

Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

1. Corporate Identity Number (CIN) of the Listed Entity	L72200TG1990PLC011146
2. Name of the Listed Entity	NCC Limited
3. Year of incorporation	1990
4. Registered office address	NCC House, Madhapur, Hyderabad – 500081
5. Corporate address	NCC House, Madhapur, Hyderabad – 500081
6. E-mail	ho.secr@nccltd.in
7. Telephone	914023268888
8. Website	www.ncclimited.com
9. Financial year for which reporting is being done	FY2022-2023
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11. Paid-up Capital	INR 125.57 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sisir Kumar Mishra, Ph No.: +91-9121359696 E-mail: sisir.mishra@ncclimited.in
13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY23)
1	Construction & Civil Engineering	Construction of Industrial and commercial buildings, housing project, roads, bridges and flyovers, water supply and environment projects, mining, power transmission lines, irrigation and hydrothermal power projects, real estate development, etc.	100

15. 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	Construction of buildings	41001, 41002, 41003	44%
2	Construction and maintenance of Roads	42101	16%
3	Construction and maintenance of water main and line connection	42204	25%
4	Construction and maintenance of Electrical works	42202	8%



16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of operational sites	Number of offices	Total
National	225	10	235
International	Nil	2	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	27
International (No. of Countries)	2

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

Nil

c. A brief on types of customers

The Company's business is construction of infrastructure projects. Major clients include Central Government, State Government, local municipal bodies and other Government bodies, Public Sector Undertakings, Private Sector, etc.

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	5515	5417	98.22%	98	1.78%
2	Other than Permanent (E)	5975	5943	99.46%	32	0.54%
3	Total employees (D + E)	11490	11360	98.87%	130	1.13%
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	9121	8862	97.16%	259	2.84%
6	Total workers (F + G)	9121	8862	97.16%	259	2.84%

b. Differently abled Employees and worker

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

19. Participation/Inclusion/Representation of women_

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	2	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.61%	7.69%	18.44%	14.7%	5.7%	14.6%	15.7%	6.6%	15.6%
Permanent Workers	Not Applicable								

21. Details of Holding, Subsidiary & Associate Companies (including joint ventures)

S. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	NCC Urban Infrastructure Limited	Subsidiary	80	No
2	NCC Infrastructure Holdings Limited	Subsidiary	62.84	No
3	Pachhwara Coal Mining Private Limited	Subsidiary	51	No
4	Talaipalli Coal Mining Private Limited	Subsidiary	51	No
5	Nagarjuna Construction Company International L.L.C.	Subsidiary	100	No
6	NCC Infrastructure Holdings Mauritius Pte Limited	Subsidiary	100	No
7	Nagarjuna Contracting Co. L.L.C.	Subsidiary	100	No
Subsidiaries of NCC Urban Infrastructure Limited				
8	Dhatri Developers & Projects Private Limited	Subsidiary	100	No
9	Sushanti Avenues Private Limited	Subsidiary	100	No
10	Sushrutha Real Estate Private Limited	Subsidiary	100	No
11	PRG Estates LLP	Subsidiary	100	No
12	Threlekya Real Estates LLP	Subsidiary	100	No
13	Varma Infrastructure LLP	Subsidiary	100	No
14	Nandyala Real Estates LLP	Subsidiary	100	No
15	Kedarnath Real Estates LLP	Subsidiary	100	No
16	AKHS Homes LLP	Subsidiary	100	No
17	JIC Homes Private Limited	Subsidiary	100	No
18	Sushanti Housing Private Limited	Subsidiary	100	No
19	CSVS Property Developers Private Limited	Subsidiary	100	No



S. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
20	Vera Avenues Private Limited	Subsidiary	100	No
21	Sri Raga Nivas Property Developers LLP	Subsidiary	100	No
22	VSN Property Developers LLP	Subsidiary	100	No
23	M A Property Developers Private Limited	Subsidiary	100	No
24	Mallelavanam Property Developers Private Limited	Subsidiary	100	No
25	NCC Urban Homes Private Limited	Subsidiary	100	No
26	NCC Urban Ventures Private Limited	Subsidiary	100	No
Subsidiaries of NCC Infrastructure Holdings Limited				
27	OB Infrastructure Limited	Subsidiary	64.02	No
28	NCC Infra Limited	Subsidiary	100	No
29	Samashti Gas Energy Limited	Subsidiary	100	No
30	Savitra Agri Industrial Park Private Limited	Subsidiary	100	No
Subsidiaries of NCC Infrastructure Holdings Mauritius Pte. Limited				
31	Al Mubarakia Contracting Co. L.L.C.	Subsidiary	100	No
Subsidiaries of Nagarjuna Construction Company International L.L.C.				
32	NCCA International Kuwait General Contracts Company L.L.C.	Subsidiary	100	No
Associates of NCC Limited				
33	Brindavan Infrastructure Company Limited	Associate	33.33	No
34	Paschal Form Work (India) Private Limited	Associate	23.35	No
35	Nagarjuna Facilities Management Services L.L.C.	Associate	49	No
Associates of NCC Infrastructure Holdings Limited				
36	Pondicherry Tindivanam Tollway Private Limited	Associate	47.8	No
37	Ekana Sportz City Private Limited	Associate	26	No
Associates of NCC Infrastructure Holdings Mauritius Pte. Limited				
38	Himalayan Green Energy Private Limited	Associate	50	No
39	Apollonius Coal and Energy Pte. Ltd.	Associate	44.29	No
Associates of NCC Urban Infrastructure Limited				
40	Varapradha Real Estates Private Limited	Associate	40	No

22. Details of CSR Activities

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
- (ii) Turnover (in ₹.) – ₹ 13,504 Crores as on 31.03.2023
- (iii) Net worth (in ₹.) – ₹ 6,322 Crores

23. 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)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	N/A				-	-	-
Shareholders	Yes	2	0	As per the report we submit with SEs on Quarterly basis.	12	0	As per the report we submit with SEs on Quarterly basis.
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-



24. 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	Corporate Governance	Risk	Corporate governance can pose several risks including legal and financial risks, reputational damage, decreased stakeholder trust, and decreased shareholder value	Establishing a well-defined leadership structure, roles, and responsibilities for seamless functioning towards sustainability	Negative
2	Customer Experience & Satisfaction	Opportunity	Increased customer loyalty, positive word-of-mouth recommendations, and a competitive advantage. It can also help to reduce project delays, minimize rework, and improve project outcomes, ultimately leading to increased profitability.	-	Positive
3	Employee & Workforce Engagement, Wellbeing	Opportunity	Improving employee and workforce engagement and wellbeing can lead to increased productivity, decreased absenteeism, and improved safety on job sites. These factors can ultimately result in cost savings, improved project outcomes, and a more positive industry reputation.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Social engagement & Impact	Risk/ Opportunity	<p>Risk: The business must be rooted in community and be aligned with the community's larger interests. Risks such as worker safety, and community disruption can have significant social and economic consequences, making it crucial to identify and mitigate them to protect people</p> <p>Opportunity: Due to its potential, it creates jobs, build infrastructure, and contribute to economic growth.</p>	Prioritize effective communication and collaboration with stakeholders, including local communities, government agencies, and NGOs. Additionally, conducting thorough environmental and social impact assessments before and during construction can help identify potential risks and enable proactive measures to minimize negative effects.	Negative/Positive
5	Environment management	Risk	<p>Climate change-related extreme weather occurrences put the company's operations, as well as the health and safety of its employees, at danger.</p> <p>Water scarcity has the potential to harm operations and cause economic disruption.</p> <p>Inadvertent non-compliance with current and forthcoming waste legislation may incur financial penalties and harm one's reputation.</p>	<p>Implementing building design and materials that are more resilient to extreme weather events, regularly assessing and updating emergency response plans, and providing employee training on safety procedures during extreme weather.</p> <p>Using recycled water for non-potable purposes, reducing water usage during construction activities, and incorporating sustainable design features that minimize water demand</p> <p>Implementing effective waste management practices, utilizing eco-friendly building materials, and ensuring compliance with local environmental regulations</p>	Negative



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	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 https://ncclimited.com/policies&codes.html									
2. Whether the entity has translated the policy into procedures. (Yes / No)		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.	NCC Limited is certified with the management system ISO 45001:2018, ISO 9001:2015, ISO 14001:2015 to ensure compliance with health and safety, quality, and environmental management systems. Furthermore, the Company strictly follow the regulations and guidelines set forth by the India Labor courts and other applicable laws								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>NCC strives to achieve enhanced customer satisfaction by delivering quality products through timely completion in safe working environments. We dedicate ourselves to continual improvement in all fields of our business.</p> <p>Our quality standards are guided by the Quality Objectives stated below:</p> <ul style="list-style-type: none"> • "To consistently deliver quality products by adhering to set specifications, contractual, regulatory, and statutory requirements. • To achieve enhanced customer satisfaction through cost-effective and timely completion." 								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	All the company's projects are adhering to highest quality, ensuring workplace safety & minimum environmental impact.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

We at NCC are driven by the vision that encapsulates the values set by our Founder and Chairman. We aspire to be a world-class construction and infrastructure enterprise committed to quality, safety, customer satisfaction, environment, continuous learning, and enhancement of value for all our stakeholders. Our vision is guided by our core values of openness and trust, integrity and reliability, teamwork and collaboration, commitment, and creativity. These values are reflected in the manner we conduct our business. As a socially conscious organization we strongly focus on societal development and social consciousness in the communities that we operate in. We acknowledge that we have a larger responsibility in our relationships with our stakeholders both within & beyond the sphere of business.

As a responsible corporate citizen, we always strive to implement global sustainability standards and processes at our facilities. Our commitment to sustainability and ESG principles is enshrined in our ESG policy which covers aspects such as ethics, integrity & transparency, sustainable and safe operations, well-being of employees, workers and value chain partners, stakeholder engagement, promotion of human rights, protection and restoration of environment, inclusive growth and equitable development for our communities and responsible engagement with all our stakeholders.

In our sustained efforts to improve our sustainability performance & drive a positive change in society at large, we are instituting measures and procedures that positively impact our ESG principles elucidated in our policy. We have also started integrating our data collection & sustainability indicator tracking across our operational sites to come up with well-established goals and targets that would catalyse our sustainability journey. We are gradually adopting procedures that promote resource efficiency, safeguard the environment, promoter health & safety of our workforce, contribute to social upliftment, provide opportunities in the remotest of regions in India. These measures and procedures will become more aggressive in the future as our sustainability governance structures become more mature.

We also believe in delivering high social impact through our businesses and in the communities around. Right from our inception, our commitment and service to the society is of paramount importance for us. NCC Foundation which is the CSR arm of NCC Limited delivers high impact CSR projects for community upliftment & reducing the rural-urban divide. Our community interventions are focussed on education in rural areas, skill development & job opportunities for rural youth, access to primary healthcare, rural infrastructure development & community support and building a greener tomorrow.

As we embark on this journey of enhancing our ESG capabilities, I would like to assure you that our commitment to ESG principles remains resolute. We will continue to assess and refine our practices to ensure that they meet the highest standards of sustainability and corporate responsibility and create long term stakeholder value.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies

ESG Committee

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.

ESG Committee

Sri O P Jagetiya - Chairman
Sri Hemant Nerurkar, Member
Dr A S Durga Prasad, Member
Sri A A V Ranga Raju, Member



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	All the policies of the company are approved by the board and reviewed periodically on a need basis by respective committees																		
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	NCC Limited is compliant to all applicable regulations																		
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>The entity has certifications for ISO 14001, ISO 45001 & ISO 9001 and undergoes periodical assessment both internally & externally to evaluate effectiveness of management system and policies.</p> <p>Assessment is being carried out by accredited certification body at our facilities.</p>																		

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	<ul style="list-style-type: none"> Long-term strategic plan & cost management ESG Training Impact: <ul style="list-style-type: none"> Enhanced organization's financial stability and success Significance of ESG and provided a clear roadmap for integrating ESG into the Company's strategy. 	100%
Key Management Personnel	3	<ul style="list-style-type: none"> Team / Development / Stages of Team Development/ Team communication / Motivation overcoming challenges Long-term strategic plan & cost management ESG Training Impact: Cohesive, and successful organization that is better equipped to overcome challenges and achieve its goals.	100%
Employees other than BODs and KMPs	140	<ul style="list-style-type: none"> Technical Competency Enhancement Functional Competency Enhancement Personal Development Health & Safety Awareness Training Impact: Improved motivation and competency among employees.	21.53%
Workers	2370	Health & Safety Awareness (EHS) Training Training Impact: Increased awareness among workers	82%



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

Monetary					
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement					
Compounding fee					
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		
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
Nil	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.

NCC Limited has implemented an anti-corruption and anti-bribery policy to prevent, deter, and identify fraudulent and corrupt business practices. The Company is dedicated to conducting its business with utmost honesty, integrity, and ethical standards and is committed to enforcing these standards across all its global operations by refraining from any involvement in bribery or corruption. This policy applies to all employees, including directors and other stakeholders associated with the Company, and is included in the onboarding process for all new hires.

Web-link to the policy: <https://ncclimited.com/policies&codes.html>

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil. To embrace a sustainable future, the Company is committed to conducting comprehensive awareness and training programs for our value chain partners on the fundamental Principles. NCC Limited work to create a resilient and responsible value chain that benefits our stakeholders and the wider community by educating them and establishing a culture of shared values.	-	-

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

Yes, the Company has a Code of Conduct that applies to its Board of Directors and senior management team. The Code includes measures to prevent and manage conflicts of interest and mandates that the individuals covered under it should act with honesty, ethics, and integrity. It requires them to disclose and avoid any potential or actual conflicts of interest. These conflict-of-interest areas include employment (outside), directorships (outside), business interests, related parties, payments, or gifts from others & corporate opportunities.

<https://ncclimited.com/policies%20&%20codes/Code%20of%20Conduct%20new.pdf>



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

Essential Indicators

- 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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	The E&S projects implemented are focused on energy efficiency and water minimization
Capex	<1%	<1%	

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

- If yes, what percentage of inputs were sourced sustainably.

The Company's work orders for sourcing purposes contain specific clauses that all suppliers adhere to stipulated requirements ensuring compliance to applicable labour laws, minimum wages, other relevant statutory compliances. The clauses also contain specific requirements on maintaining desirable performance on EHS.

- 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.

Not Applicable

- 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.

Extended Producer Responsibility (EPR) is not applicable as the company's primary activity is construction and related services, and it does not produce any consumer products.

Leadership Indicators

- 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
NCC limited did not conduct life cycle assessment for the projects					

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

Name of Product / Service	Description of the risk / concern	Action Taken
NCC limited did not conduct life cycle assessment for the projects		

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nil		

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Not Applicable		

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

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

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

Essential Indicators

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

Category		% of employees covered by								Day Care facilities	
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits			
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent employees											
Male	5417	5417	100%	5417	100%	-	-	0	-	5417	100%
Female	98	98	100%	98	100%	98	100%	-	-	98	100%
Total	5515	5515	100%	5515	100%	98	100%	0	-	5515	100%
Other than Permanent employees											
Male	5943	0	-	5943	100%	-	-	0	-	5943	100%
Female	32	0	-	32	100%	0	-	-	-	32	100%
Total	5975	0	-	5975	100%	0	-	0	-	5975	100%



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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	Not Applicable										
Female											
Total											
Other than Permanent workers											
Male	8862	0	-	8862	100	N/A	N/A	0	-	8862	100%
Female	259	0	-	259	100	0	-	N/A	N/A	259	100%
Total	9121	0	-	9121	100	0	-	0	0	9121	100%

2. Details of retirement benefits.

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	100%	-	Y	100%	-	Y

3. Accessibility of workplaces

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

Yes, the Company ensures that all its premises and offices are accessible to employees and workers with disabilities. Further, NCC is deploying amenities for the differently abled employees at plant and other work locations to improve accessibility.

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 currently does not have a documented "Equal Opportunity Policy", but it provides equal opportunity to all. NCC is planning to formulate an "Equal Opportunity Policy" at the group level which will be in accordance with Rights of Persons with Disabilities Act, 2016 & other core values of the company.

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable	Not Applicable	Not Applicable	
Female	100%	100%		
Total	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.

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Yes, on site HR/admin personnel are responsible for addressing grievances of contractual workers which is done through on-site real-time feedback & resolution.
Permanent Employees	Yes, complaints can be raised through e-mail or phone number i.e. HR help desk. These grievances are then resolved by the HR team readily if they require minimal intervention & are escalated to HR head if a swift resolution is not possible
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	5515	0	-	5109	0	-
Male	5417	0	-	5026	0	-
Female	98	0	-	83	0	-
Total Permanent Workers	N/A					
Male						
Female						



8. Details of training given to employees and workers:

Category	FY 2021-22 (Previous Financial Year)					FY 2022-23 (Current Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	10650	8307	78%	134	1.25%	11360	8555	75%	273	2.40%
Female	131	102	78%	4	3.05%	130	90	69%	51	39.23%
Total	10781	8409	78%	138	1.28%	11490	8645	75%	324	2.82%
Workers										
Male	7572	6209	82%	-	-	8862	7267	82%	-	-
Female	308	252	82%	-	-	259	212	82%	-	-
Total	7880	6461	82%	-	-	9121	7479	82%	-	-

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

Category	FY 2021-22 (Previous Financial Year)			FY 2022-23 (Current Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	5026	5026	100%	5417	5417	100%
Female	83	83	100%	98	98	100%
Total	5109	5109	100%	5515	5515	100%
Permanent Workers						
Male	N/A					
Female						
Total						

10. Health and safety management system

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

Yes, NCC Limited is certified to ISO 45001:2018 Occupational Health and Safety (OHS) Management System standard and it covers all construction project sites and operations. Management systems have been put in place in compliance with ISO 45001:2018 which is consistent with NCC's vision, philosophy, and QEHS policy. The QEHS Management System outlines the necessary conditions for the organization's methodical administration and execution.

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

NCC Limited implemented a systematic risk management method to recognize and manage all risks in offices and building project sites. The essential factor in reducing the risk of QEHS in business is the Company's risk management strategy, which is implemented through five processes (identification, assessment, mitigation, monitoring, and reporting). Prior to beginning any work activity, risk assessments and safe work procedure statements are produced and approved with input from all relevant stakeholders, such as construction engineers, design and planning engineers, and QEHS team members.

Documentation, approval, and dissemination to all pertinent parties participating in the activity are all requirements for all identified risks and risk mitigation measures.

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

Yes, the company has procedures in place for employees to report hazards at work and safeguard themselves against such risks.

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

Yes, every project site of the Company is connected to the closest hospital, where employees and workers can easily access services for non-occupational medical and health needs after informing the project site administration department.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.33	0.03
	Workers	2.02	1.38
Total recordable work-related injuries	Employees	9	0
	Workers	27	19
No. of fatalities	Employees	0	1
	Workers	12	12
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.

A project specific EHS plan is created at the start of every new project as part of the QEHS management system, and it establishes the general guidelines for QEHS Management. This EHS plan identifies the risky operations that fall under the purview of the work as well as the risk associated with those operations. It even specifies the required integrated preventive measures (Controls) to mitigate the same.

The Management provides strong demonstrable visible leadership and commitment towards QEHS through personal examples and actions. This is the first principle of the leadership commitment of NCC L.I.F.E. (Live Injury Free Each Day). To promote and foster a constructive attitude towards EHS across NCC Projects and operations, management has taken part in EHS meetings and carried out site inspections and QEHS audits communicated.

This is further supported by the fact that there is a systematic risk management approach in place to locate and manage every risk in projects and units that calls for conformance certification. As a result, a procedure has been set up for performing internal QEHS audits. This procedure requires that internal audits be organized for all ongoing projects, and the Head Office Audit Team must at least once every six months verify it. Based on their status, relevance, and risk profile, specific projects were chosen for frequent audits. In addition to any external audits performed by certified auditors, this was done.



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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (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 and Safety	0	0	-	0	0	-

14. Disclose % of your plants & offices that were assessed (by the entity/ statutory authorities/ third parties) in the current F.Y for health & safety practices & working conditions

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

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 and safety practices and working conditions.

The Company's Safety Council reviews all accidents and incidents at every project and develops procedures based on risk analysis of information obtained from the relevant project sites. The measurement of occurrences and risky behavior, as well as predictive analysis, all make use of this data. This makes it possible to identify the main risk areas, which in turn directs the projects to actively manage and concentrate resources to avoid any mishaps or catastrophes. This analysis is disseminated among the team members in support of NCC Mission Zero's accident objective.

In view of this collective approach, efforts have been made in understanding the Company's high- risk profile holistically as well as in general. QEHS risk management culture has been inculcated across the Company. Various steps have been taken including:

- Implementation of QEHS surveillance rating
- Developed QEHS training modules on high-risk activities.
- Developed standardized template of QEHS Lessons Learnt and these alerts are shared in the centralized knowledge sharing platform which can be accessed by all employees.
- Enrolled Subject Matter Experts (SMEs) into the QEHS management community of central knowledge sharing module.
- Implementation of senior management audits based on standard checklist developed by the QEHS Council.

The initiatives have succeeded in capturing the high-risk hazardous activities that are prevalent throughout many NCC Business verticals. This helps in the creation of an action plan to improve stakeholders' capacity to manage such activities with a better level of awareness and appropriate training from qualified external agencies as well as subject matter experts. Every member of organization works hard to connect their behaviors and corporate choices with QEHS excellence in their specific roles.

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, the company extends its workers and employees life insurance coverage for fatal work-related accidents.

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

The company has established "Standard Terms and Conditions" for contracts executed with its value chain partners, which include provisions related to payment of taxes and duties, compliance with laws, compliance with statutory obligations, indemnification, audit provisions, and other relevant matters. These terms and conditions are binding on the value chain partners, requiring them to make payments for statutory dues such as PF, gratuity, insurance, taxes, and other obligations. The company conducts regular reviews of these contractual obligations to ensure that its value chain partners comply with their statutory obligations and make necessary payments

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	Injuries – 9 Fatalities – 0	Injuries - 0 Fatalities – 1	-	-
Workers	Injuries - 27 Fatalities - 12	Injuries - 19 Fatalities - 12	-	-

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

Yes

5. Disclose % of value chain partners (by the value of business done with them) that were assessed in the current F.Y for health & safety practices & working conditions.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	100%
Working conditions	

Note: NCC Limited assessed critical value chain partners

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

All observations and non-conformances are properly documented and reported for closeout in accordance with the internal QEHS audit method and assessment carried out. Closeouts are completed and recorded along with their specifics. These details can be acquired from the relevant project locations and operations.

The Company, based on all EHS analysis data gathered, has developed several procedures aligned to Sub-contractor procurement and management. The Health, Safety & Environment Management system has been reviewed and aligned to be a part of and fully incorporated into the contract between sub-contractor and the Company. Its purpose is to set forth the areas of EHS concerns and requirements routinely. This subcontractor system is intended to supplement any contractual requirements, including EHS Management System manual, guidelines, Standard Operating Procedures, any requirements of client, as well as sub-contractor's own EHS programmes.



The Company evaluated all the suppliers and contractors on their safety infrastructure processes and strengths before awarding a contract. The continued monitoring and measuring of suppliers and contractors ensure a comprehensive safe environment. This is further enhanced with regular refresher training sessions and capacity-building programs. In addition, periodic site visits by the senior management and site audits improve the EHS performance.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

The stakeholder identification process at NCC Limited is built around the following procedures marked in order of execution as mentioned below:

- Purpose of stakeholder analysis
- Identifying potential stakeholders who may affect or may be affected by the business
- Stakeholder categorization (internal or external)
- Stakeholder prioritization based on impact on the business
- Information gathering on stakeholder expectations
- Developing a stakeholder engagement plan

In order to make sure that the business is serving its stakeholders' needs and accomplishing its objectives, it is important to continually monitor and engage key stakeholders in the process of identifying them.

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Circulars, E-mails, Meetings, Corporate Social Initiatives, Welfare Initiatives, In House Magazines, Help Desk etc.	As and when required	Employee development and benefits, expectations, volunteering, career advancement, etc.
Clients/ Customers	No	E-mails, Official Letters, Customer satisfaction	As and when required	Project delivery, timeline, challenges that are faced during execution, Customer satisfaction and feedback
Suppliers/Sub-contractors	No	E-mails, Meetings, Official Letters	As and when required	Need and expectation, schedule, supply chain issues, need for awareness and other training, their regulatory compliance, EHS performance etc.,
Local communities	Yes	Direct Engagement as well as the execution of a company's CSR project	As and when required	To seek their feedback and expectation of the CSR programs

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Media	No	Press Releases, Quarterly Results, Annual Reports, AGM (shareholder's interaction), Access information and media interactions	As and when required	Performance reporting, good practices, show cases, awards and showcases, awards and successes, initiatives, etc.
Government	No	Press Releases, Quarterly Results, Annual Reports, Stock Exchange filings, issue specific meetings, representations	As and when required	Reporting requirement, Statutory compliance, authority's assistance, and solving issues.
Shareholders	No	E-mail, Press Releases, Quarterly Results, Annual Reports, AGM (Shareholder's interaction), Quarterly investor presentation, stock exchange filings and corporate website	As and when required	To understand their requirements and expectations, which are crucial to the business
Investors/ Banks & Financial Institutions	No	E-mails, Meetings	As and when required	To evaluate business performance

Leadership Indicators

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

Feedback/grievances received from various stakeholders are communicated to the Board based on relevance by respective functional leaders

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

The company conducted internal stakeholder consultations to identify material issues that impact its business & day-to-day operations.

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

NCC Limited continuously engaged with vulnerable/ marginalized stakeholder groups as per the stakeholder engagement plan. The Company's outreach initiatives cater to the underprivileged/marginalized/vulnerable communities residing in underdeveloped areas with a single objective of improving their lives and livelihood through CSR initiatives spearheaded by the CSR team:

- a) Skill development – the Company has executed projects such as setting up of Central Instrumentation Laboratory at University College for Women at Koti, Hyderabad that promotes skill development amongst women who still form a vulnerable section of the society & bring them into the workforce.



- b) Education- the Company has deployed several projects for better & state of the art education for our children & adults. These projects include support to “Ekal Vidyalayas” (benefiting tribal students), enabling digital classrooms for schools in Kothapeta, upgradation of computer lab at Arts and Science College for Women, Andhra Mahila Sabha, AAS Vidyalaya Education Café (an online platform for educating dropouts) and many more.
- c) Healthcare- Access to primary healthcare & pre/postnatal care is basic human right. The Company has taken several measures to benefit communities that are unable to access these basic facilities. Our initiatives include operational expenses for milk banks, support for Aaryajanani Program, eye treatment & surgeries for EWS at LV Prasad Institute & support to setting up charitable diagnostics center & poly clinic at CR Foundation.
- d) Rural development- the Company has executed several measures for rural development & empowering our rural communities by developing infrastructure such as roads, drainage lines, water tanks, housing for marginalized & EWS etc.
- e) Community building- the Company has supported the peaceful co-existence of communities by enabling them with proper community spaces & gathering infrastructure. Prominent among these is the community center at Aziznagar, R R Dist, Telangana.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	5515	5515	100%	5109	5109	100%
Other than permanent	5975	5975	100%	5267	5267	100%
Total employees	11490	11490	100%	10376	10376	100%
Workers						
Permanent	Not Applicable					
Other than permanent	9121	9121	100%	7880	7880	100%
Total workers	9121	9121	100%	7880	7880	100%

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	5515	-	-	5515	100%	5109	-	-	5109	100%
Male	5417	-	-	5417	100%	5026	-	-	5026	100%
Female	98	-	-	98	100%	83	-	-	83	100%
Other than Permanent	5975	5975	100%	-	-	5267	5267	100%	-	-
Male	5943	5943	100%	-	-	5234	5234	100%	-	-
Female	32	32	100%	-	-	33	33	100%	-	-
Workers										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent	9121	9121	100%	-	-	7880	7880	100%	-	-
Male	8862	8862	100%	-	-	7572	7572	100%	-	-
Female	259	259	100%	-	-	308	308	100%	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) – Executive Director	5	4,75,31,843	-	-
Key Managerial Personnel	2	80,73,263	-	-
Employees other than BoD and KMP	5414	5,31,000	94	6,00,570
Workers	Not Applicable, as there are no permanent workers on the company's payroll			

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).

The Company is dedicated to upholding and safeguarding human rights. It has a set of guidelines in place such as the Code of Conduct, as well as HR policies and processes that specifically address these concerns. Human rights are a top priority for the organization, and we have a zero-tolerance towards any violations related to human rights. The Company does not have a single focal point for addressing human rights issues, but the HR head of the respective IC is responsible for addressing all human rights related issues & impacts.



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

The Company considers human rights to be a fundamental and essential value. It endeavours to uphold fair and ethical business and employment practices by supporting, safeguarding, and advocating for human rights. The Company adhere to zero tolerance towards all forms of slavery, forced labour, child labour, human trafficking, and any kind of physical, sexual, psychological, or verbal abuse.

All grievances that are received by the entity are addressed as and when received by the respective Project Managers / Business unit heads through Admin in Coordination with HR department. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue /complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

NCC believes that every employee is a trustee of its stakeholders and must adhere to the Company's Code of Conduct and conduct himself or herself at all times in a professional and ethical manner.

The company has a "Whistle-blower Policy" which encourages stakeholders to bring to the Company's attention, instances of unethical behaviour, discrimination, harassment, actual or suspected incidents of fraud or violation of the NCC Code of Conduct, that could adversely impact the Company's operations, business performance and / or reputation. The Company investigates such reported incidents in an impartial manner and takes appropriate action to ensure that the requisite standards of professional and ethical conduct are always upheld.

The policy also mentions about non-retaliation against complainants stating "No employee who reports a violation shall suffer any harassment, retaliation, or adverse employment condition because of such reporting. Any employee who retaliates against a person reporting a violation will be subject to disciplinary proceedings, which may extend to termination of employment."

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

Yes

9. Percentage of your plants & offices that were assessed (by entity or statutory authorities or third parties) for sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages, or other human rights related issues.

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

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

No significant risks reported in the assessment.

Leadership Indicators

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

Not Applicable

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

The Company currently has not conducted any human rights due diligence through a third-party. However, the Company has a Code of Conduct and HR policies that adequately address human rights aspects. Various awareness programs are conducted regularly to sensitize employees and value chain partners to the Code of Conduct and human rights issues and to help understand and adhere to the Company's policies and practices regarding human rights.

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

Yes, the premises / offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016. This shows the NCC's dedication to fostering inclusive and welcoming environments for everyone.

4. Percentage of value chain partners that were assessed (by entity or statutory authorities or third parties) for sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues, along with the corrective action taken to address significant risks & concerns arising from assessments.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

Note: NCC Limited assessed critical value chain partners



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

No corrective actions pertaining to Question 4 was necessitated by the Company during the year under review.

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

Essential Indicators

1. Details of total energy consumption (GJ) and energy intensity, in the following format.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	337715	561710
Total fuel consumption (B)	2373070	2513960
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	2710785	3075670
(Total energy consumption (Giga Joules) / turnover in crore rupees)	204	306

Note: For F.Y 23, data is reported for 191 sites & for F.Y 22, data is reported for 206 sites

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

No

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

Under the Performance, Achieve and Trade (PAT) Scheme of the Government of India, NCC Limited does not have any sites or facilities that have been designated as designated consumers (DCs).

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
4(i) Surface water	49811777	49607156
(ii) Groundwater	2053807	184407
(iii) Third party water (Municipal water supplies)	40107033	73286075
(iv) Seawater / desalinated water		
(v) Others (Packaged Drinking water)		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	91972617	123077638
Total volume of water consumption (in kiloliters)	91972617	123077638
Water intensity per crore of turnover (Water consumed / turnover in crores)	6936	12261

Note: For F.Y 23, data is reported for 101 sites & for F.Y 22, data is reported for 98 sites

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

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
Not applicable. The current operational sites are under the Control of the company's customers.
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	-	Not available	Not available
SOx	-		
Particulate matter (PM)	-		
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	165901	175747
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	75985	126384
Total Scope 1 and Scope 2 emissions per Crore of turnover	MTCO ₂ e/Cr	18.2	30.1

Note: For F.Y 23 data is reported for 191 sites & for F.Y 22 data is reported for 206 sites

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

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

The company replaced CFL fixture with LED light fixtures through which it has estimated a saving potential of 40% in Lighting Load, it has also installed Auto Sliding glass doors at offices to reduce cooling demand. These initiatives have helped the company reduce greenhouse gas emissions.



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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	Not available	Not available
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G) Please specify		
Other Non-hazardous waste generated (H) Please specify (Break-up by composition i.e. by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	Not available	Not available
(ii) Re-used*		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	Not available	Not available
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

9. 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.

Not Applicable

10. 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.
Nil			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
EIA, if applicable, is in the scope of the company's customers					

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

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

Leadership Indicators

1. Provide break-up of the total energy consumed (GJ) from renewable and non-renewable sources, in the following format.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	337715	561710
Total fuel consumption (E)	2373070	2513960
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2710785	3075670

Note: For F.Y 23, data is reported for 191 sites & for F.Y 22, data is reported for 206 sites

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. Provide the following details related to water discharged.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – Tertiary treatment	-	-
Total water discharged (in kilo liters)		

Note: All the water withdrawn is getting consumed at the sites & therefore there is not effluent production or discharge

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

No

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

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

- (i) Name of the area: None
- (ii) Nature of operations
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (<i>Water consumed / turnover</i>)	-	-
Water intensity (<i>optional</i>) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-



4. Please provide details of total Scope 3 emissions and its intensity, in the following format.

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per Crore of turnover			

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

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

Not Applicable

6. 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
Nil			

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

The Company has robust framework for managing risks in our organization. All our business verticals have individual Risk Management Councils headed by the "Board of Directors" and comprising of several functional heads ranging from procurement, HR, administration, finance & accounts, operations & others. This council is responsible for evaluating & mitigating various risks arising out of different projects under different verticals. These risks are typically segregated under payment risks, work front risks, execution risks, technology risks, resource problems & other risks. A mitigation plan is provided by the company against all these identified risks. This entire process ensures that the business runs smoothly & any disruptions are predicted and mitigated beforehand.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Nil

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

100% critical value chain partners are assessed

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 and industry chambers/ associations.

The Company is a member of 11 trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Construction Federation of India	National
2	Builders Association of India	National
3	Construction Industry Development Council (CIDC)	National
4	Confederation of Indian Industry	National
5	Water Supply Contractors Association	State
6	National Highway Builders Federation	National
7	National Safety Council of India	National
8	Federation of Telangana Chamber of Commerce and Industry	State
9	BRICS Chamber of Commerce & Industry	National
10	Employees Federation of South India	National
11	National Human Resources Development	National

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

There have been no instances where regulatory authorities have issued adverse orders regarding anti-competitive conduct.

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
<p>None</p> <p>The Company actively participates in various issues related to business and society by representing itself at both state and national levels. Through these forums, the Company can engage in discussions and collaborate with others on important matters.</p>					



PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the F.Y (In INR)
Not Applicable						

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

The company's CSR team is involved regularly in dialogues with its beneficiaries & local communities. The team takes on ground feedback from community members. This feedback mostly comprises of new demands & improvements to the CSR projects handled by the entity. The CSR team of the company assesses these demands & suggestions and implements them on priority. No specific grievances from the community have been raised for the reporting period.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	21%	17%
Sourced directly from within the district and neighboring districts	32%	41%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

- 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	Andhra Pradesh	Vishakhapatnam	6.60 Lakhs

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- (b) From which marginalized /vulnerable groups do you procure?
Not Applicable
- (c) What percentage of total procurement (by value) does it constitute?
Not Applicable

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

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

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

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

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	3rd year Operational expenses of Dhaatri's Milk Bank at Niloufer Hospital, Hyderabad	10000	100
2	3rd year support funds for implementing Aaryajanani Program	600	100
3	Setting up of Central Instrumentation Laboratory at University College for Women at Koti, Hyderabad	500	-
4	Eye treatment and surgery for economically weaker section at no cost - LV Prasad Eye Institute	1000	50
5	Ekal Vidyalaya - Single Teacher informal school for tribals - 30 schools each in AP & TS ₹. 22000 per School	3600	100
6	Dedicated and customised delivery vehicles (3 in No.) for transportation of cooked food	36000	100
7	Students' requirements (Shoes, Belt, Socks etc) and digital classroom for ZPHS and MPPS Schools at Kothapeta, Hyderabad	1150	100
8	Upgradation of Computer Lab at Arts and Science College for Women, Andhra Mahila Sabha, Hyderabad	500	-
9	Unground Drainage and other rural development projects	1800	100
10	Education for children of deceased employees	25	100
11	Maintenance expenses of the buildings and the infrastructure created at Antervedipalem, E G Dist, A.P.	444	100
12	Construction of Rural Housing and other Rural Development Projects	120	100



S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
13	AAS Vidyalaya Education Café - Online education for the dropouts, partially schooled & unschooled students in Secondary grades	200	100
14	Laying of CC Road in Allur Village, Chevella Mandal, R R Dist, Telangana	450	100
15	Part funding for setting up of Charitable Diagnostics Centre and Poly Clinic at Chandra Rajeswara Rao Foundation for Social Progress (CR Foundation), in Kondapur, Hyderabad	300	100
16	Community Centre at Aziz Nagar Village, R R Dist, Telangana	3000	100
17	Financial assistance (partial) for Enterprise PACS Tele-Radiology Solution to Tata Memorial Cancer Hospital (TMCH) for streamlining the radiology investigations, reporting and data storage	500	100

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

Essential Indicators

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

The company's business model is based on delivering projects for its clients/customers. It does not have any end consumers as stakeholders. The company conducts regular meetings with its customers/clients to understand their expectations & communicates progress on the project to them during these meetings. It also responds to feedback & requirements that the customers/clients raise at these meetings.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable. As we don't have specific consumer product or product range
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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

Yes, the company has an overall IT Security Policy within which it specifies controls that covers data privacy.

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.

Not Applicable

Leadership Indicators

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

Information relating to all the business provided by the Company are available on the Company's website.

NCC (ncclimited.com)

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

Not Applicable

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

Not Applicable

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

Not Applicable

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)

The Company operates more in B2B model. The company conducts regular meetings with its customers/clients to get feedback & requirements from them, if any.

5. Provide the following information relating to data breaches

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

Nil

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

None. We do not hold any personally identifiable information of Customers. Our customers are B2B customers generally government entities