redressal) Act, 2013.</li> <li>Internal Complaints Committees have been established at the production units and corporate office of the company to address complaints related to sexual harassment.</li> <li>For non-permanent workers grievances of such workers are generally received and managed by the EIC (Contract Engineer-in-charge) or Plant HRD through intervention with their immediate employer, i.e., the contractor.</li> </ul>
<b>Other than Permanent Workers</b> (Workers hired through Contractors)	
<b>Permanent Employees</b> (All executives)	

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

Category	FY 2023-24			FY 2022-23		
	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 (Executives)	1,586	1,586	100%	1,588	1,588	100%
Male	1,495	1,495	100%	1,502	1,502	100%
Female	91	91	100%	86	86	100%
Total Permanent Workers (Non-Executives)	3,272	3,272	100%	3,602	3,602	100%
Male	3,042	3,042	100%	3,361	3,361	100%
Female	230	230	100%	241	241	100%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health and safety/ wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>EMPLOYEES (Executives)</b>										
Male	1,495	581	39%	1,495	100%	1,502	434	29%	645	43%
Female	91	88	97%	91	100%	86	26	30%	33	38%
Total	1,586	669	42%	1,586	100%	1,588	460	29%	678	43%
<b>WORKERS (Permanent Workers i.e., non-Executives)</b>										
Male	3,042	455	15%	908	30%	3,361	524	16%	659	20%
Female	230	111	48%	71	31%	241	35	14.5%	19	8%
Total	3,272	566	17%	979	30%	3,602	559	15.5%	678	19%

*Note: As for Non-permanent Workers, 50% (6452 out of 12882) & 48% (5658 out of 11775) were imparted training on Safety in FY 2022-23 and FY 2021-22 respectively.*

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES (Executives)</b>						
Male	1,495	1,495	100%	1,502	1,502	100%
Female	91	91	100%	86	86	100%
Total	1,586	1,586	100%	1,588	1,588	100%
<b>WORKERS (Permanent Workers i.e., non-Executives)</b>						
Male	3,042	3,042	100%	3,361	3,361	100%
Female	230	230	100%	241	241	100%
Total	3,272	3,272	100%	3,602	3,602	100%

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?**  
Yes, Occupational health and safety management systems ISO 45001:2018 is implemented in all production units of NALCO including port facilities.
- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**  
The Following processes are used to identify Work-related Hazards & Assess Risks on a routine and non-routine basis by the Company:
  - Hazard Identification and Risk Assessment.
  - Safety Inspections / Observations.
  - Accident investigation.
  - Near miss reporting
  - Interactions with Workers (during toolbox talks).

- Meeting of plant level Safety committees.
- External Safety Audits/Fire Audits

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

Yes.

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

Yes.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	Employees (Executives)	0	0
	Workers (both permanent & non-permanent)	Refinery- 0.159 Smelter- 0.071	Refinery- 0.3476 CPP- 0.149
<b>Total recordable work-related injuries</b>	Employees (Executives)	0	0
	Workers	Refinery- 3 Smelter- 1	5
<b>No. of fatalities (safety incident)</b>	Employees (Executives)	0	0
	Workers	3	0
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees (Executives)	0	0
	Workers	1	1

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

NALCO has implemented ISO 45001:2018 Occupational Health and Safety Management Systems.

Major initiatives taken to ensure safe and healthy workplace are as follows:

- **Safety Committee Meetings:** Regular meetings to discuss safety issues.
- **Safety Audits:** Conducted both internally and externally.
- **Hazard Identification and Risk Assessment:** Continuous evaluation of potential hazards.
- **Coaching & Mentoring, Safety Training Programs:** Implemented across Smelter, CPP, Refinery, Bauxite Mines, and Port.
- **Promotional Activities:** Observances like National Safety Week, Chemical Disaster Prevention Day, and National Road Safety Month.
- **Safety Gatherings/Toolbox Talks:** Regular sessions for safety awareness.
- **NALCO Surakhsha Mobile App:** For reporting unsafe acts, conditions, near-misses, fire hazards, and first aid incidents.
- **Monthly Safety Performance Evaluation:** Departments evaluated and ranked to foster competitive safety practices (Smelter).
- **Road Safety:** Implementation of CCTV cameras, retroreflective road markings, blinker lights, cat's eye reflectors, and eye testing camps (Smelter, CPP).
- **Work at Height Safety:** Surveys, audits, implementation of recommendations, and vertigo testing (Smelter).
- **Audio-Visual SOPs:** Utilized at the Smelter.
- **Safety Signage Boards:** Deployed for better awareness.
- **"AINAA" Model Workplace:** Advance Action in Industries to Abate Accidents (Smelter).
- **Sharing Safety Information:** Regular updates at the Smelter.
- **Emergency Preparedness:** Conducting mock-drills across Smelter, CPP, Refinery, and Bauxite Mines.
- **Surprise Safety Walks:** Conducted at the Smelter.
- **Safety KIOSK:** Installed at main gates to promote safety awareness (Smelter, CPP).
- **Traffic Management:** Systems for vehicles within factory premises (CPP).
- **Stability Test of HEMMs:** Conducted at Bauxite Mines.
- **One-way Haul Roads:** Separate LMV roads alongside haul roads (Bauxite Mines).
- **Blast-Free Mining:** 98% of mining is done without blasting (Bauxite Mines).
- **Haul Roads Maintenance:** Maintained with berms and dividers (Utkal D coal Mines).
- **Monitoring of Dust, Noise, Illumination:** Regular checks and actions at the workplace



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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	N.A.	0	0	N.A.
Health and safety	0	0	N.A.	0	0	N.A.

14. Assessments for the year:

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

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

- At the smelter, a Safe Operation Procedure for injuries and accidents at the workplace was prepared and circulated to all employees on 23/08/2023. This document outlines the steps to be followed in case of accidents or injuries, ensuring a consistent and effective response.
- In a significant step towards improved burn injury care, the smelter has procured its first-ever imported gel-soaked emergency burn blanket. This will provide vital protection for anyone suffering from a burn.
- A new system of “Job Allotment Order cum Safe Work Permit for Contractors” was implemented across all O&M Departments in the smelter plant. This streamlined process ensures safety compliance for contractors.
- At the refinery, a proposal was initiated for a life gear survey inside the plant regarding work at height.
- At the refinery, initiatives were taken to replace very old equipment that is vulnerable to safety risks.

Leadership Indicators:

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

Yes	
Employees	<p>In the event of death of a Permanent Employee following benefits are extended to the nominee/family members of the deceased: Nalco Employees Family Financial Assistance Rehabilitation Scheme (NEFFARS)</p> <ul style="list-style-type: none"> <li>Funeral Expenses, Death Gratuity, PF, Benevolent Fund, Group Insurance</li> <li>Group personal life Insurance.</li> <li>Group Insurance Scheme for HBA</li> </ul>
Yes	
Workers	<ul style="list-style-type: none"> <li>In the event of the death of a Permanent Worker, the nominee/family members receive the following benefits:</li> <li>Nalco Employees Family Financial Assistance Rehabilitation Scheme (NEFFARS)</li> <li>Funeral expenses, death gratuity, PF, benevolent fund, group insurance</li> <li>Group personal life insurance</li> <li>Group insurance scheme for HBA</li> </ul> <p>In the event of the death of a non-permanent worker hired through contractors while on duty, the nominee/family members receive the following benefits:</p> <ul style="list-style-type: none"> <li>A one-time lump-sum financial assistance</li> <li>Benefits under the ESIC Act 1948</li> <li>Benefits under the EPF &amp; Misc Act 1942</li> </ul>

## 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.

The entity has identified the major stakeholder groups as Government, Shareholders, Customers, Employees, Communities, and Value Chain Partners (Suppliers, Contractors, Transporters). Our identification of Stakeholder groups considers the scope of engagement and is guided by attributes such as:

**Dependency-** Groups or individuals who are directly or indirectly dependent on our activities, products or services and associated performance or on whom we are dependent in order to operate

**Responsibility-** Groups or individuals to whom we have, or in future may have legal, commercial, operational or ethical/moral responsibilities.

**Attention-** Groups or individuals who need immediate attention from us with regard to financial, wider economic, social or environmental issues.

**Influence-** Groups or individuals who can have an impact on the organization's or a stakeholder's strategic or operational decision making.

**Diverse perspectives-** Groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.

Based on the above the Entity has identified major Stakeholder Groups as Government, Shareholders, Customers, Employees, Communities and the value Chain Partners (Suppliers/ Contractors/ Transporters).

Key modes of identification of stakeholders within these groups apart from Employees are produced below.

Stakeholders	Identification Process
Shareholders	<ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>Complaints &amp; grievances</li> </ul>
Government/Regulatory Bodies	<ul style="list-style-type: none"> <li>Meetings with different Central and State Government Bodies</li> <li>Notifications, Circulars, Submissions of various returns &amp; compliances</li> </ul>
Communities	<ul style="list-style-type: none"> <li>RPDAC meetings</li> <li>Informal meetings and interactions</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Tenders and Enquiries</li> <li>Customer meets.</li> <li>Feedback, satisfaction surveys and grievance resolution</li> </ul>
Suppliers, Contractors, Transporters	<ul style="list-style-type: none"> <li>Tenders &amp; contracts</li> <li>Vendor and supplier meets</li> </ul>

#### 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), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	E mails, Letters, Website, Newspaper, Annual General meetings	Regular & need based	Company Performance, Dividends, Complaints & grievances
Community	Yes	Request letters- Emails, Community Meetings	Need based	Community needs on infrastructure, employment, education, health, sanitation
Government Authorities / Regulatory Bodies	No	Meetings, Emails, Letters	Regular and need based	Infrastructure development, Company Performance, Labour issues, Corporate Social Responsibilities, Compliance of various rules, acts, regulation, and laws

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, emails, Letters, Meetings, conference, Surveys	Regular and Need-based	Commercial matters, Policy issues, market conditions, complaints & grievances
Employees	No	Discussion forums with Associations and Unions, Emails, Letters, Surveys,	Regular	benefits and remunerations, Performance rating and recognition, Career growth, Training and skill development, Safe and healthy working condition, welfare measures
Value Chain Partners (Suppliers, Vendors, Contractors)	Partly	Website, Mobile Apps, Email, Letters, vendor Meet	Regular and need based	Special privilege to MSE units, Transparency & anticorruption practices, Simplified procedure & timely payment, Terms & conditions of purchase, Speedy liquidation of disputes & redressal of grievances.

**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:

	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees /Workers covered (D)	% (D/C)
<b>EMPLOYEES (Executives)</b>						
Permanent	1,586	43	3%	1,588	61	4%
Other than permanent	0	N.A.	N.A.	0	N.A.	N.A.
<b>Total Employees</b>	<b>1,586</b>	<b>43</b>	<b>3%</b>	<b>1588</b>	<b>61</b>	<b>4%</b>
<b>WORKERS</b>						
Permanent(Non-Executives)	3,272	33	1 %	3,602	0	0.00
Other than permanent	12,648	0	0.00	12,882	0	0.00
<b>Total Workers</b>	<b>15,920</b>	<b>33</b>	<b>0.2 %</b>	<b>16,484</b>	<b>0</b>	<b>0.00</b>

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>EMPLOYEES (Executives)</b>										
Permanent	1,586	N.A.	N.A.	1,586	100%	1,588	N.A.	N.A.	1,588	100%
Male	1,495	N.A.	N.A.	1,495	100%	1,502	N.A.	N.A.	1,502	100%
Female	91	N.A.	N.A.	91	100%	86	N.A.	N.A.	86	100%

Category	FY 2023-24					FY 2022-23				
	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)
Other than Permanent	0	N.A.	N.A.	N.A.	N.A.	Nil	N.A.	N.A.	N.A.	N.A.
Male	0	N.A.	N.A.	N.A.	N.A.	Nil	N.A.	N.A.	N.A.	N.A.
Female	0	N.A.	N.A.	N.A.	N.A.	Nil	N.A.	N.A.	N.A.	N.A.
<b>WORKERS</b>										
Permanent (Non-Executives)	3,272	N.A.	N.A.	3,272	100%	3,602	N.A.	N.A.	3,602	100%
Male	3,042	N.A.	N.A.	3,042	100%	3,361	N.A.	N.A.	3,361	100%
Female	230	N.A.	N.A.	230	100%	241	N.A.	N.A.	241	100%
Other than Permanent	12,648	N.A.	N.A.	12,648	100%	12,882	N.A.	N.A.	12,882	100%
Male	11,843	N.A.	N.A.	11,843	100%	12,077	N.A.	N.A.	12,077	100%
Female	805	N.A.	N.A.	805	100%	805	N.A.	N.A.	805	100%

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category in INR	Number	Median remuneration/ salary/ wages of respective category in INR
Board of Directors (BoD)	6	70,66,667	0	N.A.
Key Managerial Personnel	7	71,57,143	0	N.A.
Employees other than BoD and KMP (Executives)	1,495	46,79,933	91	47,25,275
Workers* (Permanent Workers i.e non-Executives)	3,042	39,32,742	230	39,16,087

\*Non-permanent workers are not paid wages directly by the entity. However, it is ensured that contractors pay more than specified minimum wages without any discrimination.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	7%	6%

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

Yes

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

The grievance procedure for executives and non-executives can be found in the intranet of the HR manual under the CDA rules caption. Additionally, there is a policy in place across all units, including the corporate office, regarding the prevention, prohibition, and redressal of sexual harassment of women at the workplace, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013. Internal Complaints Committees have been established at the production units and corporate office to address complaints related to sexual harassment.

However, for non-permanent workers, specifically contractors' workers, there is no specifically defined grievance handling procedure. In such cases, grievances are typically received and addressed by the EIC (Contract Engineer-in-charge) or the Plant HRD (Human Resources Department) by intervening with the immediate employer, which is the contractor.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	N.A.	0	0	N.A.
Discrimination at workplace	0	0	N.A.	0	0	N.A.
Child Labor	0	0	N.A.	0	0	N.A.
Forced Labor/ Involuntary Labor	0	0	N.A.	0	0	N.A.
Wages	0	0	N.A.	0	0	N.A.
Other human rights related issues	0	0	N.A.	0	0	N.A.

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

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

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

Each instance involving discrimination or harassment cases is carefully assessed to determine the potential adverse consequences for the complainant. Upon evaluation, appropriate measures are implemented, which may include reorganization, to address the situation effectively.

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

Yes

10. Assessments for the year:

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

Note: Requirements of social accountability management systems form part of the tenders & contracts for works & services.

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

N.A.

**Leadership Indicators:**

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.****Essential Indicators:****1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	3,21,468	2,529
Total fuel consumption (B)	0	-
Energy consumption through other sources (C)	0	-
Total energy consumed from renewable sources (A+B+C)	3,21,468	2,529
<b>From non-renewable sources</b>		
Total electricity consumption (D)	19,78,074	43,59,616
Total fuel consumption (E)	10,70,98,793	9,85,80,904
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	10,90,76,867	10,29,40,520
Total energy consumed (A+B+C+D+E+F)	10,93,98,335	10,29,43,048
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00084	0.00073
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.01915	0.01662
Energy intensity in terms of physical output (Alumina Production in MT)	51.51	48.49
Energy intensity (optional) –Smelter Energy Intensity per metric Ton of cast metal	55.06	55.34

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? Yes. If yes, name of the external agency. Every three years mandatory energy audits as per BEE Regulations conducted through accredited energy auditors at Smelter, CPP, Refinery and Bauxite Mines. The last such audits conducted in 2021 through m/s FICCI.

**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?**

Yes

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	4,92,50,007	4,43,12,745
(ii) Groundwater	5,81,979	2,03,622
(iii) Third party water	3,335	4,327
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>4,98,35,321</b>	<b>4,45,20,694</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>4,97,67,850</b>	<b>4,45,10,488</b>

Parameter	FY 2023-24	FY 2022-23
<b>Water Intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.00038	0.00031
<b>Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.00871	0.00719
Water intensity in terms of physical output (Alumina Production in MT)	23.43	20.97

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

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	52,471	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	15,000*	10,206
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kiloliters)</b>	<b>0</b>	<b>0</b>

\*Pertain to water discharged from Corporate Office, Bhubaneswar to municipal drain system of BMC.

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

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

Yes

At the NALCO Smelter Plant, several wastewater conservation measures have been implemented to achieve Zero Liquid Discharge:

- **Surface Runoffs Collection:** Surface runoffs from Pot-line and Carbon areas, along with wastewater from the shop floor, are collected in three holding pools with capacities of 100,000 m<sup>3</sup>, 51,000 m<sup>3</sup>, and 38,000 m<sup>3</sup>. This water is then treated in Ion-Exchange and Emrion Nano De-fluoridation (DF) plants.
- **Recycling Facilities:** The treated water from Ion-Exchange and Emrion Nano DF plants, surface runoffs from various areas (e.g., Zero Discharge Sump, SPL Storage Area, Captive Landfill Area), subsoil water from Potlines, effluent water from the Hazardous Waste Incinerator, and Plant STP water are all recycled.

At the Captive Power Plant, there is zero discharge of wastewater. Decanted water from the Ash Pond is chemically treated and recycled for ash slurry making.

At the Alumina Refinery, wastewater is recycled from the Red Mud Pond, holding pond, Ash Pond, and STP treated water for use in various processes, including the Bayer process and horticulture.

At the Bauxite Mines, treated wastewater is 100% reused, achieving zero discharge after treatment in the canteen biological wastewater treatment facility and vehicle wash water treatment facility. The treated water is used for dust suppression.

At the Utkal D Coal Mines, Zero Liquid Discharge is maintained year-round, except during the monsoon season. During monsoon, excess treated water is discharged into a nearby nallah as per the conditions stipulated by the Consent to Operate issued by OSPCB Odisha, with prior intimation to the OSPCB.

## 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	FY 2022-23
<b>NOx</b>			
• Smelter FTP/FTC stacks avg.	mg/Nm <sup>3</sup>	37.76	31.40
• CPP Boiler Stacks avg.		290.16	257.76
• Refinery Boiler Stacks avg.		276.00	232.00
• Refinery Calciner Stack		420.00	450.00
<b>SOx</b>			
• Smelter FTP/FTC stacks avg.	mg/Nm <sup>3</sup>	76.8	62.47
• CPP Boiler Stacks avg.		499.41	514.66
• Refinery Boiler Stacks avg.		478.00	461.60
• Refinery Calciner Stack		282.00	319.70
<b>Particulate matter (PM-2.5)</b>			
• Smelter FTP/FTC stacks avg.	mg/Nm <sup>3</sup>	32.28	30.63
• CPP Boiler Stacks avg.		70.3	70.89
• Refinery Boiler Stacks avg.		84.09	79.53
• Refinery Calciner Stack		24.12	22.54
Persistent organic pollutants (POP)	-	N.A.	N.A.
Volatile organic compounds (VOC) Smelter Bake Oven Stacks PAH emission	µg/Nm <sup>3</sup>	< 0.2	< 0.2
Hazardous air pollutants (HAP)	-	N.A.	N.A.
Others – (Fluoride & Fugitive Fluoride emission from Smelter Potlines & Bake Ovens)	mg/Nm <sup>3</sup>	0.388	0.4515

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MTCO <sub>2</sub> e	1,10,40,113	1,01,99,426
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MTCO <sub>2</sub> e	4,52,210	9,86,969
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MTCO <sub>2</sub> e	0.000088	0.000079
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 emission / Revenue from operations adjusted for PPP)		0.002012	0.001807
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Alumina Production in MT)	MTCO <sub>2</sub> e / Metric Tonnes	5.410698	5.268453
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) –in terms of physical output ( MT of cast Aluminium metal from smelter)	MTCO <sub>2</sub> e / Metric Tonnes	19.14	18.84

**Note:** Emission factor from central Electricity Authority, CO<sub>2</sub> baseline Database version 18/19 and IPCC Guidelines for National Greenhouse Gas Inventories has been referred to calculate GHG emissions. For estimating GHG emissions from Smelter Process, Aluminium Sector GHG workbook is used.

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



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

The Entity focuses on reducing its greenhouse gas (GHG) emissions through two main strategies:

- Generating renewable energy and
- Improving energy efficiency through process enhancements, equipment modernization, and R&D initiatives.

Operational wind power projects are located in Gandikota, Andhra Pradesh (50.4 MW), Luderva, Rajasthan (47.6 MW), Devikot, Rajasthan (50 MW), and Jath, Maharashtra (50.4 MW). During the year, 57.92 MU Wind Power from own WPP Gandikota and 30.76 MU return banking wind power from GRIDCO consumed at production sites

Additionally, various roof-top solar PV plants are in operation at different locations, while new installations are planned for Damanjodi and Vishakhapatnam.

Several energy efficiency projects have been undertaken, targeting GHG emission reductions, such as cathode block graphitization, use of slotted anodes, installation of dampers and exhaust manifolds, chemical cleaning of Condensers, HSD consumption reduction, VFD installation, and replacing lamps and motors with energy-efficient alternatives. A pilot project aimed at developing low-energy cell technology for smelter plants has achieved a significant reduction in specific DC energy consumption.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0.00
E-waste (B)	13.169	14.16
Bio-medical waste (C)	1.859	1.78
Construction and demolition waste (D)	12	10.00
Battery waste (E)	32.154	27.03
Radioactive waste (F)	0	0.00
<b>Other Hazardous waste.</b> Please specify, if any. (G) As per Hazardous waste Authorization granted by OSPCB	99,324.153	94,016.60
<b>Other Non-hazardous waste generated (H).</b> Overburden, red mud. Lime grit, fly ash, ferrous & non-ferrous scrap, refractory bricks, mixed debris	1,10,62,779.91	74,01,597.38
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,11,62,163.25</b>	<b>74,95,666.95</b>
<b>Waste Intensity per rupee of turnover.</b> (Total waste generated / Revenue from operations)	0.000085	0.000053
<b>Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.00195	0.00121
Waste intensity in terms of physical output (Alumina Production in MT)	5.26	3.53
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste (Construction &amp; Demolition waste)</b>		
(i) Recycled	0	0
(ii) Re-used	12	10
(iii) Other recovery operations	0	0
<b>Total</b>	<b>12</b>	<b>10</b>
<b>Category of waste (Other Hazardous waste)</b>		
(i) Recycled	87,039.82	82,804.59
(ii) Re-used	136	30
(iii) Other recovery operations	0	0
<b>Total</b>	<b>87,175.82</b>	<b>82,834.59</b>
<b>Category of waste (Other Non-Hazardous waste)</b>		
(i) Recycled	0	0
(ii) Re-used	9,50,775	9,45,147

Parameter	FY 2023-24	FY 2022-23
(iii) Other recovery operations	56,86,763	0
<b>Total</b>	<b>66,37,538</b>	<b>9,45,147</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste (E- waste)</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	30.94	5.356
<b>Total</b>	<b>30.94</b>	<b>5.356</b>
<b>Category of waste (Bio-medical waste)</b>		
(i) Incineration	0.025	0
(ii) Landfilling	0.521	0
(iii) Other disposal operations	1.32	1.78
<b>Total</b>	<b>1.866</b>	<b>1.78</b>
<b>Category of waste (Battery waste)</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	32.154	29.29
<b>Total</b>	<b>32.154</b>	<b>29.29</b>
<b>Category of waste (Other Hazardous waste)</b>		
(i) Incineration	126.429	124.589
(ii) Landfilling	32.2	47.341
(iii) Other disposal operations	19,193.655	28,556.7
<b>Total</b>	<b>19,352.284</b>	<b>28,728.63</b>
<b>Category of waste (Other Non-Hazardous waste)</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	44,22,065.29	69,39,754.87
<b>Total</b>	<b>44,22,065.29</b>	<b>69,39,754.87</b>

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

**10. Briefly describe the waste management practices adopted in your establishments.**

NALCO's operating units have implemented an environmental management system based on ISO 14001, focusing on waste management through identification, categorization, and responsible handling. Key practices include:

**E-waste and Battery Waste:** Disposed of at authorized centers through collection, dismantling, recycling, or buy-back schemes.

**Biomedical Waste:** Treated at NALCO's facilities or in compliance with State Pollution Control Board (SPCB) orders.

**Hazardous Waste:** Managed as per OSPCB authorization, including categorization, storage, and disposal. Spent Pot lining (SPL) carbon is recycled for energy recovery, and refractory portions are stored and proposed for authorized disposal.

**Aluminium Dross:** Metallic portion recovered; remaining dross used in anode covering or disposed of by recyclers.

**Spent Anode Butts:** Fully recycled for anode production.

**Miscellaneous Hazardous Waste:** Includes carbon area waste, asbestos waste, and others disposed of at CHWTSDF.

**Used Oil:** Stored securely and auctioned or sold to authorized recyclers.

**Non-Hazardous Waste:**

**Overburden from Mines:** Reused for reclamation of mined areas.

**Red Mud:** Disposed of in red mud ponds.

**CPP Ash:** Disposed off in abandoned mine voids or used in emergency ponds; fly ash utilized for filling and brickmaking.

**Coal Mill Rejects:** Stored in a dedicated yard for disposal.

**Scrap:** Ferrous and non-ferrous scrap is recycled, reused, or sold. Rejected refractory bricks used for hard surfacing and road construction; mixed debris disposed of in low-lying areas.

**Food Waste:** Converted into compost.

These measures highlight NALCO's commitment to effective waste management and environmental sustainability.

**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 use of hazardous and toxic chemicals has been optimized through process control, and standard operating procedures (SOPs) are implemented for their safe handling. Substitution of these chemicals is pursued whenever feasible.

During the process of anode making, several hazardous wastes are recycled back into the process. Aluminium dross, a byproduct, is processed to recover the metallic portion. The remaining portion of the dross is utilized in the bath material used in Potlines, contributing to the overall efficiency and sustainability of the anode making process.

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	Panchaptmali Bauxite Mine, Damanjodi, Dist. - Koraput, Odisha	Mining of bauxite	Yes

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

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

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).**

Yes

**Leadership Indicator:**

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.	Smelter-Recycling of Treated water of Ion-Exchange DF Plant	Used for Plantation and anode cooling at GAP-I & II of Carbon area	Resource conservation & wastewater recycling
2.	Smelter-Recycling of Treated water of Emrion Nano DF Plant	Used as cooling water make-up	Resource conservation & wastewater recycling
3.	Smelter-Recycling of Surface run-off by Re-routing of Drain	Treated in ETPs for plant use	Resource conservation & wastewater recycling
4.	Smelter-Recycling of Surface run-off from SPL Storage Area	Treated in ETPs for plant use	Resource conservation & wastewater recycling
5.	Smelter-Recycling of Treated water of Ion-Exchange DF Plant	Used for Plantation and anode cooling at GAP-I & II of Carbon area	Resource conservation & wastewater recycling
6.	Smelter-Recycling of Surface run-off from Captive Landfill Area	Treated in ETPs for plant use	Resource conservation & wastewater recycling
7.	Smelter-Recycling of Surface run-off near Watch Tower No.-23	Installation of ETP with recirculation system near WT-23 to utilize non-plant water for Plant use is underway.	Resource conservation & wastewater recycling
8.	Smelter-Recycling of Subsoil water of Potlines	Used as makeup water for compressor cooling and fire fighting	Resource conservation & wastewater recycling

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
9.	Smelter-Recycling of effluent water of Hazardous Waste incinerator	Recycled into the scrubbing system of HW Incinerator after filtration	Resource conservation & wastewater recycling
10.	Smelter-Recycling of Plant STP Water	Further treated at ETPs and subsequently recycled for plant use	Resource conservation & wastewater recycling
11.	Smelter-Recycling of S&P Township STP water	Used for horticulture and gardening purpose inside Parks, Stadium, Clubs, Schools etc. at S&P Township	Resource conservation & wastewater recycling
12.	Smelter-Recycling of CISF Colony STP water	Used for horticulture and gardening purpose inside CISF Colony	Resource conservation & wastewater recycling
13.	Smelter- Rainwater harvesting in S&P Township	Rainwater from the roof tops of new quarters is channelized to 3 charging wells to charge the ground water	Rainwater conservation & ground water recharging
14.	Lean slurry project of ash disposal to abandoned allotted mine void of south Bharatpur OCP	<p>The Captive Power Plant at NALCO ensures environmentally friendly ash disposal practices. The lean slurry disposal method is employed, where ash is disposed of in the abandoned mines void of Bharatpur OCP (South block) of Mahanadi Coal Fields Ltd. This initiative aims to achieve 100% ash utilization.</p> <p>Under this scheme, lean slurry is deposited in the mines void at Bharatpur South, and the decanted water from the mines, after treatment, is brought back to the plant area for reuse. This project was commissioned in July 2021, with the primary goal of maximizing ash utilization while minimizing environmental impact.</p>	Achieving 100 % ash utilization
15..	CPP-Installation of Clariflocculator	An additional Clariflocculator with a capacity of 3000 m <sup>3</sup> /hr. has been installed at the plant to improve the quality of recycled water from the Ash Pond and mine void. This facility reduces water turbidity, ensuring it meets quality standards for reuse. The treated water is then recycled for ash slurry making and other plant uses, supporting efficient water management and conservation efforts.	100% Re-use of water for process requirements.
16.	CPP-Rainwater harvesting system	Rainwater Harvesting and Recycling system has been commissioned with pond capacity of 50000 m <sup>3</sup> of water equipped with 2x250 m <sup>3</sup> /hr. of pumping capacity. The recycled water is used as a make up for Fire hydrant Fore bay of RCPH-1 & for plant usage.	100% Re-use of water for fire requirements.
17.	Refinery-Reclamation of water from Red mud pond	(i) Red mud reclaimed water is being used for fresh red mud generated in the Bayer process	(i) Soda recovery from caustic red mud pond (ii) Equivalent quantity of freshwater consumption which otherwise would have been required for fresh red mud washing purpose if red mud wastewater is not used.
18.	Refinery-Reclamation of water from Ash pond	Ash reclaimed water is being used for fly ash slurry making	Equivalent quantity of freshwater consumption which otherwise would have been required for fly ash slurry making purpose if waste ash water is not used.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
19.	Refinery-STP treated water	STP treated water is used for Horticulture, gardening and green belt development purpose.	Fresh water consumption reduced for Horticulture, gardening and green belt development purpose.
20.	Refinery-Sodic Condensate (process liquor condensate)	Used for Cooling Tower make-up, area hosing and Ash slurry pit make-up purpose.	Fresh water consumption reduced.
21.	Bauxite mines-Reuse of treated wastewater from canteen and HEMM	100% reuse of treated wastewater for dust suppression purpose inside the mines	87947 KL of wastewater reused
22.	Utkal D Coal Mines- Nallah diversion	Nallah present within the mine lease area was diverted along the mine boundary. This almost reduces the impact of mining activities on nallah available in the lease area.	The water flow in nallah was not disturbed due to mining activities.
23.	Utkal D Coal Mines-Pond	Small ponds are available in mine lease areas which acts as recharge pond during monsoon season.	Ground water recharge done during monsoon season.

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

- **Bauxite Mines:** A Disaster Management Plan (DMP) and On-site Emergency Plan (OSEP) are established to respond to emergencies, including occupational health and safety (OHS) incidents and environmental incidents. Regular testing and quarterly mock drills involving relevant parties ensure preparedness.
- **Alumina Refinery:** An On-site Emergency Response Plan is in place, assigning specific roles to the factory manager and dedicated CISF fire personnel. Regular fire and chemical mock drills are conducted, supported by a well-defined emergency command structure.
- **Smelter Plant:** A Disaster Management Plan (DMP) and On-site Emergency Plan address emergencies such as pool fires, fireballs in Heavy Fuel Oil (HFO) storage tanks, and incidents in the LPG storage area. The plant is equipped with necessary firefighting and rescue equipment.
- **Captive Power Plant:** A similar Disaster Management Plan (DMP) and On-site Emergency Plan are established at the Captive Power Plant.
- Overall, these facilities have comprehensive emergency plans that are periodically reviewed and updated. Regular drills are conducted to ensure preparedness and familiarize relevant personnel with emergency protocols and procedures.

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

**Essential Indicators:**

- a. Number of affiliations with trade and industry chambers/ associations. 19 (Nineteen)
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Aluminium Association of India	National
2	Engineering Export Promotion Council	National
3	Confederation of Indian Industry	National
4	Standing Conference of Public Enterprise (SCOPE)	National
5	Chemicals and Allied Products Export Promotion Council	National
6	Federation of Indian Mineral Industries	National
7	Federation of Indian Export Organizations, New Delhi	National
8	National Institute of Personnel Management (NIPM)	National
9	International Chamber of Commerce	National
10	Indian Chamber of Commerce (ICC)	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.

N.A.

## 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
Nil					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
1	Utkal-D Coal Mines	Odisha	Angul	No of PDF - 137 No of PAF - 235	100 % PDF*	91,00,46,398
2	Utkal-E Coal Mines	Odisha	Angul	No of PDF-400 No of PAF-979	100 % PDF	71,33,47,606

\*PAF (Project Affected Families) are entitled only for land compensation which has been paid at the time of land acquisition. PDF (Project Displaced Families) are entitled for R&R package over and above land compensation.

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

The Company undertakes CSR initiatives in consultation with the local community, considering their needs, priorities, and expectations through a participatory process. While there is no specific mechanism for grievance redressal for the local community, their concerns are addressed through regular interactions and visits to ensure effective communication and resolution of grievances.

CSR Initiatives are being undertaken by our Organisation based on the needs, priorities and expectations of the community. Since before implementation, all projects are considered taking into account the needs and expectations of the community. Further, sensitization workshops and village level meetings are organized from time to time leading to the strengthening of these community-based projects, leading to adoption.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	30.64% **	29.88%*
Directly from within India	97.69%	98.2%

**Note 1:** \* 'Total Inputs' excludes Coal, fuel oil, caustic soda, ALF3, Synthetic Flocculants, Steel, Cement, Bearings, Lubricants, grease, proprietary items, imported items.

**Note 2:** \*\* 'Total Inputs is total procurement through GeM.

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	FY 2022-23
Rural	N.A.	N.A.
Semi – Urban	84.29%	89.53%
Urban	N.A.	N.A.
Metropolitan	15.71%	10.47%

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

\*Above excludes non-permanent workers who are engaged through various job contractors.

**Leadership Indicators:**

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

S. No.	State	Aspirational District	Amount spent - In INR
1	Odisha	Koraput	2,640.96
2	Odisha	Kalahandi	10.00
3	Odisha	Nabarangpur	28.91

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

Yes

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

- Micro and Small enterprises (MSEs)
- MSEs owned by SC/ST entrepreneurs.
- MSEs owned by women entrepreneurs.

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

30.64%

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)	Benefits shared. (Yes/No)	Basis of calculating benefits 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 in Case	Corrective action taken
Nil		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
1	Supporting residential education to poor backward & tribal children from periphery villages of M & R Complex, Damanjodi & Pottangi up to class-X. The project includes reimbursement of travel expenses to KISS sponsored students, interaction programme & supporting for education beyond class X including ITI & Diploma courses.	487 Students	65% Approx
2	NALCO Merit Award to the Best Matriculates of Peripheral High Schools for the year 2023 of S&P Complex, Angul	25 Students	33% Approx
3	Transportation facility of students of Odisha Adarsh Vidyalaya (OAV), Kotia, Koraput	52 Students	65% Approx
4	Financial assistance towards "Construction of additional classroom of English Medium School of Shree Ramakrishna Ashrama, Kalahandi.	450 Students	47% Approx
5	Expenditure towards imparting education to periphery students other than Nalco Employee's dependents in Odiya Medium Schools (Saraswati Vidya Mandir) in Damanjodi	1,704 Students	65% Approx

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
6	Expenditure towards imparting education to periphery students other than Nalco Employee's dependents in Odiya Medium Schools (Saraswati Vidya Mandir) in Angul	3,195 Students	33% Approx
7	Providing primary health / OPD Service at S&P Complex, Angul Periphery villages.	75,665 Patients	33% Approx
8	Operation of Medical Health Unit (MHU) at peripheral villages of Angul and Utkal D & E Coal Block	56,900 Patients	33% Approx
9	Operation of Medical Health Unit (MHU) at peripheral villages of Damanjodi	48,236 Patients	65% Approx
10	Providing Mobile Health Unit (MHU) service in Pottangi periphery villages.	13,825 Patients	65% Approx
11	Reimbursement of expenditure against operation of District Covid Health Centre (DCHC) at Nabarangpur.	Indeterminate	Indeterminate
12	Financial Support for procuring Battery Operated Ambulance for transportation of patients in SCB Medical College & Hospital, Cuttack	Indeterminate	Indeterminate
13	Financial Assistance for medical equipment to Pandit Raghunath Murmu Medical College & Hospital, Baripada, Mayurbhanj District	Indeterminate	Indeterminate
14	Financial Support to SCB Medical College & Hospital, Cuttack towards procurement of Mortuary Freezer cabinet for preserving dead bodies.	Indeterminate	Indeterminate
15	Financial Support towards Development of Community Health Centre (CHC) at Mathalput, Koraput	Indeterminate	Indeterminate
16	Various CSR Initiative at Bhubaneswar, Puri, Konark, Gopalpur under Swachhata Hi Sewa Campaign	Indeterminate	Indeterminate
17	Mega Swachhata Drive at Angul	Indeterminate	Indeterminate
18	Financial Support to "The State Wildlife, Organization, Odisha", Bhubaneswar towards procurement of 02 no's of wild animal rescue specialized vehicles.	Indeterminate	Indeterminate
19	Supply of drinking water through tanker to identified peripheral villages of Angul S&P Complex of Nalco during Summer.	16 Villages	33% Approx
20	Supply of drinking water to people on the occasion of Mahasivratri at Lingaraj Temple., Bhubaneswar	15,000 People	14% Approx
21	Financial Support towards organizing Panchpattamali Natya Mahotsab, Damanjodi	1 Village	65% Approx
22	Financial Assistance for organizing of "BHARAT KE RANG EKAL KE SANG", a cultural programme by tribal people of Ekal Gram Sangathan at Angul	500 People	33% Approx
23	Financial Assistance towards organization of 26th State Level Tribal Festival, Koraput (PARAB-2023).	2,042 Villages	65% Approx
24	Financial Assistance towards organization of Celebration of Angul Zilla Mahotsav-2023	1,871 Villages	33% Approx
25	Provision of drinking water through RO water purifier at Puri, JB Matha	Indeterminate	Indeterminate
26	Operation of Battery-Operated Vehicles (BOVs) from Jagannath Ballav Matha to Shri Jagannath Temple and Railway Stations of Puri, Bhubaneswar & Cuttack.	Indeterminate	Indeterminate
27	Providing Security service (Ward & Watch) at Gandhi Park, Puri	Indeterminate	Indeterminate



S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
28	Horticulture, Development & Maintenance work at Gandhi Park and Biraharekrushnapur, Puri	Indeterminate	Indeterminate
29	Financial Support to Institute for Social Development (ISD) in running “Maadhyam Women Support Centre’s”, Bhubaneswar	100 People	14% Approx
30	Payment towards Recognition for Prior Learning (RPL) to unemployed youth of Odisha	200 People	Indeterminate
31	Financial support for renovation of Tennis Court of Puri District Tennis Association, Bhubaneswar	Indeterminate	Indeterminate
32	Promotion of livelihood through Jackfruit Value addition in selected priority villages of NALCO, Damanjodi	100 People	65% Approx
33	Developmental activities at Putraghati Village, Damanjodi	1 Village	65% Approx

Note: Above data excludes Administrative & Miscellaneous CSR expenses.

## 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:

Customer complaints or feedback regarding issues such as payment, late delivery, quality, quantity, or documentation are handled in accordance with NALCO’s well-defined Marketing Guidelines and documented procedures of the ISO9001 system. Upon receiving a complaint, NALCO’s representatives from Regional Offices and/or competent technical personnel from the plant may visit the customer’s premises to examine the complaint and assess the situation on the spot.

In cases where compensation or a claim is made by the customer, a committee is formed to verify the claim and estimate the loss suffered by the customer. The committee then recommends an appropriate amount of compensation to be paid. This process ensures a fair assessment and resolution of customer complaints.

NALCO also reviews customer complaints as part of its continuous improvement efforts for processes and products. By analyzing and addressing these complaints, NALCO aims to enhance its operations, rectify any issues, and improve customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and responsible usage	N.A.
Recycling and/or safe disposal	N.A.

Note: Not Applicable as per the nature of products. NALCO products are primary Alumina and Aluminium Metal products sold to secondary processors in the value chain.

The basic information regarding safe usage/recycling etc regarding Alumina and Aluminium Metal is widely available in public domain.

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	Nil		0	0	
Advertising	0	Nil		0	0	
Cyber-security	0	Nil		0	0	
Delivery of essential services	N.A.	N.A.		N.A.	N.A.	
Restrictive Trade Practices	0	Nil		0	0	
Unfair Trade Practices	0	Nil		0	0	
Other	2	Nil		6	0	

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

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

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)**

Yes, (ISO27001 framework/policy on cyber security and privacy policy are available)

If available, provide a web-link of the policy.

- <https://d2ah634u9nypif.cloudfront.net/wp-content/uploads/2019/03/IT-SECURITY-POLICY-signed.pdf>
- <https://NALCOindia.com/home/privacy-policy/>

**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, no such issue relating to advertising, and delivery of essential services; re-occurrence of instances of product recall. Therefore, no action taken by regulatory authorities.

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches:**

Nil

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

Nil

**c. Impact, if any, of the data breaches:**

Nil

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

Please visit our website <https://nalcoindia.com/> click on “menu” button on top corner of the right side.

- For product-related information go to business and select products from the Menu.
- For services related information go to Citizen Corner from Menu.

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

N.A.

**3. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

N.A.

**4. 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)**

M/s NALCO conducted a survey regarding customer satisfaction related to the major products and services of the entity as a whole. As per company policy, we carry out a Consumer Satisfaction Index (CSI) survey every six months.

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