



Steel Exchange India Limited

Regd. Office : D.No:1-65/K/60, Plot No:60, Abhis Hiranya, 1ST Floor, Kavuri Hills, Hyderabad- 81TS.

Phone: +91-40-23403725, 23413267, 40033501

Corp. Office : Block-A, Green City Towers, Green City, Vadlapudi, Visakhapatnam-530049, A.P

Phone: +91-891-2587175, 2749215, www.seil.co.in, **E-mail** : info@seil.co.in

GSTIN : 36AABCP9362L1ZX & 37AABCP9362L1ZV

CIN : L74100TG1999PLC031191

September 06, 2025

To
The Manager,
Department of Corporate Services,
BSE Limited
P.J. Towers, Dalal Street,
Port, Mumbai – 400001

To
The Manager,
Listing Department,
National Stock Exchange of India Limited,
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai – 400051

Scrip Code: 534748/960441

Scrip Code: STEELXIND

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year ended 31st March, 2025.

Pursuant to the provisions of Regulation 34 and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the **Business Responsibility and Sustainability Report (BRSR)** for the financial year 2024–25 is enclosed herewith.

This is for your information and records.

Kindly acknowledge receipt.

Thanking You,

For **Steel Exchange India Limited**

Raveendra Babu M

Company Secretary & Compliance Officer

M.No: A34409

Encl: Business Responsibility and Sustainability Report for FY 2024-25

WORKS

Integrated Steel Plant: Sreerampuram, L.Kota Mandal, Vizianagaram District - 535161. Phone: +91-8966-267218, 267111

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

STEEL EXCHANGE INDIA LIMITED



SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Company	L74100TG1999PLC031191
2	Name of the Company	STEEL EXCHANGE INDIA LIMITED
3	Year of incorporation	1999
4	Registered office address	D.NO:1-65/K/60, Plot No:60 Abhis Hiranya, 1ST Floor, Kavuri Hills, Hyderabad, TG, 500081
5	Corporate office address	Block-A, Greencity, Near Apparel Export Park, Pakheertakiya, Visakhapatnam, AP, 530049
6	E-mail ID	CSRAVINDRA.SEIL@GMAIL.COM
7	Telephone	+91-40-23403725 / 23413267
8	Website	https://www.seil.co.in/
9	Financial year for which reporting is being done	1st April 2024 to 31st March 2025
10	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited (BSE)
11	Paid-up Capital	INR 1,19,76,33,270/-
Name and contact details of the person who may be contacted in case of any queries on the Business Responsibility and Sustainability Report (BRSR)		
12	Name of the Person	Mr. Raveendra Babu M (Company Secretary & Compliance Officer)
	Telephone	+91-40-23403725 / 23413267
	Email address	cs@seil.co.in
Reporting Boundary		
13	Type of Reporting (Standalone / Consolidated)	Disclosures made in this report are on a standalone basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Product/Services:

16	Details of business activities (Accounting for 90% of the turnover)	S.No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Metal and metal products	91.17%
		2	Trading	Metal and metal products	6.63%
17	Products/Services sold by the Company (Accounting for 90% of the entity's Turnover)	S.No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Sale of Steel	2410	97.80%

III. Operations

18	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	1	2	3
		International	-	-	-

19	Market served by the entity	Locations	Numbers
	a. No. of Locations	National (No. of States)	2
		International (No. of Countries)	Nil
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	NA	
	c. A brief on type of Customers	Steel Exchange India Limited serves a diverse range of customers across various sectors. The customer base includes but is not limited to: Wholesalers, Traders, End Consumers, Institutions, Government Departments, B2B Customers, Online Market Place etc.	

IV. Employees

20. Details as at the end of financial year 2024-25:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees (including differently abled)						
Employees						
1	Permanent (A)	253	247	97.62	6	2.37
2	Other than Permanent (B)	292	292	100	0	0
3	Total (A+B)	545	539	98.89	6	1.10
b. Workers (including differently abled):						
Workers						
1	Permanent (E)	320	317	99.06	3	0.93
2	Other than Permanent (F)	440	417	94.77	23	5.22
3	Total (E+F)	760	734	96.57	26	3.42
c. Differently abled Employees						
Employees						
1	Permanent	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent	NIL	NIL	NIL	NIL	NIL
3	Total nil	NIL	NIL	NIL	NIL	NIL
d. Differently abled Workers:						
Workers						
1	Permanent	NIL	NIL	NIL	NIL	NIL
2	Other than Permanent	NIL	NIL	NIL	NIL	NIL
3	Total	NIL	NIL	NIL	NIL	NIL

21. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	1	12.50%
2	Key Management Personnel *	3	0	0%

* KMPs does not include Board of Directors

22. Turnover rate for permanent employees and workers

Category	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.26	15.38	9.42	7.72	0.08	7.80	12.35	0	12.35
Permanent Workers	4.46	28.57	4.73	2.80	0	2.80	8.75	0	8.75

NOTE:

- Turnover rate= No. of persons who have left the employment of the entity in the FY *100) / Average no. of persons employed in the category.
- Average number of persons employed in a category shall be calculated as (Persons employed in the category at the beginning of FY+Persons employed in the category at the end of FY)/ 2.
- Employee turnover is a crucial metric for measuring the performance of human resources departments or human resource management apps.
- High turnover means that many people are leaving the company, while low turnover means that people tend to stay in their jobs longer. The employee turnover rate is a way to measure how often employees leave a company and are replaced by new ones.
- Analysing turnover rates can help organizations identify areas for improvement in terms of employee engagement, retention strategies, and overall workplace culture. It can also be used to compare turnover rates within different departments or industries, providing insights into the relative health and stability of different work environments.

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

23	(a) Names of holding / subsidiary / associate companies / joint ventures	S.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a Holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
				NA		

VI. CSR Details:

24	a. Whether CSR is applicable as per the provision of Section 135 of Companies Act, 2013:	Yes
	Turnover (in INR crore)	1144.02
	Net worth (in INR crore)	435.53

VII. Transparency and Disclosures Compliances

		Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
25	Complaints/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct	Communities	Yes, Communities can communicate their grievances directly to us via our dedicated email ID: cs@seil.co.in .	Nil	Nil	NA	Nil	Nil	NA
		Investors (other than shareholders)	Yes, Investors may raise their concerns or grievances by contacting the Company's Compliance Officer at cs@seil.co.in . For more details, please visit our Investor Contact page: Investor Contact Page in www.seil.co.in .	Nil	Nil	NA	Nil	Nil	NA
		Shareholders	Yes, Shareholders can lodge complaints through the SEBI SCORES portal or via the BSE/NSE platforms.	1	Nil	All the complaints were resolved satisfactorily	10	Nil	All the complaints were resolved satisfactorily
		Employees and workers	Yes, Internal employee grievances are addressed through a structured mechanism. The HR Help Desk processes and resolves issues on a monthly basis, ensuring fair and timely redressal.	Nil	Nil	NA	Nil	Nil	NA
		Customers	Yes, SEIL has a comprehensive grievance redressal framework. A dedicated team of experts reviews, investigates, and resolves complaints while implementing corrective measures to prevent recurrence. Concerns can be communicated to info@seil.co.in .	Nil	Nil	NA	Nil	Nil	NA
		Value Chain Partners	Yes, our value chain partners are encouraged to reach out to the Procurement, Quality & Assurance, or Product Development teams for any issues or grievances they may encounter.	Nil	Nil	NA	Nil	Nil	NA

SEIL remains dedicated to continuous improvement, accountability, and upholding the trust of all our stakeholders through responsive and transparent grievance handling practices.

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

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

Sr. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	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	Greenhouse Gas Emissions & Climate Change Management	Risk & Opportunity	A significant part of SEIL production is through the blast furnace route, which is an emission intensive process and contributes towards global warming.	SEIL is trying to set up targets to treat the emissions in a much responsible manner and transition to low carbon steelmaking is critical for the long-term success of the Company. SEIL also aims to maximize the amount of scrap charged into its existing blast furnace-based steelmaking operations	Both Negative & Positive based on treatment
2	Energy Management	Opportunity	Production of steel is a highly energy intensive process and consumes a large quantity of energy from multiple sources: coal, natural Gas, electricity and other fossil fuel.	We are striving to reducing our energy footprint by embracing energy-efficient technologies. Moreover, we are proactively trying to integrate renewable energy sources into our energy mix and contribute to a greener and more sustainable world.	Positive
3	Water Consumption and Effluent Discharge	Risk	SEIL utilises a large quantity of water in its processes and draws this water from multiple sources.	Minimizing withdrawal of fresh water from rivers by maximising the recycling of treated waste effluents within the plant by setting up effluent treatment plants.	Negative
4	Circular Economy	Opportunity	Steel as a material lends itself to circularity and is recyclable as ferrous scrap to produce new steel. Steel produced through recycling has a significantly lower carbon footprint, as opposed to producing primary steel by reducing iron ore.	SEIL aims to maximize the amount of scrap charged into its existing blast furnace-based steelmaking operations	Positive
5	Employee & Workforce Engagement, Wellbeing	Opportunity	SEIL believes that Employee Well-being and Development creates a healthy company culture, better employee satisfaction and higher employee engagement and therefore, helps attract and retain talent. The Company's ability to attract and retain talent provides the Company with a competent and experienced workforce and reduces recruitment costs for the Company. A high quality and motivated workforce is critical for company sustainability.	We adopt best practices to ensure healthy employee relations, employee growth and development as well as work satisfaction. We have strived to build caring and collaborative relationships based on trust and mutual respect, paving the way for a respectful workplace for all.	Positive
6	Occupational Health & Safety	Risk	Ensuring the safety of its employees, contract workers and communities is critical for continued regulatory and social license to operate, especially considering process related hazard in steelwork. In case safety related processes or performance of the Company is deemed inadequate, or in case of a significant safety incident, prohibition order from the government may also lead to partial closure of the plant.	We endeavour to achieve the objective of safety and health responsibilities through a robust safety management system framework and a sound safety governance structure.	Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable

P2: Businesses should provide goods and service in a manner that is sustainable and safe

P3: Businesses should respect and promote the well-being of all employees, including those in their value chains

P4: Businesses should respect the interests of and be responsive to all its stakeholders

P5: Businesses should respect and promote human rights

P6: Businesses should respect and make efforts to protect and restore the environment

P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8: Businesses should promote inclusive growth and equitable development

P9: Businesses should engage with and provide value to their consumers in a responsible manner

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	Our policies are available at https://seil.co.in/governance/policy .								
2	Whether the entity has translated the policy into procedures. (Yes / No)	The Company has translated the policies and incorporated the principles in its processes and procedures, as applicable.								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company is in the process of documenting a Supplier/Vendor Code of Conduct, which will largely cover the aforementioned principles. The Company expects its suppliers and vendors to adhere to these standards.								
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: 14001:2015-Environmental Management System ISO: 45001:2018-Occupational Health & Safety Management System ISO 9001:2015-Quality Management System BIS Certification								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of setting up specific goals and targets with defined timelines.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, Leadership and Oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements Mr. Satish Kumar Bandi (Chairman & Managing Director) As a values-driven and ethically grounded organization, the Company is committed to integrating Environmental, Social and Governance (ESG) principles across its operations. With a strong focus on positively impacting the communities it serves; the Company actively pursues initiatives that enhance social well-being and environmental stewardship. In alignment with its sustainability objectives, the Company is dedicated to reducing its carbon footprint by exploring innovative green energy solutions and acquiring carbon credits to support long-term climate goals.									

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Satish Kumar Bandi (Chairman & Managing Director)
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the Board of Steel Exchange India Limited has constituted various Board committees, which are responsible for and have a remit over key sustainability related policies of Steel Exchange India Limited, as below:</p> <ul style="list-style-type: none"> • The Corporate Social Responsibility Committee. • The Stakeholder Relationship Committee. • The Risk Management Committee. • Health, Safety, CSR, Sustainability and Environment related aspects are overseen by various committees of the board. The senior leadership team is responsible for implementing sustainable business initiatives based on the committee's strategy. The committee meets as and when required to evaluate the company's ESG performance.

10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Policies, wherever stated, have been approved by the Board / Senior Management. Policies are reviewed as and when required.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with all the statutory laws and regulations as applicable. Further, the compliance monitoring is done regularly by the respective authority.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No, however, the Managing director along with the board evaluates the implementation of the policies. Policies are reviewed at periodic intervals depending on the statutory requirements or on need basis.								

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

Not applicable since the policies and procedures of the Company cover all principles of NGRBCs



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	During the reporting year, the company presented a note on Business, strategy, risk and update of laws. Details of orientation given to the new and existing Independent Directors are available at: https://seil.co.in/uploads/5823-FAMILIARIZATION_PROGRAMME_SUMMARY.pdf	100%
Key Management Personnel	On going- Multiple trainings throughout the year	Steel Exchange India Limited regularly conducts awareness programs for its Key Managerial Personnel (KMPs), focusing on Ethics, Corporate Governance, the Code of Conduct, and Policy Development.	100%
Employees other than BODs and KMPs	On going- Multiple trainings throughout the year	<ol style="list-style-type: none"> 1. Communication and listening 2. Workshop on Major Accidents and Hazards Control, 3. Employee health and safety - Fire safety, electrical safety, etc. 4. POSH (Prevention of Sexual Harassment) 5. Enhancing safety through effective leadership 6. Cyber Security 7. Business Principles for Responsible Organization Code of Conduct and principles of Corporate Governance 	85%
Workers	On going- Multiple trainings throughout the year	On the job trainings and Health and Safety Training are mandatory. No special trainings	100%

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.

a. Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P1, P4 and P7	BSE Limited & National Stock Exchange of India Limited	2,35,05,600	Fines for delay in filing trading application	NO
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
b. Non-monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil			
Punishment					

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

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

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

Yes, Steel Exchange India Limited has established a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy, reinforcing its commitment to ethical business practices and compliance with applicable laws and regulations. You can view the policy https://seil.co.in/uploads/8052-Anti_Bribery_Anti_Corruption_Policy_Final.pdf

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Topic	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
i) Accounts payable x 365 days	4858178	4907957
ii) Cost of goods/services procured	89809	89017
Number of days of accounts payables	54	55

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:

(₹ in Lakhs)

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. i) Purchases from trading houses	81257.64	75027.91
	ii) Total purchases	89809.07	89017.00
	iii) Purchases from trading houses as % of total purchases	90.48%	84.28%
	b. Number of trading houses where purchases are made from	52	61
	c. i) Purchases from top 10 trading houses	48749.62	54831.32
	ii) Total purchases from trading houses	81257.64	75027.91
Concentration of Sales	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	59.99%	73.08%
	a. i) Sales to dealer / distributors	95180.79	75782.65
	ii) Total Sales	114402.26	108917.09
	iii) Sales to dealer / distributors as % of total sales	83.20%	69.58%
	b. Number of dealers / distributors to whom sales are made	61	55
	c. i) Sales to top 10 dealers / distributors	76,972.45	60,962.21
Share of RPTs in	ii) Total Sales to dealer / distributors	95,180.79	75,782.65
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	80.87%	80.44%
	a. i) Purchases (Purchases with related parties)	4,832.05	3,830.09
	ii) Total Purchases	89,809.07	89,017.00
	iii) Purchases (Purchases with related parties as % of Total Purchases)	5.38%	4.30%
	b. i) Sales (Sales to related parties)	9,911.01	9,020.13
	ii) Total Sales	1,14,402.26	1,08,917.09
	iii) Sales (Sales to related parties as % of Total Sales)	8.66%	8.28%
	c. i) Loans & advances given to related parties	0	0
	ii) Total loans & advances	0	0
	iii) Loans & advances given to related parties as % of Total loans & advances	NIL	NIL
	i) Investments in related parties		
	ii) Total Investments made	0	0
	iii) Investments in related parties as % of Total Investments made	NIL	NIL

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

ESSENTIAL INDICATORS

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

Type	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	-
Capital Expenditure (CAPEX)	92.09 Cr	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, the steel industry is one of the highest carbon-emitting sectors globally. While significant research and development efforts are underway to decarbonize the steel making process, most breakthrough technologies are not yet commercially viable at scale. In this context, sustainably sourcing input raw materials-key contributors to the industry's carbon footprint-remains a pressing challenge.
- b. If yes, what percentage of inputs were sourced sustainably?
Zero. The Company is in the process of setting up mechanisms to follow and track this data digitally.
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.
Steel has a very long service life before it needs to be recycled. End-of-life steel or scrap steel is not considered as waste product by the Company, instead used as input product by remelting. The Company is committed to circularity and reuses scrap generated during the production process. Further the steel slag generated during the production is sold to cement manufacturers which helps in reducing the emission intensity of cement production.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Not applicable

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

ESSENTIAL INDICATORS

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

Category	Total (A)	Health & Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent									
Male	247	247	100					-	-
Female	6	6	100					-	-
Other	0	0	0						
Total	253	253	100						
Other than Permanent (Contractual)									
Male	292	292	100						
Female	0	0	0						
Other	0	0	0						
Total	292	290	100						

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

Category	Total (A)	Health & Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	No	%	Number (B)	% (B / A)
Permanent									
Male	317	317	100						
Female	3	3	100						
Other	0	0	0						
Total	320	320	100						
Other than Permanent (Contractual)									
Male	417	417	100						
Female	23	23	100						
Other	0	0	0						
Total	440	440	100						

Note: Around 483 Employees and workers are covered under ESIC. Rest of the employees are covered under Workmen Compensation Policy.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	63.60	33.83
ii) Total revenue of the company	1,14,402.26	1,09,128.90
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.03%

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

Sr. No.	Benefits	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/ N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	98.02	100.00	Yes	96.39	100.00	Yes
2	Gratuity	100.00	100.00	N/A	100.00	100.00	NA
3	ESI	27.66	50.93	Yes	31.00	60.00	Yes
4	Others - please specify	-	-		-	-	-

3. Accessibility of workplaces:

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

The Company currently does not employ differently-abled individuals; however, we are committed to creating an inclusive and diverse workforce. We actively welcome future employment opportunities for differently-abled individuals.

To ensure accessibility, the Company has made its premises, including offices and other facilities, accessible to individuals with disabilities. Our locations are equipped with features such as lifts and handrails in stairwells to facilitate safe and easy movement for differently-abled individuals. This reflects our commitment to providing an inclusive and accessible working environment for all employees.

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.

The company is in the process of developing a policy and establishing clear standards to ensure equal opportunities for differently-abled individuals. This policy will be finalized shortly in accordance with the Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Other	-	-	-	-
Total	-	-	-	-

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	<p>The Company has an Employees Grievance Redressal Mechanism in place, which is available to all employees and workers. If an employee encounters any issues or has concerns regarding their work, working environment, or relationships at the workplace, they are encouraged to raise them within the organization.</p> <p>The Company promotes open and transparent communication between employees and their Supervisors, Managers, or Heads of Function to ensure that any problems or concerns are addressed in a prompt, fair, and efficient manner, ideally at the lowest level possible within the organization.</p> <p>The grievance mechanism consists of three escalation stages, and any grievance raised is handled with the utmost confidentiality.</p>
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	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)
Permanent Employees						
Male	247	Nil		Nil		
Female	6					
Others	0					
Total	253					
Permanent Workers						
Male	317	Nil		Nil		
Female	3					
Others	0					
Total	320					

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current FY)					FY 2023-24 (Previous FY)				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & Safety measures		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	247	149	60.32	42	17.00	215	135	62.79	34	15.81
Female	6	1	16.66	0	0	7	2	28.57	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	253	150	59.28	42	16.60	222	137	61.71	34	15.81
Workers										
Male	317	242	76.34	92	29.02	308	223	72.40	63	20.45
Female	3	3	100	0	0	4	4	100	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	320	245	76.56	92	28.75	312	228	73.07	63	20.19

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Employees						
Male	247	247	100	215	215	100
Female	6	6	100	7	7	100
Other	0	0	0	0	0	0
Total	253	253	100	222	222	100
Workers						
Male	317	317	100	308	308	100
Female	3	3	100	4	4	100
Other	0	0	0	0	0	0
Total	320	320	100	312	312	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	YES. Company has also obtained certification of ISO: 45001:2018-Occupational Health & Safety Management System.
a. What is the coverage of such system?	All employees and workers
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Check lists, SOPs, work permit systems, LOTO system, onsite emergency plane, safety audits, regular safety committee meetings are some of the processes to identify work related hazards. HAZOP study and risk assessment of the plant is also conducted.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	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 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	3.67	8.08
Total recordable work-related injuries	Employees	0	0
	Workers	12	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

To ensure a safe and healthy workplace, daily safety talks are conducted before the start of routine activities. These 'Toolbox Talks,' organized by Shop Engineers and Shift In-charges, cover various safety topics of daily relevance, helping to raise awareness among workers about workplace safety.

Unit-wise fire safety teams, known as 'Crew Team Members,' are equipped with fire extinguishers to ensure preparedness. In addition, the Company maintains an adequate supply of stored water for fire prevention purposes.

Regular training sessions on health and safety best practices are also conducted to reinforce a culture of safety across the organization.

Safety audits are performed regularly to ensure compliance with all safety standards. The Company fully complies with Occupational Safety and Health (OS&H) regulations, as well as other applicable legal and safety requirements.

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

Topic	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

Topic	% 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.

We believe that Safety & Health of the workforce is fundamental to the creation of sustained business value. The Board has an oversight on health and safety initiatives. SEIL aims to become an extraordinary and safe place when it comes to health and safety.

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:

SEIL has identified and mapped its internal and external stakeholders. Based on their contribution to the value chain and their relevance to the organization, the key stakeholder categories include:

- Investors
- Shareholders
- Employees
- Customers
- Community organizations / NGOs
- Vendors, suppliers, and contractors of goods and services
- Distributors and dealers
- Government bodies and regulatory authorities

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	Website, Shareholder Meetings, Email, Central Telephone Number, Notice, Newspaper	Quarterly	<ul style="list-style-type: none"> Awareness (Q&A) session on performance and results of the company General Meetings
Investor	No	Meeting, Notice, Newspaper, Email, Website	Regularly	<ul style="list-style-type: none"> Resolve any queries received from investors. Showcase an overview of SEIL business performance, strengths, future strategy, etc.
Employees	No	Email, ERP, SMS, Townhall Meetings	As and when required	<ul style="list-style-type: none"> Career development, diversity and equal opportunity, health and safety, skill upgradation, learning and development, organizational culture/ workplace, grievances and remuneration
Customers	No	Stores, Experience, Advertising, Newspaper, pamphlets, Hoarding/banner, SMS, website, phone	As and when required	<ul style="list-style-type: none"> Offers Brand awareness New product development Product feedback
Community organizations / NGOs	Yes	Need assessments for CSR projects through surveys and focused group discussions	As and when required	<ul style="list-style-type: none"> Assessment of community needs Selection of new projects based on needs Monitoring and evaluation of on-going projects
Vendors / Suppliers / Contractors of goods and services	No	Physical meetings, Emails, Telephone	Frequent and as may be required	<ul style="list-style-type: none"> New business opportunities Query Resolution & Grievance Redressal. Supplier performance assessment. Addressing non-compliance issues Signing / breach of contract.
Distributors and dealers	No	Physical meetings, Emails, Telephone, conferences	Frequent and as may be required	<ul style="list-style-type: none"> Query Resolution & Grievance Redressal. Distributor's performance assessment. Addressing non-compliance issues.
Government and regulatory authorities	No	Written communications, Presentations, Industry associations, websites, advertisements	Frequent and as may be required	<ul style="list-style-type: none"> Understanding and adherence to local governance Seeking clarifications and relaxation Communicating challenges and providing recommendations.

ESSENTIAL INDICATORS

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	253	120	47.43	222	100	45.04%
Other than permanent	292	75	25.68	258	50	19.38%
Total Employees	545	195	35.77	480	150	31.25%
Workers						
Permanent	320	125	39.06	312	95	30.45%
Other than permanent	440	160	36.36	262	80	30.53%
Total Workers	760	285	37.5	574	175	30.48%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total Count in Current FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count in Previous FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
Employees										
Permanent										
Male	247	-	-	247	100	215	-	-	215	100
Female	6	-	-	6	100	7	-	-	7	100
Other	0	-	-	0	0	0	-	-	0	0
Other than permanent										
Male	292	-	-	292	100	258	-	-	258	100
Female	0	-	-	0	0	0	-	-	0	0
Other	0	-	-	0	0	0	-	-	0	0

Workers										
Permanent										
Male	317	-	-	317	100	308	-	-	308	100
Female	3	-	-	3	100	4	-	-	4	100
Other	0	-	-	0	0	0	-	-	0	0
Other than permanent										
Male	417	-	-	417	100	255	-	-	255	100
Female	23	-	-	23	100	7	-	-	7	100
Other	0	-	-	0	0	0	-	-	0	0

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

a. Median remuneration/wages

	Male		Female	
	No	Median remuneration/ salary/ wages of respective category (INR)	No	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors	7	8400000	1	0
Key Managerial Personnel (1)	03	2711226	-	0
Employees other than BoD and KMP	247	311062.50	6	336650
Workers	317	251300	3	227390

Note: KMPs include CS and CFO.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages paid	1.75%	1.48%

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, the company Chief Human Resource Officer (CHRO) is the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company is actively involved in the protection and promotion of human rights and is fully committed to fostering inclusivity and equality while prohibiting all forms of discrimination. The Company is in the process of formulating a Human Rights Policy, which will work in conjunction with the Grievance Policy to ensure that grievances are addressed promptly and effectively.

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

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

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

The Company emphasizes that any form of retaliation against individuals who raise legitimate concerns is strictly prohibited. We are committed to protecting the identity of complainants, ensuring that all matters related to discrimination or harassment are handled with the utmost confidentiality, and implementing all necessary measures to safeguard their privacy.

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

SEIL encourages its suppliers to foster an inclusive and supportive working environment and to promote diversity both in their workforce and in the selection of subcontractors.

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	The Company undertook internal assessment through its EHS, HR and IR function.
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not applicable

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

ESSENTIAL INDICATORS

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

Whether total energy consumption and energy intensity is applicable to the company? Yes

Revenue from operations (in Rs.)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Parameter		
From renewable sources		
Total electricity consumption (A)	1045253 GJ	1039644 GJ
Total fuel consumption (B)	7036462 GJ	6363703 GJ
Energy consumption through other sources(C)	0	0
Total energy consumed from renewable sources (A+B+C)	8081715 GJ	7403347 GJ
From Non-renewable sources	0	0
Total electricity consumption (D)	0	0
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	0	0
Total energy consumed (A+B+C+D+E+F)	8081715 GJ	7403347 GJ
Energy intensity per rupee of turnover <i>(Total energy consumption/turnover in rupees)</i>	0.000706	0.000679
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP*)	0.0146	0.0152
Energy intensity in terms of physical output	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	0	0

*PPP based on the latest PPP conversion factor published for the year 2024 and 2025 by International Monetary Fund for India given in the link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/GRL>

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

No

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

SEIL -ISP-Sreerampuram Unit Identified as Designated Consumer (DC) under PAT Cycle -4. Target Year (FY 2021-22) target achieved, as per 3rd Party M&V Aud it. After Verification of the total Energy saved, the entitlement of 18805 Nos Energy Saving Certificates recommended to BEE, which are tradable in Future.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	209465	163753
(ii) Groundwater	12350	42200
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	221815	205953
Total volume of water consumption (in Kilolitres)	221815	205953
Water intensity per one rupee of turnover (Total water consumption / Revenue from operations)	0.0000194	0.0000189
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00040	0.00042
Water intensity in terms of physical output	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA

*PPP based on the latest PPP conversion factor published for the year 2024 and 2025 by International Monetary Fund for India given in the link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/GRL>

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? NO

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	0	0

- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

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

Yes. The Waste water Generated from various sources will be collected in Central Monitoring basin and will be neutralized in the tank. The same water will be reused for Ash Conditioning, Green belt development within the plant. And also, we have implemented Rain water harvesting system in the plant, so as to collect all water by increased recycling of treated waste water to fresh water intake.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	µg/m3	38	30
SOx	µg/m3	24	28
Particulate matter (PM)	µg/m3	57	60
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others - please specify		NA	NA

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

M/s Spectra Envirotech Ltd has been engaged for Evaluation of Pollution monitoring on Quarterly basis. Reports and Compliance will be submitted to Pollution Control Board for every quarter.

7. Provide details of greenhouse gas emissions (Scope1andScope2emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG intoCO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tons of CO ₂ Equivalent	796561	585692
Total Scope 2 emissions (Break-up of the GHG intoCO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tons of CO ₂ Equivalent	0	0
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emissionintensity (optional)-there levant metric may be selected by the entity	-	NA	NA

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

Not applicable

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

No

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste(A)	Nil	Nil
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste(D)	0	0
Battery waste(E)	0.5	1.8
Radioactive waste(F)	0	0
Other Hazardous waste. Please specify, if any. (Waste Oil) (G)	1.28	1.95
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		

Other Wastes -		
Other Wastes - Fly Ash	48950	54000
Other Wastes - Bed Ash	5000	5000
Other Wastes- Slag	9850	9300
Other Wastes - Mill Scale	1980	2100
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)	65781.78	70401.95

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000057	0.0000064
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000119	0.000143
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-

*PPP based on the latest PPP conversion factor published for the year 2024 and 2025 by International Monetary Fund for India given in the link:
<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/GRL>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(i) Recycled	1.28	1.95
(ii) Re-used	1980	2100
(iii) Other recovery operations	2400	2500
Total	4381.28	4601.95

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

Category of waste	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(i) Incineration		
(ii) Landfilling	6200	7000
(iii) Other disposal operations	53950	59000
Total	60150	66000

Note: Includes iron, tin, quilting & other scrap

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

Environmental Impact Assessment study will be conducted Every year and Report will be submitted to PCB on yearly basis.

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

The Slag generated during Steel Manufacturing Process will be re used for manufacturing of Paver blocks, which is as an alternative to River sand and also has wider applications from Plain concrete to reinforced concrete and can be used in roads, highways, bricks, plastering and buildings.

The Fly ash and Bed ash generated during Power Generation Process will be used for Brick Manufacturing. 100% utilization of other wastes being implemented in the plant.

There is no Generation of Hazardous wastes and Toxic chemicals involved in the 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.
-	-	-	-

*None of the Our Plant Operations/ Offices are in ecologically Sensitive areas.

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

Environmental Impact Assessment study will be conducted Every year and Report will be submitted to PCB on yearly basis.

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

Yes. All our integrated steel plant facilities are compliant with the Environmental regulations. We are implementing all Conditions stipulated in the CFO Order issued by AP Pollution Control Board.

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

ESSENTIAL INDICATORS

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

The Company is affiliated with 1 trade and industry chambers/ associations

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.	ASSOCHEM	International

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

No significant adverse impacts have been reported from any value chain partners.

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.**

Not Applicable

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

Not Applicable

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

The Company has regular engagement with key community institutions and representatives from key neighborhood areas. The Company has provided e-mail ID and drop box system for grievance Redressal, to enable the stakeholders to easily communicate their concerns and suggestions

4. **Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ Small producers	3.90%	2.79%
Sourced directly from within the district and neighboring districts	51.36%	53.22%

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**

The Company has regular engagement with key community institutions and representatives from key neighborhood areas. The Company has provided e-mail ID and drop box system for grievance Redressal, to enable the stakeholders to easily communicate their concerns and suggestions

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural+ Semi-Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	321042475	298463330
ii) Total Wage Cost	365617045	347054698
iii) % of Job creation in Rural areas	87.81%	86.00%
Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	31574998	35682157
ii) Total Wage Cost	365617045	347054698
iii) % of Job creation in Urban areas	8.64%	10.28%
Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	12999572	12909211
ii) Total Wage Cost	365617045	347054698
iii) % of of Job creation in Metropolitan area	3.56%	3.72%

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

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Consumer complaints are captured through e-mails and personal meeting and the same are addressed as per documents procedure

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
Environment and Social parameters relevant to product	Nil
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints:

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	0	0	-	0	0	-

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

	Number	Reason for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

Yes, Steel Exchange India Limited has a policy on cyber security and risks related to data privacy. link : <https://seil.co.in/governance/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.

Since there are no complaints, there was no need for any corrective action.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches-No instances of data breaches were recorded.
- Percentage of data breaches involving personally identifiable information of customers: Not Applicable
- Impact, if any, of the data breaches: Not Applicable