



MISHRA DHATU NIGAM LIMITED
(A Govt. of India Enterprise, Ministry of Defence)

Business Responsibility and Sustainability Report

FY 2022-23

Business Responsibility and Sustainability Report - FY 2022-23

Section A: General Disclosure:

I. Details of 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	company.secretary@midhani-india.in
7.	Telephone	040 – 2418 4515
8.	Website	https://midhani-india.in/
9.	Financial year for which reporting is being done	FY 2022-23
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 cmd@midhani-india.in P.O. Kanchanbagh Hyderabad – 500058
13.	Reporting boundary	Standalone basis

II. Products/Services

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

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

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

Sl. No.	Product/Service	NIC Code (5 digit)	% of total turnover contributed
1.	Manufacturing of Special Metals and Alloys	24103	49
		24209	23
		24204	12
		24105	10

III. Operations

16. 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 Haryana)	5
International	0	0	0

17. A) Market served by the entity:

Location	
National (No. of states & UT)	Twenty-Two (22) States of India
International (No. of countries)	Four (4) countries

B) What is the contribution of exports as a percentage of the total turnover of the entity?

4.29%

C) A brief on type of customers:

Our Company operates in strategic sectors such as defence, power and space and is also 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:

18. A) Details of Employees and workers as at end of financial year

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No.(C)	% (C/A)
Employees (including differently abled)						
1.	Permanent (D) [#]	273	241	88.28	32	11.72
2.	Other than permanent (E) [@]	2	2	100	0	0
3.	Total employees (D+E)	275	243	88.36	32	11.64
Workers (including differently abled)						
4.	Permanent (F) [§]	478	434	90.79	44	9.21
5.	Other than permanent (G) [%]	91	89	97.80	2	2.20
6.	Total Workers (F+G)	569	523	91.92	46	8.08

[#] Permanent Employees means Executive and Non-Unionized Supervisors (NUS).

[@] Fixed Term Contract (FTC) appointed as Executive.

[§] Permanent Workers means Non-Executive

[%] FTC appointed as Non-Executive.

B) Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No.(C)	% (C/A)
Employees						
1.	Permanent (D) [#]	6	6	100%	0	0
2.	Other than permanent (E) [@]	0	0	0	0	0
3.	Total employees (D+E)	6	6	100%	0	0

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No.(C)	% (C/A)
Workers						
4.	Permanent (F) [§]	9	9	100%	0	0
5.	Other than permanent (G) [¶]	0	0	0	0	0
6.	Total Workers (F+G)	9	9	100%	0	0

[§]Permanent Employees means Executive and NUS.

[¶] FTC appointed as Executive.

[§]Permanent Workers means Non-Executive

[¶] FTC appointed as Non-Executive

19. Participation/Inclusion/Representation of women:

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

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

20. Turnover rate for permanent employees and Workers:

In (%)

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees [®]	10.77	3.17	9.92	8.44	3.38	7.93	14.10	3.50	13.11
Permanent Workers [#]	4.80	6.81	4.98	3.93	6.45	4.18	4.28	2.04	4.04

[®]Permanent Employees means Executive and NUS.

[#]Permanent Workers means Non-Executive.

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

21. Names of holding / subsidiary / associate companies / joint ventures:

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

VI. CSR Details :

22. i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes, for FY 24.**

ii) Turnover (in ₹) : **871,94,13,723/-** (FY 2022-23)

iii) Net-Worth (in ₹) : **1,286,19,47,381.38** (FY 2022-23)

VII. Transparency and Disclosures Compliances:

23. Complaints/ Grievance on any of the Principles (Principle 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 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	(If Yes, then provide weblink for grievance redress policy)#	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	11 Centralized Public Grievance Redress and Monitoring System (CPGRMS)	0	None	9 (CPGRMS)	0	None
Investors (other than shareholders)	Yes	0	0	None	0	0	None
Shareholders	Yes	3	0	None	4	0	None
Employees and workers	Yes - MIDHANI has internal mechanism for receiving employees & workers grievance and its redressal.	8	0	None	11	0	None
Customers	Yes	11	6	None	4	0	None
Value Chain Partners (supply chain partners)	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
Others- We do not have any other stakeholder group	Not Applicable (NA)	NA	NA	NA	NA	NA	NA

#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/>

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

Sl. 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	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 w.r.t. filling up of vacant post of Directors.	Negative
2.	Employee well being	O/R	MIDHANI, is committed to provide safe working environment for its employees, which encourages employees to thrive for best of their capabilities. However, despite all preventive measures, work related accidents may occur which may de-moralise employees/workers.	Sensitise employees through EHS training, to provide better infrastructure.	Positive/ Negative
3.	Social Engagement and Impact	O	Social engagement leads to community building and its impact can galvanize a system response and has multiple beneficial outcomes for communities and businesses.	-	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.	-	Positive, MIDHANI saved ₹ 258 Lakh during FY 23 by using solar energy.

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	P1 Ethics & Transparency	P2 Service responsibility	P3 Human Resources	P4 Responsive to Stakeholders	P5 Human Rights	P6 Restore environment	P7 Public Policy Advocacy	P8 Inclusive growth	P9 Customer Engagement
Policy and management processes									
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	https://midhani-india.in/policies/								
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 Codes 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
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.

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

In the ever-evolving landscape of sustainability, businesses are witnessing new trends driven by initiatives that translate the philosophy of sustainability into tangible actions, impacting both companies and their stakeholders. The post-pandemic era has seen a global acceleration towards embracing sustainability.

MIDHANI - a renowned manufacturer of Alloys and Special Metals with a five-decade legacy, has consistently exemplified its commitment to sustainability by judiciously utilizing resources. The environmental footprint at MIDHANI is limited due to lack of mass commercial scale production. The primary focus of MIDHANI is catering to the nation's strategic and critical requirements.

One of the MIDHANI's noteworthy accomplishments is its low impact on the environment. The company's processes do not result into greenhouse gas emissions, and its water consumption intensity per rupee of turnover remains negligible.

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)								
	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 being a Govt. Company, mandates of Department of Public Enterprises/ Administrative Ministry are also applicable and followed by Company. Policies w.r.t. to 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:

Yes. External expert agencies conduct audits on different subjects such as ISO 14001, ISO 45001, Cyber Security etc. They do it through checking policy elements, procedures, action plans etc.

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

Since MIDHANI has Policies for every NGRBC Principle, this question is not applicable.

Section C: Principle Wise Performance Disclosure:

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

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	Business, strategy, risk and update of laws	40
Key Managerial Personnel	-	-	-
Employees other than BOD and KMPs	29	Quality Circles, Integrity, Ethics, Mid Career Development	40
Workers	15	EHS Training	40

Training and Development Department achieved 2855 man days of training during FY 2022-23.

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:

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 22-23.

Monetary					
Particulars	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	-	-	Nil		
Compounding Fee	-	-	Nil		

Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	Nil		
Punishment	-	-	Nil		

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 22-23		FY 21-22	
	Number	Remarks	Number	Remarks
Directors	None		None	
KMPs (WTD,CFO & CS)	None		None	
Employees	1		None	
Workers	None		None	

6. Details of complaints with regards to conflict of interest: **None**

Particulars	FY 22-23		FY 21-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
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**

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.

Particulars	FY 22-23	FY 21-22	Details of improvement in environmental and social impact
R&D	Nil	Nil	-
Capex	Approx. 363 Lakh (4.79)%	Approx. 43 Lakh (0.34)%	<ol style="list-style-type: none"> Improvement in processes is taken care in line with ISO 14001:2015 (EMS) standard and MIDHANI is certified accordingly. MIDHANI made investments towards installation of Air filter bags at Fume Extraction Systems, Effluent Treatment plant (ETP), Sewage Treatments Plant (STP), Fume extraction Systems, Air Conditioners, LED Lights etc which are helping in conservation of Natural resources and Environment. In MIDHANI, the most of the melting operations are carried out with latest technology of Vacuum Induction furnaces which are helping in reduction of Air Pollution, thus helping in conservation of Environment. Usage of pure Hydrogen for annealing and Clean LPG in furnaces results in zero carbon emissions, thus helping in conservation of Environment. 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. 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.

- Does the entity have procedures in place for sustainable sourcing?
 - No, though such stipulators are not present in procurement procedures as of now, many of our suppliers are already adopting such standards.
 - If yes, what percentage of inputs were sourced sustainably?

Not Applicable.
- 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.

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.

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 employee:

Category	Total (A)	% of employee covered by									
		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 employee[#]		All employees are covered under Medical Scheme of MIDHANI where, the empanelled hospitals are providing medical attention as per CGHS rates which are borne by the company upto 95% of the total expenses incurred by the employee for in-patient treatment.									
Male	241					-	-	13	5.39	-	-
Female	32					3	9.38	-	-	6	18.75
Total	273					3	1.10	13	4.76	6	2.20
Other than permanent employee[®]											
Male	2					0	0	0	0	0	0
Female	0					0	0	0	0	0	0
Total											

[#]Permanent Employees means Executive and NUS.

[®]Other than permanent employees means FTC appointed as Executive.

[§]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	Total (A)	% of workers covered by									
		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[#]		All workers are covered under Medical Scheme of MIDHANI where, the empanelled hospitals are providing medical attention as per CGHS rates which are borne by the company upto 95% of the total expenses incurred by worker for in-patient treatment.									
Male	434					-	-	32	7.37	-	-
Female	44					3	6.82	-	-	7	15.91
Total	478					3	0.63	32	6.69	7	1.46
Other than permanent workers[®]											
Male	89					0	0	0	0	0	0
Female	2					0	0	0	0	0	0
Total	91										

[#]Permanent Workers means Non-Executives

[®]Other than permanent workers means FTC appointed as Non- Executive.

[§]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.

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

Benefits	FY 22-23			FY 21-22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as % of total employees	No. of workers covered as % 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

3. Accessibility of workplaces:

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 22-23 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
Total (%)	100	100	100	100

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:

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes [#]
Other than Permanent Workers	Yes [#]
Permanent Employees	Yes [#]
Other than Permanent Employees	Yes [#]

[#]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.

In addition, MIDHANI also has a whistle blower mechanism applicable to all employees of MIDHANI, wherever employed. The vendors and any other stakeholder of MIDHANI can also lodge their complaints by writing to cvo@midhani-india.in

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

Category	FY 22-23			FY 21-22		
	Total employees/ worker in respective category (A)	No. of employees/ Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ worker 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[®]						
Male	241	234	97.10	253	240	94.86
Female	32	27	84.38	31	27	87.10
Total Permanent Workers[#]						
Male	434	77	17.74	442	Due to intra-union conflicts, exact numbers could not be established.	
Female	44	7	15.91	44		

[®]Permanent Employees means Executive and NUS.

[#]Permanent Workers means Non-Executives.

8. Details of training given to employees and workers:

Category	FY 22-23					FY 21-22				
	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	241	35	14.52	200	82.99	253	15	5.93	200	79.05
Female	32	7	21.88	20	62.50	31	-	-	29	93.55
Workers[#]										
Male	434	20	4.61	233	53.69	442	58	13.12	59	13.35
Female	44	16	36.36	26	59.09	44	-	-	5	11.36

[®] Employees means Executive and NUS.

[#] Workers means Non-Executives

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

Category	FY 22-23			FY 21-22		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees[®]						
Male	267	267	100	272	272	100
Female	33	33	100	32	32	100
Permanent Workers[#]						
Male	429	429	100	432	432	100
Female	43	43	100	41	41	100

[®] Employees means Executive and NUS.

[#] Workers means Non-Executives

10. Health and safety management system:

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

Yes, occupational health and safety management 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 work related hazards and to remove themselves from such risks.

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risks.

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

Yes, medical centres and first aid facilities are available for both employees and workers.

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

Safety Incident/Number	Category	FY 22-23	FY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees [®]	0	0
	Workers [#]	0.86	0.35
Total recordable work-related injuries	Employees	0	0
	Workers	3	1
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

[®] Employees means Executive and NUS.

[#]Workers means Non-Executives

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

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 on 4th March, 2023 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:

Benefits	FY 22-23			FY 21-22		
	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
Others	None	None	None	None	None	None

14. Assessments for the year:

Health and safety practices 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 Health & Safety Inspection Committee (SHSIC) formed with 07 officers from different departments. This committee was chaired by AGM (P-II) and the committee members inspected all departments in entire plant and submitted their reports. They submitted 172 observations related to Safety, Health & Housekeeping, etc. and action has been taken on 98% of observations.

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

1. 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, Power and Space) and PSU's make up 63% of order book (As on April 01, 2023), hence are the largest clients for the business.
Employees and Workforce	MIDHANI manufactures high end alloys and critical alloys, and such super alloys has to 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.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	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 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.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workforce	No	<ul style="list-style-type: none"> - 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. - 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.

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 22-23			FY 21-22		
	Total (A)	No. of employee/ workers covered (B)	% (B/A)	Total (C)	No. employee/ workers covered (D)	% (D/C)
Employees						
Permanent [®]	273	102	37.36	284	121	42.61
Other than permanent [#]	2	0	0	2	0	0
Total employees	275	102	37.09	286	121	42.31
Workers						
Permanent [^]	478	8	1.67	486	30	6.17
Other than permanent [§]	91	0	0	73	0	0
Total Workers	569	8	1.41	559	30	5.37

Training on various issues related to human rights are covered under new employee induction, EHS training, code of conduct etc.

[®]Permanent Employees means Executive and NUS.

[#]Other than permanent employees means FTC appointed as Executive.

[^]Permanent Workers mean Non-Executives.

[§]Other than Permanent Workers means FTC appointed as Non-Executive.

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

All employees and workers are paid more than minimum wages:

Category	FY 22-23					FY 21-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent[#]										
Male	241	-	-	241	100	253	-	-	253	100
Female	32	-	-	32	100	31	-	-	31	100
Other than Permanent[®]										
Male	2	-	-	2	100	2	-	-	2	100
Female	0	-	-	0	0	0	-	-	0	0
Workers										
Permanent[^]										
Male	434	-	-	434	100	442	-	-	442	100
Female	44	-	-	44	100	44	-	-	44	100
Other than Permanent[§]										
Male	89	-	-	89	100	72	-	-	72	100
Female	2	-	-	2	100	1	-	-	1	100

Wages: As per Section 2(y) of the Code on Wages, 2019.

[®]Permanent Employees means Executive and NUS.

[#]Other than permanent employees means FTC appointed as Executive

[^]Permanent Workers mean Non-Executives

[§] Other than Permanent Workers means FTC appointed as Non-Executive

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Rupees)	Number	Median remuneration/ salary/ wages of respective category (In Rupees)
Board of Directors (BoD) (Whole-time Directors)	2	33,06,880	0	0
Key Managerial Personnel	1	10,33,822	0	0
Employees other than BoD and KMP	230	11,14,260	30	10,62,270
Workers	491	4,04,044	42	4,42,415

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.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

The Company operations does 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 and assistance from regulatory authority is sought.

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

Nature of Compliant	FY 22-23			FY 21-22		
	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	MIDHANI doesn't employee child labour.			MIDHANI doesn't employee child labour.		
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. 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 of retaliation - 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.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, MIDHANI is committed to safeguard Human Rights and provide safe work space to its employees and workers.

9. Assessments for the year:-

	% 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%
Others – please specify	Not applicable

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

None

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

Essential Indicators: -

1. Details of total energy consumption (in Mega Joules) and energy intensity:

Parameter	FY 22-23	FY 21-22
Total electricity consumption (A)	22,33,61,769.60	18,10,15,178.40
Total fuel consumption (B) [LPG & Fuel Oil]	LPG: 5636.24 MT 276176000 Mega Joules Fuel Oil: 183.80 KL 7388324.02 Mega Joules	LPG: 5473.53 MT 268203000 Mega Joules Fuel Oil: 68.95 KL 2771626.45 MegaJoules
Energy consumption through other sources (C)	1,16,89,790.40	1,34,30,541.60
Total energy consumption (A+B+C) [Mega Joules]	51,86,15,884.02	46,54,20,346.50
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.06	0.05
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
i. Surface water	0	0
ii. Groundwater	2,02,350	2,39,460
iii. Third party water	1,07,551	1,21,565
iv. Seawater / desalinated water	0	0
v. Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,09,901	3,61,025
Total volume of water consumption (in kilolitres)	3,09,901	3,61,025
Water intensity per rupee of turnover (Water consumed / turnover)	Negligible	Negligible
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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

Parameter	Unit	FY 22-23 (Avg.)	FY 21-22	NAAQS Std. Level
NOx	µg/m ³	27.7667	32.325	80
SOx	µg/m ³	22.3167	23.0833	80
Particulate matter (PM 10)	µg/m ³	89.333	90.0833	100
Persistent organic pollutants (POP)	-	-	-	-
Volatile organic compounds (VOC)	-	-	-	-
Hazardous air pollutants (HAP)	-	-	-	-
Others – (ODS)	-	-	-	-

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

MIDHANI's manufacturing process does not lead to emission of Green House Gases, hence not applicable.

Parameter	Unit	FY 22-23	FY 21-22
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)	NA	NA	NA
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)	NA	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	NA	NA

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

Not Applicable, as MIDHANI's manufacturing process does not lead to emission of Green House Gases, hence not applicable.

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

Parameter	FY 22-23	FY 21-22
Total Waste generated (in tonnes)		
Plastic waste (A)	04	-
E-waste (B)	02	02
Bio-medical waste (C)	0.04	0.04

Parameter	FY 22-23	FY 21-22
Construction and demolition waste (D)	-	-
Battery waste (E)	1.10	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)		
1. Pickling Sludge	0.40	0.83
2. Oil Soaked Cotton waste	0.03	0.15
3. Used Coolant oil	0.10	0.43
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
1. Used Oil	60,000 Ltrs. 58.90 Tonnes	data not available
Total (A+B + C + D + E + F + G + H)	66.47	3.45
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	0	0
i) Recycled	0	0
ii) Re-used	0	0
iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)#		
Category of waste	-	-
i) Incineration	-	-
ii) Landfilling	-	-
iii) Other disposal operations	-	-

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency.

*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.

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:

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.

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:

Not Applicable.

11. 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 FY23. MIDHANI ensures that all regulatory permits and approvals are in place before starting of any project/ business unit

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).

Yes.

If not, provide details of all such non-compliances, in the following format: **Not Applicable**

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
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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
- 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:

Sl. 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: **Not Applicable.**

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

Company in-house undertakes, 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 this 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, addressed and proper record is maintained. Also, any stakeholder of Company can file compliant under MIDHANI's 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 interact with implementing agencies on regular basis and provide feedback box at CSR sites which are also monitored and addressed accordingly.

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

	FY 22-23	FY 21-22
Directly sourced from MSMEs/small producers [#]	45.02	37.56
Sourced directly from within the district and neighbouring districts	Not available	Not available

[#] % of Domestic Procurement

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

Essential Indicators: -

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

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

2. 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.

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

	FY 22-23			FY 21-22		
	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	11	6	Nil	4	0	Nil
Restrictive Trade Practice	NIL	NIL	Nil	NIL	NIL	NIL
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reason for call
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy:

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy, accessible at: <https://midhani-india.in/policies/>

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

For **Mishra Dhatu Nigam Limited**

Sd/-

Dr. Sanjay Kumar Jha

Chairman & Managing Director

DIN: 07533036

Place: Hyderabad

Date: July 18, 2023