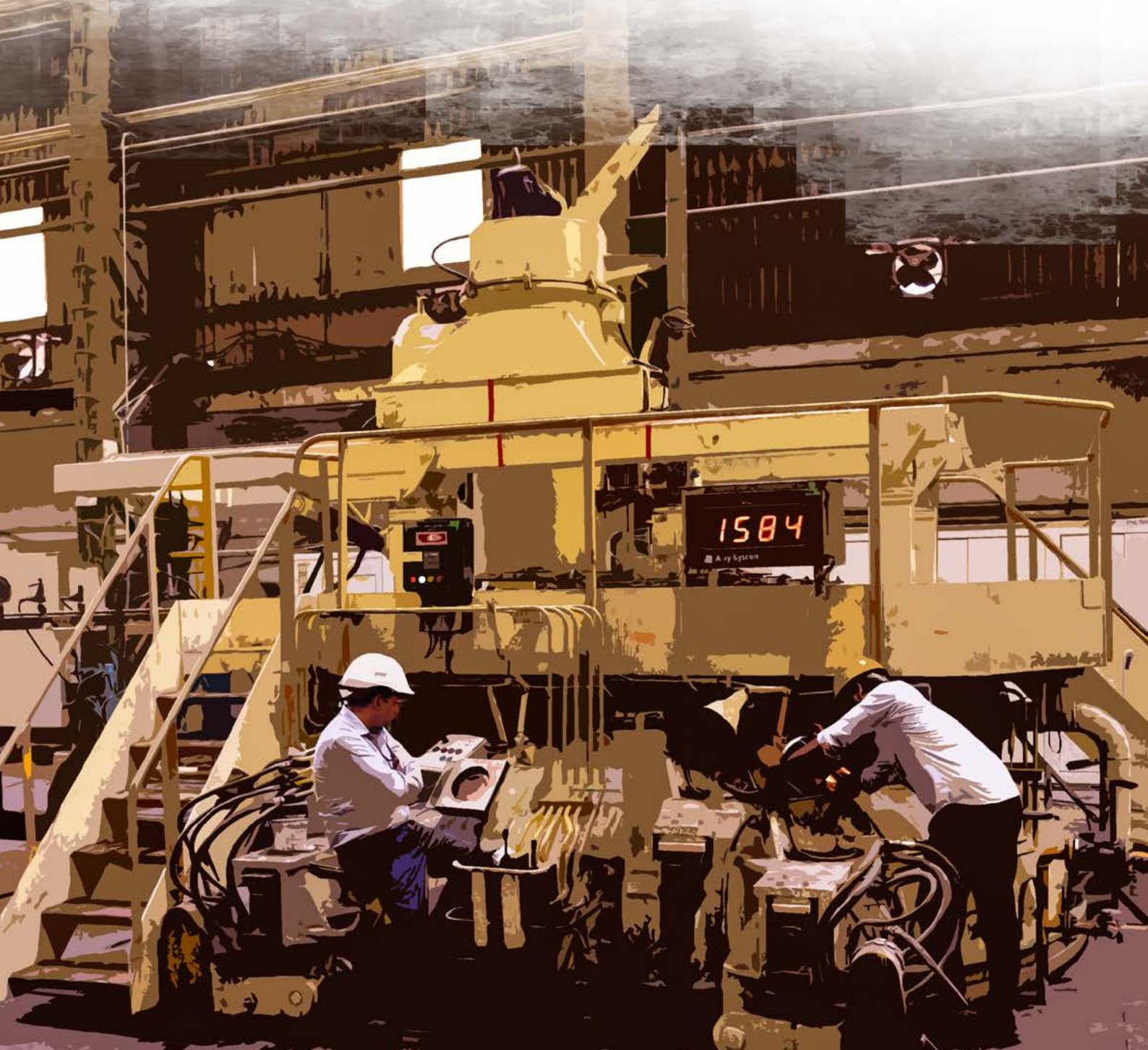




Annual Report  
2023-24

# Business Responsibility & Sustainability Report



# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

Sl. No.	Particulars	Information
1.	Corporate Identity Number (CIN) of the Listed Entity	L14292TG1973GOI001660
2.	Name of the Listed Entity	Mishra Dhatu Nigam Limited
3.	Year of incorporation	1973
4.	Registered office address	P.O. Kanchanbagh Hyderabad - 500058
5.	Corporate address	P.O. Kanchanbagh Hyderabad - 500058
6.	E-mail	<a href="mailto:company.secretary@midhani-india.in">company.secretary@midhani-india.in</a>
7.	Telephone	040 – 2418 4515
8.	Website	<a href="https://midhani-india.in/">https://midhani-india.in/</a>
9.	Financial year for which reporting is being done	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited; and 2. National Stock Exchange of India Limited
11.	Paid-up Capital (in ₹)	187,34,00,000/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr. Sanjay Kumar Jha Chairman & Managing Director 040 2418 4501 <a href="mailto:cmd@midhani-india.in">cmd@midhani-india.in</a> P.O. Kanchanbagh Hyderabad – 500058
13.	Reporting boundary- Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

### II. Products/services –

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of Special Metals and Alloys	100

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code ( 5 Digit)	% of total Turnover contributed
1.	Manufacturing of Special Metals and Alloys	24103	40
		24105	32
		24108	15
		24204	10
		24319	3

### III. Operations -

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

Location	Number of plants	Number of offices	Total
National	2 (Hyderabad and Rohtak)	3 (Hyderabad, Delhi and Rohtak)	5
International	None	None	0

19. Markets served by the entity: -

a. Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	10

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

6.2%

c. A brief on types of customers :

Our Company operates in strategic sectors such as defence, power and space and is engaged in manufacturing special steels, Superalloys, and Titanium alloys. Most of our Customers belong to strategic sectors i.e. PSUs, Defence and Space Sector.

### IV. Employees -

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	297	256	86.20	41	13.80
2.	Other than Permanent (E)	2	2	100	0	0
<b>3.</b>	<b>Total employees (D + E)</b>	<b>299</b>	<b>258</b>	<b>86.29</b>	<b>41</b>	<b>13.71</b>
<b>WORKERS</b>						
4.	Permanent (F)	473	431	91.12	42	8.88
5.	Other than Permanent (G)	106	104	98.11	2	1.89
<b>6.</b>	<b>Total workers (F + G)</b>	<b>579</b>	<b>535</b>	<b>92.40</b>	<b>44</b>	<b>7.60</b>

#### Notes:

- 'Permanent Employees' means Executive and Non-Unionized Supervisors (NUS).
- 'Workers' means Non-Executives.
- Other than permanent means Fixed Term Contract Employees/Workers.

## b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	6	6	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>6</b>	<b>6</b>	<b>100</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	9	9	100	0	0
5.	Other than permanent (G)	0	0	0	0	0
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>9</b>	<b>9</b>	<b>100</b>	<b>0</b>	<b>0</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel (KMP)	1	0	0

Whole time Directors & CFO are included in Board of Directors.

KMP includes – Company Secretary & Compliance Officer.

## 22. Turnover rate for permanent employees and workers:

	FY 2023-24 (in%)			FY 2022-23 (in%)			FY 2021-22 (in%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.68	0	8.44	10.77	3.17	9.92	8.44	3.38	7.93
Permanent Workers	3.02	2.33	2.95	4.80	6.81	4.98	3.93	6.45	4.18

## 23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures as on 31 <sup>st</sup> March, 2024 (A)	Indicate whether holding/ Subsidiary Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Utkarsha Aluminium Dhatu Nigam Limited	Joint Venture	50	No

## VI. CSR Details –

24. i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- ii) Turnover (in ₹) : 1,072,67,44,944.38
- iii) Net worth (in ₹) : 1,318,89,81,256.93

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) # (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	7 Centralized Public Grievance Redress and Monitoring System (CPGRMS)	0	None	11 Centralized Public Grievance Redress and Monitoring System (CPGRMS)	0	None
Investors (other than shareholders)	Yes	0	0	None	0	0	None
Shareholders	Yes	1	0	None	3	0	None
Employees and workers	Yes, MIDHANI has internal mechanism for receiving employees & workers grievance and its redressal	0	0	None	8	0	None
Customers	Yes	15	5	None	11	6	None
Value Chain Partners	Yes, Contact details for grievance redressal are available at website of Company and the Company also has vigil mechanism in place.	0	0	None	0	0	None

\*MIDHANI's conduct with all its stakeholders including grievance mechanism are available on the company's website. The link to the policies: <https://midhani-india.in/policies/>

- v) 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.	Non-Compliance with Board composition norms specified by Regulatory Authorities	R	MIDHANI, being a Govt. Company, under Administrative Control of Ministry of Defence. The authority w.r.t. appointment of Directors vest with Govt. of India. Such vacancies of Directors on Board leads to non-compliance with Statutory Provisions, Guidelines pertaining to Corporate Governance and penalties are imposed by Stock Exchanges for such non-compliances.	Regular follow up with Administrative Ministry w.r.t. filling up of vacant post of Directors.	Negative

S. No.	Material issue identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Employee Well-being and Development	O	A high-quality, motivated workforce is essential for MIDHANI to realize mission of achieving self-reliance in the research, development and supply of critical alloys and products of National security and strategic importance. MIDHANI's workforce is instrumental for achieving value creation and excel Corporate Citizenship. MIDHANI is equally committed to providing a safe working environment that empowers employees to excel to the best of their abilities. The company fosters a culture of care and collaboration, grounded in trust and mutual respect, ensuring a respectful workplace for everyone. MIDHANI offers comprehensive social security benefits to employees and their families.	Not Applicable	Positive
3.	Community Support and Corporate Social Responsibility	O	Deep Social engagement leads to community building and its impact can galvanize a system response and has multiple beneficial outcomes for communities and businesses. MIDHANI's Corporate Social Responsibility (CSR) initiatives are focused on Promotion of Health Care and Sanitation, Promotion of Education, Skill Development and are designed in such manner to make a positive impact on quality of life.  MIDHANI endeavours to plan its CSR programme in such a manner that it yield out maximum intended benefit to the community.	Not Applicable	Positive
4.	Climate change opportunities	O	MIDHANI can adopt efficient energy solutions and further develop alternative source of energy to meet its energy requirements, which would be cost efficient and environment friendly. As part of energy efficient solutions, MIDHANI implemented, Dynamic Reactive Power Compensation Panels which improved plant power factor and saved approx. ₹ 180 Lakh during the year.  MIDHANI's ground mounted solar power plant and 60KWp rooftop solar power plant generated 31,27,548 kWh of energy, reducing carbon footprint by 2,500 Ton.	Not Applicable	Positive.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements. The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

- 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 services 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	P 1 Ethics & Transparency	P 2 Service responsibility	P 3 Human Resources	P 4 Responsive to Stakeholders	P 5 Human Rights	P 6 Restore environment	P 7 Public Policy Advocacy	P 8 Inclusive growth	P 9 Customer Engagement
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)*	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)*	Y	Y	Y	Y	Y	Y	Y*	Y	Y
c. Web Link of the Policies, if available	<a href="https://midhani-india.in/policies/">https://midhani-india.in/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y*	Y	Y*
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.#	ISO 14001:2015 and ISO 45001:2018	ISO 45001:2018	ISO 45001:2018 and DPE Guidelines on Human Resource Management	Indian Labour Laws and ISO 9001:2015	DPE Guidelines on Human Resource Management	ISO 14001:2015 and ISO 45001:2018	-	Public Procurement Policy - MSME	Quality Policy & ISO 9001: 2015
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None	None	None	None	None	None	None	None	None

Disclosure Questions	P 1 Ethics & Transparency	P 2 Service responsibility	P 3 Human Resources	P 4 Responsive to Stakeholders	P 5 Human Rights	P 6 Restore environment	P 7 Public Policy Advocacy	P 8 Inclusive growth	P 9 Customer Engagement
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

\*While no formal written policy may exist for certain principles, the Company has robust procedures / practices as well as standard operating procedures in place and are regularly being reviewed for adherence by Chairman & Managing Director.

#MIDHANI has ISO/IEC 17025:2017 certification issued by National Accreditation Board for Testing and Calibrations Laboratories in the field of testing and DGAQA approvals. MIDHANI also follows DPE Guidelines on Corporate Governance.

**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)

In the rapidly changing realm of sustainability, businesses are observing emerging trends that turn sustainable philosophy into practical actions, influencing both companies and their stakeholders. The post-pandemic world has sparked a global shift towards greater sustainability. MIDHANI, a distinguished manufacturer of alloys and special metals with over fifty years of experience, has consistently demonstrated its commitment to sustainability by carefully managing resources. Given its focus on strategic and critical national needs rather than mass commercial production, MIDHANI maintains a minimal environmental footprint. Beyond environmental stewardship, MIDHANI has always recognized its social responsibility, even before it became a mandate under the Companies Act of 2013. The company's Corporate Social Responsibility (CSR) projects revolve around education, health, and wellness, with a sincere desire to upskill and educate communities. MIDHANI actively engages its employees in CSR volunteering activities, providing them with a platform to interact with local communities, fostering a sense of purpose and satisfaction. As a Government-owned company, MIDHANI's operations undergo rigorous scrutiny from esteemed authorities such as the Comptroller and Auditor General of India, the Administrative Ministry i.e. Ministry of Defence, the Central Vigilance Commission etc. This ensures transparency and accountability and integrity, further reinforcing their commitment to good governance. MIDHANI's aim is to be a harbinger of positive change and impact, building upon their past achievements. With a resolute dedication to sustainability, MIDHANI continues its journey towards making sustainable choice.

- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):

**Dr. Sanjay Kumar Jha**

Chairman & Managing Director  
 DIN: 07533036

- 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details:

Yes, the Company's Corporate Social Responsibility and Sustainable Development Committee is responsible for sustainability related issues.

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)
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and being a Govt. Company, mandates of Department of Public Enterprises/ Administrative Ministry are also applicable and followed by Company. Policies w.r.t. NGRBC are reviewed periodically or on a need basis by an Executive Committee.	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.	

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
Audits on different subjects such as ISO 14001, ISO 45001, Cyber Security etc. were done. However, no Independent Assessment carried out for evaluation of the working of its Policies.								

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.

## 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

- 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:	2	Sustainability & ESG, Corporate Governance, Ethics, Board Leadership, Vigilance Management	50
Key Managerial Personnel:	None	-	-
Employees other than BoD and KMPs:	78	Corporate Governance, Ethics, Leadership, Vigilance Management, Safety, Measures for well-being, Cyber Security, Promotion of green energy.	22
Workers:	10	Safety, Measures for well-being, Up-skilling.	24

Note: Training/awareness programme for Board of Directors were organised by third party/organisation/department which were attended by Directors and MIDHANI achieved 3,456 person days of training during FY 2023-24.

- 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):

The Company had no monetary and non-monetary 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, during FY 23-24.

#### 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	None	None	Nil	None	None
Settlement	None	None	Nil	None	None
Compounding Fee	None	None	Nil	None	None

#### Non- Monetary

Imprisonment	None	None	Nil	None	None
Punishment	None	None	Nil	None	None

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.

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, The Company has 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in its Code of Conduct. The Anti Bribery policy is available on the website of the Company viz. <https://midhani-india.in/policies/>.

MIDHANI is a Govt. Company and its Conduct, Discipline and Appeal (CDA) Rules for executives of the Company clearly brought out disciplinary proceedings in case of bribery or corruptions. MIDHANI also has a Chief Vigilance Officer, who is appointed by Central Vigilance Commission (CVC). MIDHANI also enters into Integrity Pact with suppliers in respect to all procurements exceeding ₹ 40 Lakh, and such procurements are monitored by Independent External Monitor (IEM) who are appointed by CVC. The financials of MIDHANI are also subject to supplementary/ test audit by Comptroller and Auditor General of India.

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

Particulars	FY 23- 24	FY 22- 23
Directors	None	None
KMPs	None	None
Employees	None	1
Workers	1	None

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

No complaints were received in relation to issues of Conflict of Interest of Directors and KMP's during FY 2023-24 and FY 2022- 23.

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.

**FY 23-24 & 22-23:-**

Action by concerned authorities on cases of corruption as per extant applicable laws, rules, procedures was initiated and same is under progress.

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

Particulars	FY 23- 24	FY 22- 23
Number of days of accounts payables	82	161

9. Open-ness of business

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

Parameter	Metrics	FY 23- 24	FY 22- 23
Concentration of Purchases <sup>#</sup>	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	5.4	2.2
	b. Number of dealers / distributors to whom sales are made	8	3
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.4	2.2
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales) <sup>@</sup>	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

<sup>#</sup>Trading house has been defined as a business that specialises in facilitating transactions between a home country and foreign countries, but does not include related parties. There are no purchases from Trading houses in FY2023-24. However, MIDHANI purchase products from Authorised dealer/distributor as a Trading Partner.

<sup>@</sup>Sales (Sales to related parties/Total Sales)<sup>\*</sup>, Revenue from operations has been considered as disclosed in Note 40 of Audited Standalone Financial Statements for the year ended March 31, 2024.

**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
Two (2)	1. Vendor Meet; and 2. MSME development Programme	45 [Domestic Vendors & Suppliers covered under awareness programme]

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, MIDHANI has Code of Business Conduct and Ethics for Board Members and Senior Management, which requires all Directors of the Company and Senior Management to always act in the interest of the Company and ensure that any other business or personal association which they may have does not involve any conflict of interest with the operations of the Company. In case of any actual or potential conflicts of interest, the concerned Director/Senior personnel is required to immediately report such conflicts and seek approvals as required under applicable law and under Company’s policies.

The Company receives an annual declaration from its Board of Directors and Senior Management confirming adherence to the Code of Conduct, which inter-alia includes the provisions on dealing with conflict of interest.

**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.

Particulars	FY 23- 24	FY 22- 23	Details of improvements in environmental and social impacts
R&D	Nil	Nil	-
Capex	Approx. ₹ 145 Lakh (1.84% of total Capex)	Approx. 363 Lakh (4.79%)	<ol style="list-style-type: none"> <li>1. Provided Automatic Power Factor Controller (APFC) &amp; Dynamic Power Factor Controller (DPFC) to improve the power factor, hence it reduces power consumption, thus helping in conservation of natural resources and environment.</li> <li>2. Scrapped all old company operated vehicles and replaced with BS-VI emission norms vehicles and Electric vehicles.</li> <li>3. Usage of pure Hydrogen for annealing and Clean LPG in furnaces results in zero carbon emissions, thus helping in conservation of Environment.</li> <li>4. Old fans, lights replaced with Energy efficient fans, LED lights in the plant.</li> <li>5. MIDHANI has disposed used Oil, E- Waste, Hazardous waste such as ETP sludge, used coolant oil, Oil soaked cotton waste through CPCB/ TSPCB authorized agencies, thus helping in conservation of environment.</li> <li>6. Tree Plantation was done in a big way to increase the greenbelt and planted around 1000 saplings in last year inside the plant, corporate office, Township, etc.</li> <li>7. Developed &amp; Maintaining water bodies of about 350000 Sq. meters where in the rain water and treated water gets collected. The water body itself developing its own flora and fauna with migratory birds flocking now.</li> </ol>

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
No, although such stipulators are not present in procurement procedures as of now, many of our suppliers are already adopting such standards.
- b. If yes, what percentage of inputs were sourced sustainably?  
Not Applicable.
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:  
The Company does not have any specific product to reclaim at the end of life. However, at the project and operation sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of manufacturing and operation.
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.  
EPR is not applicable to MIDHANI as Company is engaged in manufacturing of special steel, super alloys etc. and does not manufacture any consumer products or any end product. The Company acts as manufacturer of critical alloys which has its application in end products. There is no specific plastic, electrical and electronic product manufactured where EPR is applicable under E-Waste Management.

**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?

MIDHANI, did not conduct Life Cycle Perspective of its products. However, there are systems and procedure in place to recycle, reuse, dispose materials in line with regulatory requirements and Company's Policy.

- 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.

Not applicable.

- 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 23- 24	FY 22- 23
Scrap utilization	20.76	27.08

(in %)

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

No products are re-claimed at end of life, hence not applicable.

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

Not Applicable.

**PRINCIPLE  
3**

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits <sup>§</sup>		Paternity Benefits <sup>§</sup>		Day Care facilities <sup>§</sup>	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	256	All employees are covered under		-	-	19	7.42	-	-	-	-
Female	41	Medical Scheme of MIDHANI where,		4	9.76	-	-	5	12.20	-	-
<b>Total</b>	<b>297</b>	the empaneled hospitals are providing medical facilities as per CGHS rates which are borne by the company upto 95% of the total expenses incurred by the employee for in-patient treatment.		4	1.35	19	6.40	5	1.68	-	-
<b>Other than Permanent employees</b>											
Male	2	All employees are covered under		-	-	-	-	-	-	-	-
Female	0	Medical Scheme of MIDHANI where,		-	-	-	-	-	-	-	-
<b>Total</b>	<b>2</b>	the empaneled hospitals are providing medical facilities as per CGHS rates which are borne by the company upto 95% of the total expenses incurred by the employee for in-patient treatment.		-	-	-	-	-	-	-	-

<sup>§</sup>Maternity, Paternity Benefits and Day Care Facilities are available to all permanent employees, however, other than permanent employees are eligible for Maternity and Day Care facilities. The data represent actual no. of employees availing benefits.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits <sup>§</sup>		Paternity Benefits <sup>§</sup>		Day Care facilities <sup>§</sup>	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	431	All workers are covered under Medical		-	-	32	7.42	-	-	-	-
Female	42	Scheme of MIDHANI where, the		3	7.14	-	-	9	21.43	-	-
<b>Total</b>	<b>473</b>	empaneled hospitals are providing medical facilities as per CGHS rates which are borne by the company upto 95% of the total expenses incurred by worker for in-patient treatment.		3	0.63	32	6.77	9	1.90	-	-
<b>Other than Permanent workers</b>											
Male	104	All workers are covered under Medical		-	-	-	-	-	-	-	-
Female	2	Scheme of MIDHANI where, the		-	-	-	-	-	-	-	-
<b>Total</b>	<b>106</b>	empaneled hospitals are providing medical facilities as per CGHS rates which are borne by the company upto 95% of the total expenses incurred by worker for in-patient treatment.		-	-	-	-	-	-	-	-

<sup>§</sup>Maternity, Paternity Benefits and Day Care Facilities are available to all permanent workers, however, other than permanent workers are eligible for Maternity and Day Care facilities. The data represent actual no. of workers availing benefits.

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

Particulars	FY 23- 24	FY 22- 23
Cost incurred on well-being measures as a % of total revenue of the company	0.53	0.43

For the purpose of calculating amount spent on measures towards well-being of employees and workers, the Company has considered the expense incurred towards employees/workers towards Post-Retirement Medical Expenses, Medical Expenses, Sports Activities, School fees contributions, and other relevant expenses, net of any recoveries made from the employees/workers.

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

Benefits	FY 23- 24			FY 22- 23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	0	0	Not applicable	0	0	Not applicable
Post Retirement Medical Benefit Scheme	100	100	Yes	100	100	Yes

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, MIDHANI provides conducive environment for differentially abled persons with infrastructure. Company allows the personal vehicles of differentially abled persons (Orthopaedically disabled) within factory premises to help them reach their work spot.

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.

MIDHANI being a Central Public Sector Undertaking (Govt. Company), follows DPE Guidelines on Reservation for SC/ST/OBC and Differently abled. The DPE Guidelines/ HR Policies with respect to Reservation to recruitment of Differently abled are available on MIDHANI's Intranet Portal. The details of recruitment of Differently abled employees during FY 2023-24 is available at **Annexure – II** of Annual Report.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate (%)	Retention rate(%)	Return to work rate (%)	Retention rate (%)
Male	100	100	100	100
Female	100	100	100	100
<b>Total (%)</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

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.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes <sup>#</sup>
Other than Permanent Workers	Yes <sup>#</sup>
Permanent Employees	Yes <sup>#</sup>
Other than Permanent Employees	Yes <sup>#</sup>

<sup>#</sup>Yes. Grievance Redressal process is available to all our employees to raise their concerns or grievances to the management. It ensures that all such issues are addressed promptly, impartially, and justly. Depending on the employees' interest & option, he/she can raise the grievance, either in writing or orally to the concerned people i.e. immediate superior or the Human Resource Head. An employee can also raise their concern in writing through an e-mail

mentioning clearly about the details to the immediate superior and/or to the Human Resource Department. Complaints can also be submitted directly to Chairman & Managing Director on dedicated mobile no. which is available with employees/ workers.

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

Category	FY 23- 24			FY 22- 23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	256	205	80.07	241	234	97.10
Female	41	29	70.73	32	27	84.38
<b>Total Permanent Workers</b>						
Male	431	358	83.06	434	315	72.58
Female	42	36	85.71	44	31	70.45

8. Details of training given to employees and workers:

Category	FY 23- 24					FY 22- 23				
	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)
<b>Permanent Employees</b>										
Male	256	17	6.64	182	71.09	241	35	14.52	200	82.99
Female	41	20	48.78	22	53.66	32	7	21.88	20	62.50
<b>Total</b>	<b>297</b>	<b>37</b>	<b>12.46</b>	<b>204</b>	<b>68.69</b>	<b>273</b>	<b>42</b>	<b>15.38</b>	<b>220</b>	<b>80.58</b>
<b>Permanent Workers</b>										
Male	431	17	3.94	39	9.05	434	20	4.61	233	53.69
Female	42	28	66.67	16	38.10	44	16	36.36	26	59.09
<b>Total</b>	<b>473</b>	<b>45</b>	<b>9.51</b>	<b>55</b>	<b>11.62</b>	<b>478</b>	<b>36</b>	<b>7.53</b>	<b>259</b>	<b>54.18</b>

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

Category	FY 23- 24			FY 22- 23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	244	244	100	267	267	100
Female	34	34	100	33	33	100
<b>Total</b>	<b>278</b>	<b>278</b>	<b>100</b>	<b>300</b>	<b>300</b>	<b>100</b>
<b>Workers<sup>#</sup></b>						
Male	432	432	100	429	429	100
Female	42	42	100	43	43	100
<b>Total</b>	<b>474</b>	<b>474</b>	<b>100</b>	<b>472</b>	<b>472</b>	<b>100</b>

<sup>#</sup>Worker's Annual Performance and career development reviews are undertaken in calendar year instead of financial year.

10. Health and safety management system:

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

Yes, occupational health and safety management system has been implemented. It covers the entire operations covering all manufacturing units, industrial production facilities and offices. MIDHANI's safety policy is in accordance with the International Standards ISO 45001:2018 (Occupational Health and Safety Management System Standard). EHS Management System defines the mandatory requirements for the systematic management and execution within the organisation.

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

The Company has in place systematic risk management process to identify and control all the hazards at manufacturing units and offices. The Company's risk management process is applied through five steps (Identification, Assessment, Mitigation, Monitoring and Reporting).

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

Yes.

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

Yes, The Company provides access to non-occupational medical and healthcare services, such as OP examination at CGHS rates at empanelled hospitals and in-patient treatment at empanelled hospitals wherein Company borne upto 95% of treatment cost as per CGHS rates, at its respective locations.

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

Safety Incident/Number	Category*	FY 23- 24	FY 22- 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	2.3	0.86
Total recordable work-related injuries	Employees	0	0
	Workers	1	3
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

\*Including in the contract workforce.

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

MIDHANI is ISO 14001:2015 (Environment Management System) and ISO 45001:2018 (Occupational Health and Safety Management System) certified Company. There is a systematic risk management process in place to identify and control all the hazards in projects/units which requires verification of conformity. The EHS management system has various procedures and EHS norms. Therefore, a process has been established for carrying out Internal EHS audits. National Safety Week was observed in the month of March 2024 and various awareness programs were held to sensitize employees on safety. MIDHANI has formulated on site emergency plans, in line with MSIHC Rules 1989.

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

Particulars	FY 23- 24			FY 22- 23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	None	None	None	None	None	None
Health & Safety	None	None	None	None	None	None

14. Assessments for the year:

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

MIDHANI has robust Internal audit process in line with ISO 45001:2018 requirement and it covers all construction projects, offices and manufacturing units. At least one internal audit is conducted in a financial year across manufacturing units/offices.

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.

Standard Safety, Health Inspection Committee (SHSIC) was constituted with GM (P-II & IV) as Chairman and executives from different departments, i.e Electrical, Mechanical, Civil & Maintenance, House Keeping etc. to conduct safety inspection in the plant. The Committee has inspected entire plant and submitted the report. Total 191 observations were submitted to departments/ shop and 98% of those observations were complied/resolved by the concerned in-charges.

Shop/Area wise Designated Safety Officers (DSOs) & Safety Captains (DSCs) were identified and then groups were formed to conduct quarterly shop floor safety inspections. Total of 596 observations were submitted during FY 2023-24 and 98% of those observation were complied.

**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, MIDHANI has Death Relief Fund and Group Insurance under EDLI Scheme for Employees and Workers. As per the Scheme, in case of death of an employee/worker while in service, an ex-gratia amount is given to their nominee.

As per MIDHANI's Employee' Family Benefit Scheme 2021, monetary benefit is provided to an employee's and worker's family in case of death of an employee/worker while in service.

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

Statutory deduction towards Employees Provident Fund are monitored by MIDHANI PF Trust to ensure deduction and remittances to the concerned Authority.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	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 23- 24	FY 22- 23	FY 23- 24	FY 22- 23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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) :

MIDHANI provides employment opportunity to retired experienced Technical/Non-Technical experts to work as consultant.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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.

Not applicable as no assessment of value chain partners was undertaken on Health and Safety practices and working conditions.

**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.

MIDHANI being a strategic Defence Public Sector Undertaking, engaged in manufacturing of special steel, super alloys etc., hence, in line with the business model, MIDHANI has identified the following key stakeholders group: -

Stakeholder group	Basis of Identification
Suppliers/Contractors	MIDHANI has significant dependency on supply chain partners for raw materials. MIDHANI also need substantial skilled casual workers manpower. To maintain sustainable growth, these partners are key elements in meeting the delivery and cost objectives for various contracts.
Government	Orders from Government (Defence, Energy and Space) and PSU's make up 81% of orders booked during FY 23-24, hence are the largest clients for the business.
Employees and Workforce	MIDHANI manufactures high end alloys and critical alloys, and such super alloys must meet stringent quality which can be only achieved through highly skilled manpower.
Regulatory bodies	MIDHANI is regulated by various regulatory bodies and to achieve sustainable growth it is important to understand priorities of these agencies and address their concerns, if any, to maintain compliance levels and establish benchmark performance levels.
Shareholders and Investors	Shareholders and investors make an important contribution to the growth of the company. Shareholders play an important role through exercise of their voting rights.
Communities through its CSR	MIDHANI always catalyse socio-economic development of communities around its premises. MIDHANI primarily focus on under-privileged and marginalized sections to enable them to bring them on-par with others.

- 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
Government	No	Monthly D.O. Letter Quarterly Results, Annual Reports, Stock Exchange filings, issue specific meetings, representations.	As and when required	Reporting requirement, statutory compliance, support from authority and resolution of issues.
Customers (majorly Govt. & Public Sector)	No	Formal business interaction.	As and when required	Challenges that are faced during order execution. Project delivery, timeline.
Suppliers/ contractors	No	Regular supplier and dealer meets i.e. Vendor Meet.	As and when required	Need and expectation, schedule, supply chain issue, etc.
Employees and Workforce	No	MIDHANI has intranet portal for dissemination of information related to Circulars, OM' s etc. - Company encourages its employees to showcase their talent in Games/ Cultural programs on various occasions like 'MIDHANI's Foundation Day', Independence Day, Republic Day, Hindi Diwas, Women's Day, etc.	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.

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
		- Company reaches out to its employees & their families through in-house magazines which are published to cover important events of the Company on quarterly basis. - Apart from regular training programs on technical/ non- technical topics program related to work life balance, meditation are also conducted.	As and when required	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc
Community	Yes (Some of the Company's CSR Project Beneficiaries)	Direct engagement and through the Company's CSR project implementation partners (Implementing agencies i.e. NGOs)	As and when required	Regular review is done for effective service. Beneficiaries are encouraged to provide feedback/ lodge grievance w.r.t CSR activities

### Leadership Indicators

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

The Company interacts with various stakeholders through sub-committees of the Board viz. CSR Committee, Risk Management Committee, and Corporate Management Committees.

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 on regular basis engages with its stakeholders to boost relationships enabling the Company to make informed decisions. CSR projects undertaken in area of Education, Health Care, Nutrition, etc. are based on the Government Guidelines and inputs received from relevant stakeholders. Recommendations received from sub-committees of the Board are being implemented by way of policies and activities of the Company.

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

The Company has established MIDHANI's Primary Health Care Center to provide basic health care facilities to economically vulnerable stakeholders.

**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 23- 24			FY 22- 23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	297	48	16.16	273	102	37.36
Other than permanent	2	0	0	2	0	-
<b>Total Employees</b>	<b>299</b>	<b>48</b>	<b>16.05</b>	<b>275</b>	<b>102</b>	<b>37.09</b>
<b>Workers</b>						
Permanent	473	20	4.23	478	8	1.67
Other than permanent	106	0	0	91	0	0
<b>Total Workers</b>	<b>579</b>	<b>20</b>	<b>3.45</b>	<b>569</b>	<b>8</b>	<b>1.41</b>

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

Category	Total (A)	FY 23- 24				Total (D)	FY 22- 23			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Permanent Employees</b>										
Male	256	-	-	256	100	241	-	-	241	100
Female	41	-	-	41	100	32	-	-	32	100
<b>Other than Permanent</b>										
Male	2	-	-	2	100	2	-	-	2	100
Female	0	-	-	0	100	0	-	-	0	0
<b>Permanent Workers</b>										
Male	431	-	-	431	100	434	-	-	434	100
Female	42	-	-	42	100	44	-	-	44	100
<b>Other than Permanent</b>										
Male	104	-	-	104	100	89	-	-	89	100
Female	2	-	-	2	100	2	-	-	2	100

3. Details of remuneration/salary/wages

**a Median remuneration / wages:**

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in Rupees)	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	3	40,45,423	0	0
Key Managerial Personnel	1	11,24,354	0	0
Employees other than BoD and KMPs	227	11,93,277	33	11,58,307
Workers	499	4,38,275	45	4,66,855

- a) CFO is a Director, hence, included in Board of Directors.
- b) Remuneration means Basic Pay and Dearness Allowance (DA).
- c) Salary Amount given above is the Median salary in the respective category.
- d) Employees and Workers includes Fixed Term Contract Employees/Workers.
- b Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 23- 24	FY 22- 23
Gross wages paid to females as % of total wages	10	10

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 operations do not lead to any Human Rights issue and hence does not have a single focal point for addressing the human rights issues. However, the Company has procedures and means wherein employees can reach out to HR Dept./ respective dept. heads to address such issues.

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

All grievances are addressed as and when received by the respective Dept. heads, in coordination with HR. 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.

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

Particulars	FY 23- 24			FY 22- 23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	<b>MIDHANI doesn't employ child labour.</b>					
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

Particulars	FY 23- 24	FY 22- 23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Not Applicable	Not Applicable
Complaints on POSH upheld	Not Applicable	Not Applicable

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

The Company has a Whistle Blower Policy wherein the employees/ vendors or any stakeholders of Company can report, without fear on any wrong practices, unethical behaviour or non-compliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, MIDHANI's CDA Rules and Standing Orders requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

No such clause incorporated by MIDHANI in its agreements and contract, however MIDHANI is committed to safeguard Human Rights and provide safe work-space to its employees and workers.

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not Applicable
Forced/involuntary labour	Not Applicable
Sexual harassment	Not Applicable
Discrimination at workplace	Not Applicable
Wages	100

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

None.

### Leadership Indicators

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

MIDHANI did not receive any human rights grievances/complaints that have necessitated to introduce or modify our business processes.

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

Not conducted.

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

Yes, in line with requirements of Rights of Persons with Disabilities Act, 2016, the physical access and signage and navigation, restrooms and emergency procedures are made assessable to differently abled persons.

4. Details on assessment of value chain partners:

No such assessment of value chain partners undertaken.

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

Not Applicable.

## PRINCIPLE

6

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

## Essential Indicators

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

Parameter	FY 23- 24	FY 22- 23
<b>From renewable sources</b>		
Total electricity consumption (A)	1,06,83,094	1,16,89,790
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,06,83,094</b>	<b>1,16,89,790</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	20,09,58,027	22,33,61,770
Total fuel consumption (E)	26,25,82,958	28,35,64,324
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>46,35,40,985</b>	<b>50,69,26,094</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>47,42,24,079</b>	<b>51,86,15,884</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.04 (MJ/₹)	0.06 (MJ/₹)
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - **No**

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.

The Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 23- 24	FY 22- 23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	2,42,850	2,02,350
(iii) Third party water	1,41,825	1,07,551
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3,84,675</b>	<b>3,09,901</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,84,675</b>	<b>3,09,901</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	Measured in terms of per Lakh rupees of turnover 3.58 KL/Lakh	Measured in terms of per Lakh rupees of turnover 3.55 KL/Lakh
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	--	--
<b>Water intensity in terms of physical output</b>	--	--
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	--	--

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

4. Provide the following details related to water discharged:

Parameter	FY 23- 24	FY 22- 23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Surface water		
- No treatment	--	--
- With treatment – please specify level of treatment	--	--
(ii) Groundwater		
- No treatment	1,09,500	91,250
- With treatment – please specify level of treatment	54,750	51,100
(iii) Seawater / desalinated water		
- 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	--	--
<b>Total water discharged (in kilolitres)</b>	<b>1,64,250</b>	<b>1,42,350</b>

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. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.  
No, Company has not implemented mechanism for zero liquid discharge.
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 23- 24	FY 22- 23
NOx	µg/m <sup>3</sup>	28.56	27.76
SOx	µg/m <sup>3</sup>	24.06	22.31
Particulate matter (PM)	µg/m <sup>3</sup>	87.10	89.33
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify	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. **No**

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

Parameter	Unit	FY 23- 24	FY 22- 23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,91,908.30	1,83,983.90
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	47,187.20	51,962.00
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	Measured in terms of per Lakh rupees of turnover 2.22 MT/Lakh	Measured in terms of per Lakh rupees of turnover 2.70 MT/Lakh

Parameter	Unit	FY 23- 24	FY 22- 23
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>	-	-	-

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**

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

MIDHANI has taken several measures to improve energy efficiency and usage of clean Hydrogen and clean LPG was undertaken. Further, 4MW ground-mounted solar power plant and a 60KWp rooftop solar plant generated 31,27,548 kWh of energy, reducing carbon footprints by 2,502 tons per annum.

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

Parameter	FY 23- 24	FY 22- 23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	Nil	4
E-waste <b>(B)</b>	Nil	2
Bio-medical waste <b>(C)</b>	0.06	0.07
Construction and demolition waste <b>(D)</b>	3,452	1,190
Battery waste <b>(E)</b>	1	1.1
Radioactive waste <b>(F)</b>	Nil	Nil
Other Hazardous waste. Please specify, if any. <b>(G)</b>		
a) Pickling waste	0.60	0.40
b) Oil-soaked cotton waste	0.06	0.03
c) Used coolant oil	0.20	0.10
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) -Used Oil	1	58.90
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3,454.92</b>	<b>1,256.60</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	Measured in terms of per Lakh rupees of turnover 0.03 MT/Lakh	Measured in terms of per Lakh rupees of turnover 0.01MT/Lakh
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	-	-
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) <sup>#</sup>		
<b>Construction and Demolition Waste</b>		
(i) Incineration	-	-
(ii) Landfilling	2,589	832
(iii) Other disposal operations	863	277
<b>Total</b>	<b>3,452</b>	<b>1,109</b>

<sup>#</sup>All the Hazardous wastes like Pickling Sludge, Oil-Soaked Cotton waste & Used Coolant Oil being sent to authorised (Hazardous waste Management facility) for safe disposal as per the Telangana State Pollution Control Board (TSPCB) norms. E-Waste, Plastic Waste, Used Batteries, Used Oil selling to authorized recyclers/agencies through auctioning. Bio Medical Waste is also disposing every month through the authorized disposable agency.

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.**

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.

MIDHANI is certified under ISO 14001:2015 and the scope covers its entire operations including offices and manufacturing units. Under the environmental management system, the Company has guidelines for comprehensive waste management.

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:

Not applicable, MIDHANI does not have any operations/offices in/around ecologically sensitive areas.

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

MIDHANI has not conducted any environmental impact assessments (EIA) of projects or industrial facility in FY 2023-24. MIDHANI ensures that all regulatory permits and approvals are in place before starting of any project/ business unit.

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.

Yes, MIDHANI is compliant with the applicable environmental law/ regulations/ guidelines in India.

### Leadership Indicators

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

Not applicable, as MIDHANI does not undertake commercial operations in areas of water stress.

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

- i. Name of the area: Not applicable
- ii. Nature of operations: Not applicable
- iii. Water withdrawal, consumption and discharge in the following format: Not applicable

Parameter	FY 23- 24	FY 22- 23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	--	--
(ii) Groundwater	--	--
(iii) Third party water	--	--
(iv) Seawater / desalinated water	--	--
(v) Others	--	--
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>--</b>	<b>--</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>--</b>	<b>--</b>

Parameter	FY 23- 24	FY 22- 23
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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 / desalinated water		
- 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	--	--
<b>Total water discharged (in kilolitres)</b>	--	--

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

Parameter	Unit	FY 23- 24	FY 22- 23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	228.61	212.28
<b>Total Scope 3 emissions per rupee of turnover</b>	-	Measured in terms of per Crore rupees of turnover 0.21 MT/ Crore	Measured in terms of per Crore rupees of turnover 0.24 MT/ Crore
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No.**

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

Not Applicable.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy conservation/ efficient measure	Provided Automatic Power Factor Controller (APFC) & Dynamic Power Factor Controller (DPFC) to improve the power factor, hence it reduces power consumption, thus helping in conservation of natural resources and environment.	These initiative enable efficient utilization of power which has positive impact on environment and financials.
2	Application of clean energy	Usage of pure Hydrogen for annealing and Clean LPG in furnaces results in zero carbon emissions, thus helping in conservation of Environment.	These initiative enable has positive impact on environment, and promotes an ecosystem which create awareness about clean energy and its benefits.
3	Conservation of flora and fauna	Tree Plantation drive was carried on to increase the greenbelt and planted around 1000 saplings in last year inside the plant, corporate office, Township, etc.  Developed & Maintaining water bodies of about 350000 Sq. meters where in the rain water and treated water gets collected. The water body itself developing its own flora and fauna with migratory birds flocking now.	The green belt and water body maintained in and around Company provides positive and natural environment, which enables the sense of embracing environment amongst employees.

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

MIDHANI has On-site Emergency Plan (OSEP) to handle emergency situation at LPG yard and water electrolysis plant (Hydrogen) Plant. Mock drills were conducted to ensure/check the readiness of all emergency services. MIDHANI has in place mutual aid with nearby industries i.e. Bharat Dynamics Limited, DMRL, RCI, DLRL etc. and also with State Govt. fire department to handle emergencies.

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

Not applicable.

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

No value chain partners were assessed for environmental impact and no negative social and environmental impacts were found or brought to notice on its value chain.

**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.

Five (5)

- 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.	Confederation of Indian Industry	National
2.	Society for Defence Technologist	National
3.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4.	Indian Institute of Metals	National
5.	Federation of Telangana Chamber of Commerce and Industry (FTCCI)	State

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 corrective action taken or underway on the issues related to anti-competitive conduct by the entity, hence not applicable.

**Leadership Indicators**

1. Details of public policy positions advocated by the entity: **None**

**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.

No Impact Assessment was undertaken as per extant applicable law, however, Company undertakes in-house impact assessment of its CSR activities by way of on-site visit or reports from implementing agencies.

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

Not applicable. No rehabilitation and resettlement were undertaken by the entity during reporting period.

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

Any community member can raise complaint on Company's number and email address provided at Company's website which is monitored and addressed. Also, any stakeholder of Company can file compliant under Whistle Blower Policy.

For CSR Projects:

In the Community based CSR projects, MIDHANI's representative from CSR team facilitates the interaction between the beneficiary groups, addresses concerns and resolves issues, if any. MIDHANI also interact with implementing agencies on regular basis to get feedback on CSR Projects.

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

Particulars	(in %)	
	FY 23- 24	FY 22- 23
Directly sourced from MSMEs/ small producers	28.26	25.03
Directly from within India	47.41	55.60

Percentage of total procurement of goods/services by MIDHANI.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	FY 23- 24	FY 22- 23
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	4.72	2.18

The data pertains to new person hired/employed during respective financial years.

**Leadership Indicators**

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

Not applicable.

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

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Telangana	Kumaram Bheem Asifabad	31,12,500

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

Yes, MIDHANI has a preferential procurement policy.

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

MIDHANI procures from MSEs owned by SC/ ST entrepreneurs and MSEs owned by women entrepreneurs.

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

Procured 1.87% of total domestic procurement from SC/ ST MSEs and procured 4.98% of total domestic procurement through MSEs owned by women entrepreneurs.

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:

Not applicable.

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. :

Not applicable.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sponsoring free education in BPDVA School, Hyderabad to SC, ST & OBC Children.	31	100
2	Sponsored Nutritional kits to TB patients. Kit consists of Rice, Dal, Groundnuts & Groundnut Oil.	1,500	100
3	Sponsorship for procurement of material and operations of MIDHANI Primary Health Care Centre	13,000 Below Poverty Line (BPL) patients were treated	100
4	Sponsored School bus to Tribal students of Idukki district, Kerala to reach school.	35	100
5	Sponsored for construction of additional class rooms and improving existing physical infrastructure at Sraswathi Sisu Mandir, Kakinada, A.P	150	100
6	Constructed two halls with attached toilets & a Compound wall for conducting free Tuition centres & tailoring centres to empower villagers and to build a brighter future for rural communities of Ghanasari Village, Srikakulam, A.P	100 (approx.)	100

**PRINCIPLE**  
**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 does not have any specific consumer products. Customer complaints are received over email, transmittal letter communications and verbal communications directly to project teams. The customers can also lodge complaint through contact number and email address and web forms provided on the Company website.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	The main products of the company are Special Metals and Alloys. Hence Not Applicable.
Safe and responsible usage	100
Recycling and/or safe disposal	The main products of the company are Special Metals and Alloys. Once the products are sold, it would not come back to the Company. Hence not applicable

- Number of consumer complaints in respect of the following:

Particulars	FY 23- 24			FY 22- 23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	15	5	Nil	11	6	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

- Details of instances of product recalls on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

- 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.

MIDHANI has Board Approved Cyber Security Policy, which is available on the website of the Company at <https://midhani-india.in/policies/>

- 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.

7. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches: None.
  - b. Percentage of data breaches involving personally identifiable information of customers: None.
  - c. Impact, if any, of the data breaches: None.

### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
Details of MIDHANI products can be accessed from its website at <http://midhani-india.in/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
MIDHANI manufactures industrial products as per customer specifications and demands.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
All the contracts have a Force Majeure clause wherein MIDHANI informs its customers in writing well in time about the impending disruption of service/delay in delivery etc. due to conditions like flooding, pandemics, supply chain disruptions due to war, obsolescence etc.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
All the essential details of the product like Product name, grade, date of manufacture/quality control etc. are displayed on the product being delivered to the customers. MIDHANI also conducts annual customer survey with its major customer to assess the customer satisfaction and address their concerns, if any.

For **Mishra Dhatu Nigam Limited**

Sd/-

**Dr. Sanjay Kumar Jha**

Chairman & Managing Director

DIN: 07533036

Place: Hyderabad

Date: August 9, 2024