



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2023-24



भारत डायनामिक्स लिमिटेड  
BHARAT DYNAMICS LIMITED

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Headquartered in Hyderabad, Bharat Dynamics Limited (BDL), was incorporated on 16 July, 1970 as a Public Sector Undertaking under the Ministry of Defence, Government of India to be the manufacturing base for guided missile systems and allied equipment for the Indian Armed Forces.

Since its inception, BDL has been working in collaboration with DRDO & foreign Original Equipment Manufacturers (OEMs) for manufacture and supply of various missiles and allied equipment to Indian Armed Forces.

The lead taken by the Nation to develop indigenous, sophisticated and contemporary missiles through the Integrated Guided Missile Development Programme (IGMDP), gave BDL an opportunity to be closely involved in the programme, wherein it was identified as the Prime Production Agency. This opened up a plethora of opportunities to assimilate advanced manufacturing and programme management technologies and skills.

Today, BDL has evolved as one among the few industries in the world having state-of-the-art facilities for manufacture and supply of Guided Missiles, Underwater Weapons, Air- borne products and allied defence equipment for the Indian Armed Forces. The Company also offers Product Life Cycle Support and Refurbishment / Life Extension of vintage Missiles.

BDL has graduated from being a missile manufacturer to a Weapon System Integrator and has emerged as a complete solution provider for the Indian Armed Forces.

BDL has three manufacturing units, out of which two are located in Telangana State (Hyderabad and Bhanur) and one Andhra Pradesh (Visakhapatnam). As a part of expansion plan, the Company is in the process of setting up of additional manufacturing facilities at Ibrahimpatnam (near Hyderabad), Amravati in Maharashtra and Jhansi in UP which will be used to manufacture Surface to Air

Missiles (including new generation Missiles), VSHORAD rockets and propellants for various Anti-Tank Guided Missiles (ATGMs) respectively.

BDL has been constantly working towards upgrading its manufacturing technologies and processes to state-of-the-art including industry 4.0, Robotics operated workshops, latest Surface Mounted Devices assembly lines and has always maintained highest quality standards in its products by adopting to best QA practices like AS 9100, etc. The pursuit has resulted in reduction in production cost, benchmarking of productivity norms and modernization of management system and less dependence on imported technology.

The 'ease of doing business' approach adopted by the Government of India has paved the way to create a congenial ecosystem for the company to manufacture products indigenously and offer its products/services to the customers, both, the Indian Armed Forces and the global buyers. During last few years, the Company has forayed into international market by offering its products to friendly foreign countries.

BDL, with its over five decades of missile and allied defence equipment manufacturing experience, skill-sets developed and state-of-the-art infrastructure, is poised to enter new avenues of manufacturing covering a wide range of weapon systems such as Air-to-Air Missiles, Air-to-Surface Missiles, Air Defence Systems, Underwater Weapons and Mines.

The quest for technological excellence has been the guiding principle of BDL and living up to the sobriquet, 'THE FORCE BEHIND PEACE'.

1 PRINCIPLE 1  
Ethics, Transparency & Accountability

2 PRINCIPLE 2  
Product LifeCycle Sustainability

3 PRINCIPLE 3  
Employee Well Being

4 PRINCIPLE 4  
Stakeholder Engagement

5 PRINCIPLE 5  
Human Rights

6 PRINCIPLE 6  
Environment

7 PRINCIPLE 7  
Policy Advocacy

8 PRINCIPLE 8  
Inclusive Growth and Equitable Development

9 PRINCIPLE 9  
Customer Value Creation

## SECTION A: GENERAL DISCLOSURES

### I) Details of the listed entity

<b>Corporate Identity Number (CIN) of the Listed Entity:</b> L24292TG1970GOI001353	<b>Name of the Listed Entity:</b> Bharat Dynamics Limited	<b>Year of incorporation:</b> 1970
<b>Registered office address:</b> KANCHANBAGH, HYDERABAD TELANGANA 500058 INDIA	<b>Corporate address:</b> Plot No.38-39, TSFC Building, Near ICICI Towers, Financial District, Nanakramguda HYDERABAD TELANGANA 500032 INDIA	
<b>E-mail:</b> investors@bdl-india.in	<b>Telephone:</b> 040-23456174	<b>Website:</b> https://bdl-india.in
<b>Financial year for which reporting is being done:</b> April 2023-March 2024	<b>Name of the Stock Exchange(s) where shares are listed:</b> BSE Limited and National Stock Exchange of India Limited	<b>Paid-up Capital:</b> ₹1832812500
<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:</b> N Nagaraja, Company Secretary Email: investors@bdl-india.in Contact Number: 040-23456145	<b>Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):</b> Standalone	<b>Name of assurance provider:</b> NIL  <b>Type of assurance obtained:</b> NA

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### II) Products/services

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 of Weapon Systems	Missiles, Underwater weapons and Allied Defence Equipments	96
2	Repairs & Maintenance	Repairs & Overhauls and Job work	4

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Weapon systems	29271	94

### III) Operations

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

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	0	0

Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Entire Indian Territory through Defence Forces
International (No. of Countries)	2

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

Around 7% of the total turnover

c. A brief on types of customers:

BDL supplies to both national and international customers catering to Defence. The majority of the Company's supplies are to the Indian Armed forces namely Indian Army, Indian Navy and Indian Air Force

### IV) Employees

Details as at the end of Financial Year:

Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	769	660	85.83	109	14.17
2.	Other than Permanent (E)	100	65	65.00	35	35.00
3.	Total employees (D + E)	869	725	83.43	144	16.57
WORKERS						
4.	Permanent (F)	1621	1439	88.77	182	11.23
5.	Other than Permanent (G)	1826	1476	80.83	350	19.17
6.	Total workers (F + G)	3447	2915	84.57	532	15.43

Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	27	23	85.19	4	14.81
2.	Other than Permanent (E)	1	1	100.00	0	0
3.	<b>Total differently abled employees (D + E)</b>	28	24	85.71	4	14.29
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	71	66	92.96	5	7.04
5.	Other than permanent (G)	2	2	100.00	0	0
6.	<b>Total differently abled workers (F + G)</b>	73	68	93.15	5	6.85

## Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel	4	0	0

## Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.76	4.74	9.08	1.67	0.00	1.10	4.86	3.85	4.73
Permanent Workers	7.58	2.18	6.99	5.01	2.11	4.7	3.35	2.55	3.26

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

Names of holding/subsidiary/associate companies/joint ventures: NIL for the reporting period

## VI) CSR Details

i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No) : Yes

ii) Turnover (in ₹) : ₹2369 crore

iii) Net worth (in ₹) : ₹3637 crore

The details of complete CSR activities are reported in the Annual Report-2023-24 as **Annexure-I**

## VII) Transparency and Disclosures Compliances

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

BDL abides by the code of conduct (CoC), which is a comprehensive document for ethical conduct for all internal and external stakeholders of the Company, thus covering 100% of its operations. Code of Conduct has sections with sub-clauses that cover employees, customers, communities and the environment, value chain partners, financial stake holders, governments, and group companies. The CoC extends to Group JVs/Subsidiaries/Suppliers/Contractors. There are defined channels for receiving complaints/grievances from stakeholders and these are addressed with expediency in upholding the ethical standards practiced in the Group.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	(If Yes, then provide web-link 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	Centralised Public Grievance Redress and Monitoring System (CPGRAMS) under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms & Public Grievances	18	0	Nil	22	1	Nil
Investors (other than shareholders)	NA	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	(If Yes, then provide web-link 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
Shareholders	YES <a href="https://bdl-india.in/sites/default/files/2020-01/General%20Information0319_2.pdf">https://bdl-india.in/sites/default/files/2020-01/General%20Information0319_2.pdf</a>	7	0	Nil	9	0	Nil
Employees and workers	YES <a href="https://bdl-india.in/sites/default/files/2020-01/14%20Grievance%20Procedure.pdf">https://bdl-india.in/sites/default/files/2020-01/14%20Grievance%20Procedure.pdf</a>	2	0	Nil	2	0	Nil
Customers	Yes*	29	14	Nil	23	4	Nil
Value Chain Partners	Yes**	2	0	Nil	0	0	Nil
Other (HR & Miscellaneous matters)	Yes	14	0	Nil	18	0	Nil

\* BDL supplies to both national and international customers catering to Defence. The majority of the Company's supplies are to the Indian Armed forces, hence all communication with customers is confidential information, so there is no weblink of the same. The issues were discussed with the customer and appropriate action has been taken

\*\* CVC has appointed Independent External Monitors as an alternative mechanism for dispute resolution between the stakeholders, the contact details of the IEMs are provided in the <https://bdl-india.in/integrity-pact>, hence there is no separate web-link for the policy

#### Overview of the entity's material responsible business conduct issues

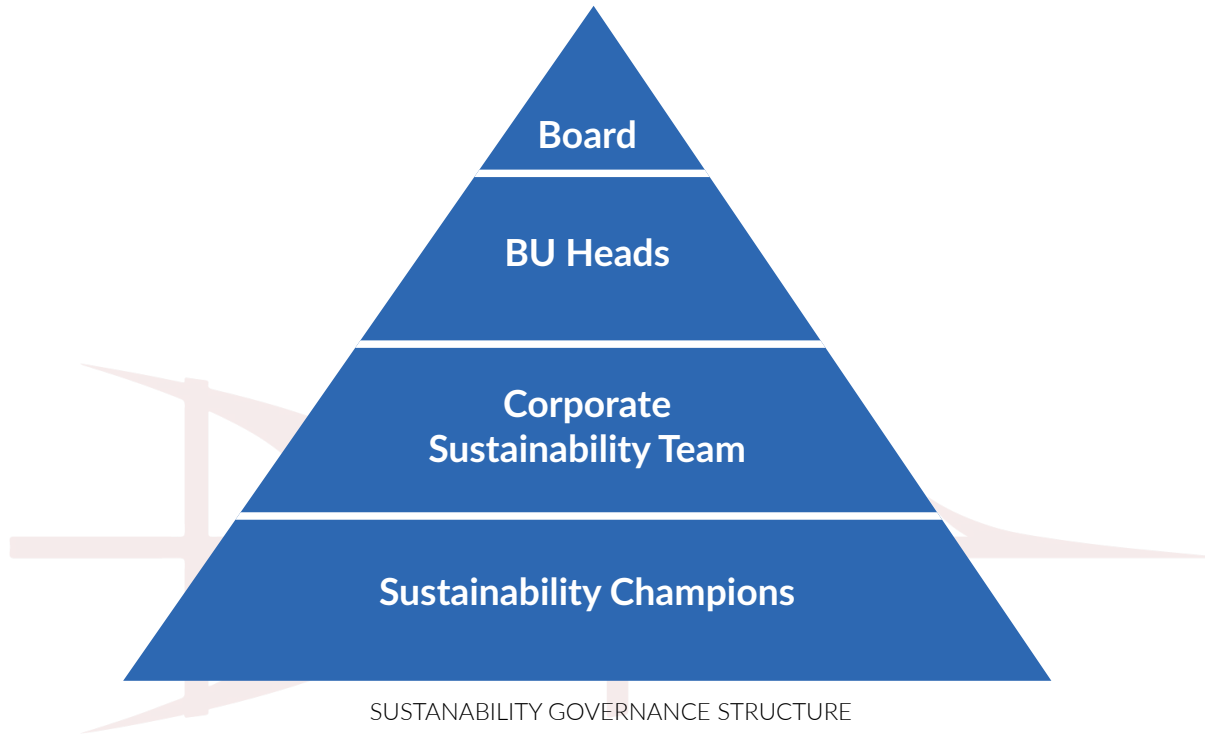
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

Sl. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Footprint - Waste management	Risk	Inadvertent non-compliance to existing and emerging regulations around recycling can result in statutory fines & penalties and also will lead to reputation damage.	Reduction in waste generation, maximization of recycling and reuse.	Negative
	Emission reduction and Energy Management	Opportunity	Opportunity to move towards energy efficiency, use of renewable energy, more efficient use of materials, biofuels and hybrid technology to address climate change	Not Applicable	Positive
2	Social Responsibility - Alignment with Local Communities	Risk	The business must be rooted in community and be aligned with the community's larger interests. Any adversarial relationship can hurt the company's ability to create longer term value	Fostering local communities, job creation, skill development, supporting local relief efforts where required in times of crisis and paying taxes	Negative
3	Corporate Governance - Board composition	Risk	BDL being a CPSE, the appointment of Directors are made by Govt. of India and the Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act/ Rules / Regulations, to comply with the same.	Continuous follow up to be made with Administrative Ministry, GoI for Appointment of Directors	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

BDL has a well-established Sustainability Governance Structure to benchmark, implement and monitor sustainability aligned decisions and actions. The sustainability performance funnels into the Apex Leadership team and the CSR Committee at Board for guidance. This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.



Sl. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	B Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	C Web Link of the Policies, if available	<a href="https://bdl-india.in/sites/default/files/2023-01/2023-02/ESG%20Policy.pdf">https://bdl-india.in/sites/default/files/2023-01/2023-02/ESG%20Policy.pdf</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	BDL has certifications of AS 9100D/ISO 9001:2015 (QMS)/ISO 14001:2015 (EMS)/ISO / IEC 17025:2017/ ISO/IEC 27001:2022								



5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	MoU has been signed between BDL & Ministry of Defence for Financial, non-financial targets and compliance parameters for the year 2023-24 with weightage of 100 marks.
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The MoU for the year 2023-24 is under evaluation. On completion of evaluation, the same will be submitted to MoD/ DPE for further evaluation and award of rating.
<b>Governance, leadership, and oversight</b>		
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)	The Company being a Defence Manufacturing Company, its products are tested at various level with many trials, which has impact on environment. We aim to create a sustainable future through environment conservation activities for the community. All emissions and waste generated are monitored as prescribed by the Pollution Control Boards. The Company is also actively promoting socioeconomic rejuvenation through targeted CSR activities such as healthcare, Skill Development for Employment Enhancement & Self Employment, Education, Sanitation, Drinking Water, Environment Sustainability and Sports Development etc.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	CMD and Director (Finance)
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, CMD and Director (Finance) are responsible for decision making on sustainability related issues.
10	<b>Details of Review of NGRBCs by the Company</b>	
	<b>Performance against above policies and follow up action</b>	<b>P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9</b>
	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes
	Frequency (Annually/Half-Yearly/Quarterly/Any other-please specify)	As and when required
	<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	<b>P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9</b>
	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes
	Frequency (Annually/Half-Yearly/Quarterly/Any other-please specify)	As and when required
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.***	No No No No No No No No No No

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### PRINCIPLE 1:

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

#### Essential Indicators

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

BDL is guided by the principles of the code of conduct. The Company requires its employees to be aware of the code and conduct themselves in line with the principles outlined therein. There are regular training sessions for new inductees and annual online certification/re-certification on the learning platform which are required to be completed to ensure thorough dissemination of what is considered ethical conduct and the repercussions of non-adherence.

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
Board of Directors	3	The Board was provided various updates from time to time pertaining to business, regulatory, safety, Cyber Security, BDL code of conduct, integrity, ESG matters etc. These topics provided insights on the said Principles. Further newly joined Independent Directors are provided orientation program conducted by Department of Public Enterprises for capacity building which includes topics like Corporate Governance, Business Ethics and Values etc	30%
Key Managerial Personnel	1	Capacity Building, Wellness, Orientation Programmes for functional directors by Department of Public Enterprises	100%
Employees & workers other than BoD and KMPs	31	Skill based	14%
	6	Safety	3%
	2	Governance	12%
	2	Cybersecurity	10%

Apart from above, trainings were conducted during Vigilance Awareness Week, Safety Day, International Women's Day and World Environment Day

##### 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. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of the Listing Regulations, 2015 and as disclosed on the entity's website):

Monetary					
NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the case	Has any appeal been preferred? (Yes/No)	
Penalty/Fine					
Settlement		NIL			
Compounding Fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has any appeal been preferred? (Yes/No)
	Imprisonment	NIL		
	Punishment			

3) Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed: 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. <https://bdl-india.in/sites/default/files/2024-04/BDL%20ACAB%20Policy.pdf>

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

No Directors/KMPs/employees/workers were involved in bribery/corruption both in in FY23-24 and FY22-23. On above grounds, no action was taken by any law enforcement agency.

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

No complaints were received with regard to conflict of interest against Directors/KMPs in FY23-24 and FY22-23.

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:

Not applicable, as there are no fines/penalties/action taken by any law enforcement authority during the financial year

8) Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured):

	FY 2023-24	FY 2022-23
Number of days of accounts payables	217	135

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:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	Purchases from trading houses as % of total purchases	0.6%	2.6%
	Number of trading houses where purchases are made from	441 Nos	251 Nos
	Purchases from top 10 trading houses as % of total purchases from trading houses	41%	68%
Concentration of Sales	Sales to dealers/distributors as % of total sales	BDL is engaged in the business of manufacturing and supply of various Missiles and allied Defence equipments. The majority of the Company's supplies are to the Indian Armed forces	
	Number of dealers / distributors to whom sales are made		
	Sales to top 10 dealers/distributors as % of total sales to dealers / distributors		
Share of RPTs in	Purchases (Purchases with related parties /Total Purchases)	NIL	
	Sales (Sales to related parties / Total Sales)		
	Loans & advances (Loans & advances given to related parties/ Total loans & advances)		
	Investments (Investments in related parties / Total Investments made)		

### 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
9	Vendor meets covering 'integrity pledge for citizens' to vendors and emphasized on Multiple Vendor Development to reduce dependency, increase competitiveness and to ensure transparency and accountability	70

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

Yes, the Company takes an Annual declaration forms from the Board Members on conflict of interest and also Board Members are well informed to stay away in case of any conflict of interest in any matter

### 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:

	Financial Year 2023-24	Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	Not tracked	Not tracked	BDL products are of use in strategic/national security applications and are developed and certified according to the customer specifications
Capex	3.46%	4.58%	Nil

- 2) Does the entity have procedures in place for sustainable sourcing? No
- 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 main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications. After the products are sold, nothing would return to the business. Hence, the company is not in a position to reclaim the products for reusing, recycling and disposing at the end of life. However, BDL has a defined procedure in place for disposal of e-waste, hazardous waste and metal scrap.

- 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.

Extended Producer Responsibility is currently not applicable to BDL activities.

### Leadership Indicators

- 1) Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? No
- 2) 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

- 3) Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry): Not Applicable
- 4) Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the format: Nil
- 5) Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Nil

**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		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (E)	% (E / A)	Number (F)	% (F/A)
Permanent employees											
Male	660	660	100%	660	100%	-	-	660	100%	660	100%
Female	109	109	100%	109	100%	109	100%	-	-	109	100%
Total	769	769	100%	769	100%	109	14.17%	660	85.83%	769	100%
Other than Permanent employees											
Male	65	65	100%	65	100%	-	-	0	0	0	0%
Female	35	35	100%	35	100%	35	100%	0	0	0	0%
Total	100	100	100%	100	100%	35	35.00%	0	0	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1439	1439	100%	1439	100%	-	-	1439	100%	1439	100%
Female	182	182	100%	182	100%	182	100%	-	-	182	100%
Total	1621	1621	100%	1621	100%	182	11.23%	1439	88.77%	1621	100%
Other than Permanent employees											
Male	1476	1259	85.30%	1476	100%	-	-	0	0%	0	0%
Female	350	297	84.86%	350	100%	0	0%	-	-	0	0%
Total	1826	1556	85.21%	1826	100%	0	0%	0	0%	0	0%

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	1.03%	0.78%

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

Benefits	FY 2023-24			FY 2022-23		
	No. Of employees covered as a % of total employees	No. Of workers covered as a % of total employees	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 employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	Nil	Nil	NA	Nil	Nil	NA
Others – please specify						
a) Leave Encashment	100	100	NA	100	100	NA
b) Contributory Pension	100	100	NA (Voluntary deduction)	100	100	NA (Voluntary deduction)
c) Group Insurance Scheme	100	100	Y	100	100	Y

3) Accessibility of workplaces

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

Yes, BDL complies with the requirements as prescribed under Rights of Persons with Disabilities Act, 2016

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

Yes, the web link to the policy is <https://bdl-india.in/sites/default/files/2023-01/2023-02/Equal%20Opportunity%20Policy.pdf>

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/ Other than Permanent Workers	<p>Yes. The procedure has three stages to ensure transparency and involvement of higher officers in case of any difficulty faced by lower level officers to redress the grievances. At the first stage, the employee has to put in his grievance in a specific format to the Sectional Head. The decision will be communicated to the aggrieved employee within 6 days by the Sectional Head.</p> <p>In the second stage, the employee may put in his grievance to the Departmental Head and the Departmental Head will give his decision within 10 days.</p> <p>In the third stage, the employee may prefer a representation to the Secretary of the Grievance Redressal Committee. The Committee after consultation with the Officers concerned and the aggrieved employee give its decision within 15 days.</p>
Permanent Employees/ Other than Permanent Employees	<p>Yes. An aggrieved officer, shall present his grievance in writing giving full details of his grievance to his Departmental Head, who shall meet the concerned officer in the presence of the Officer's immediate superior. After hearing the grievance, the Head of the Department should give his decision within fifteen days of the receipt of the grievance.</p> <p>At second stage, the employee may send a representation to the Secretary or the Grievance Redressal Committee with a copy to Departmental Head, who gave/did not give the decision at the first stage who will give its recommendations to the General Manager/Head of the Division within one month from the date of receipt of the grievance by the secretary of the committee. The decision of the General Manager/Head of the Division which will be conveyed to the aggrieved officer within one month from the date of receipt of the recommendation of the Grievance Committee, will be final.</p> <p>In exceptional cases, the aggrieved officer whose grievance was considered and who is not satisfied with the decision of the General Manager/Head of the Division, will have the option to appeal to the Managing Director/Director concerned. Decision of such appeals will be taken within one month from the date of receipt of appeal and conveyed to the officer. The decision of the Managing Director/Director concerned, as the case may be, will be final and binding on the aggrieved officer.</p>

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	769	769	100%	807	807	100%
Male	660	660	100%	704	704	100%
Female	109	109	100%	103	103	100%
Total Permanent Workers	1621	1621	100%	1742	1742	100%
Male	1439	1439	100%	1556	1556	100%
Female	182	182	100%	186	186	100%

8) Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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)
Employees										
Male	660	81	12.27%	361	54.70%	704	224	31.82%	14	2%
Female	109	20	18.35%	38	34.86%	103	25	24.27%	0	0%
Total	769	101	13.13%	399	51.89%	807	249	30.86%	14	2%
Workers										
Male	1439	35	2.43%	15	1.04%	1556	9	0.58%	0	0%
Female	182	5	2.75%	5	2.75%	186	0	0.00%	0	0%
Total	1621	40	2.47%	20	2.47%	1742	9	0.52%	0	0%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	660	316	47.88%	704	86	12.22%
Female	109	49	44.95%	103	11	10.68%
Total	769	365	47.46%	807	97	12.02%
<b>Workers</b>						
Male	1439	212	14.73%	1556	384	24.68%
Female	182	34	18.68%	186	48	25.81%
Total	1621	246	15.18%	1742	432	24.80%

All the employees undergo Performance and Career Development Reviews. The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback for development is provided. Performance review of workers are determined on the basis of Productivity Linked Performance.

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, safety is a core value over which no business objective can have a higher priority. BDL Safety Management Framework covers all the business activities and the same are aligned with the BDL Health and Safety Management System as well as ISO 45001:2018 requirements. The coverage is 100% and includes all employees and workers.

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

BDL Safety Management System comprises standard safety processes for identifying Work related hazards and assess risks.

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

Yes, the Company has an established Hazard Identification and Risk Assessment (HIRA) process for both routine and non-routine jobs

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

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or nearby. In addition, personnel are being trained to respond appropriately to medical emergencies on-site.



#### 11) Details of safety related incidents:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	2	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

#### 12) Describe the measures taken by the entity to ensure a safe and healthy work place:

Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure.

Hierarchy of controls is followed for application of risk control measures, Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range.

Safety Committees are in place at various levels to review the adequacy of resources for safety and to provide support for safety management system deployment.

Deployment of Safe and Healthy system of work is assured through periodic safety audits and inspections across sites.

#### 13) Number of Complaints on the Working Conditions and Health and Safety made by employees and workers:

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	12	5	Nil	7	2	Nil
Health & Safety	11	0	Nil	Nil	Nil	Nil

#### 14) Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100% (TS Factories Dept/CFEES/EMS [ISO 14001:2015] external Auditor)
Working Conditions	

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

All safety related accidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits.

#### Leadership Indicators

##### 1) Does the entity extend any life insurance or any compensatory package in the event of death of -

(A) Employees (Y/N): Yes

(B) Workers (Y/N): Yes

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

The Bills of the contractor are cleared after ensuring remittance of statutory dues to the concerned authorities by verifying deposit/remittance challans submitted along with the bills

**3) Provide the number of employees / workers having suffered high consequence work related injury/ ill-health/ fatalities who have been are rehabilitated:**

	Total no. of affected employees/ workers		Rehabilitated employees/workers placed in employment or family members placed on employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	2	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): No**

**5) Details on assessment of value chain partners:**

% 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.**

- ISO 45001 /OHSAS 18001 certification is mandatory for all Value chain partners involved with High-Risk jobs execution with organization
- Ensured 100% Safety Training of Workforce of Service providers by an approved Training Institute
- Ensured periodic safety performance evaluation of Service providers.
- Safety performance linked incentive schemes for service providers are being provided

**PRINCIPLE 4:**

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

**Essential Indicators**

**1) Describe the processes for identifying key stakeholder groups of the entity.**

BDL identifies its stakeholder groups through the Stakeholder Engagement and Materiality Assessment process. The company has effective system for identification of key stakeholders and it is an ongoing process, where the Company interacts with its stakeholders at different levels to understand and address their expectations and collaborates with them for creating shared value.

2) List of 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
Stakeholders relationship committee	No	Meetings, emails, newspaper advertisement, website, Annual Reports	Annually	To redress the grievances of the investors/ shareholders and to review measures for effective exercise of voting rights by shareholders
Employees	No	E-newsletter	Monthly, weekly, occasionally and fortnightly	Information on Company activities
Customers	No	Email, Letters, Meeting	Monthly	To understand product requirements and also sorting out technical and logistics issues
Vendors/Suppliers	No	Website, Emails, Newspaper Advertisements	Annually and against specific tenders	To increase the vendor base and also address the grievances in tendering process. Tenders are hosted in website for vendors participation
Industry bodies, Regulators	No	Email, letters, Meetings	As and when required	Ensure compliances to all local laws
Safety Committee	No	Emails & Notice Board	As and when required	To address safety issues in the Company from time to time, ensure proper working conditions and to create safety awareness among the employees
Works Committee	No	Emails & Notice Board	As and when required	Matters connected to issue of uniform, overcoats, shoes etc, amenities such as drinking water, crèche, Rest rooms etc
Welfare Committee	No	Emails & Notice Board	As and when required	conducting recreational and cultural activities annually, social and educational awareness programmes, etc. Arrange outdoor and indoor games

**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 below board level CSR & SD committee will have regular interactions with the stakeholders on the economic, environmental and social topics as a part of CSR activities of the Company. The same will be apprised to the CSR & SD Committee of the Board and to the Board in their respective meetings.

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.

No

3) Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. Not Applicable

**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:**

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent						
Other than permanent			NIL			
Total Employees						
<b>Workers</b>						
Permanent						
Other than permanent			NIL			
Total Workers						

**2) Details of minimum wages paid to employees and workers:**

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E / D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	769	-	-	769	100%	807	-	-	807	100%
Male	660	-	-	660	100%	704	-	-	704	100%
Female	109	-	-	109	100%	103	-	-	103	100%
Other than permanent	100	-	-	100	100%	255	-	-	255	100%
Male	65	-	-	65	100%	212	-	-	212	100%
Female	35	-	-	35	100%	43	-	-	43	100%
<b>Workers</b>										
Permanent	1621	-	-	1621	100%	1742	-	-	1742	100%
Male	1439	-	-	1439	100%	1556	-	-	1556	100%
Female	182	-	-	182	100%	186	-	-	186	100%
Other than permanent	1826	1826	100%	-	-	1465	1465	100%	-	-
Male	1476	1476	100%	-	-	1165	1165	100%	-	-
Female	350	350	100%	-	-	300	300	100%	-	-

**3) Details of remuneration/salary/wage:**

**a. Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	₹80,68,186	0	0
Key Managerial Personnel	2	₹34,16,487	0	0
Employees other than BoD and KMP	659	₹20,29,122	109	₹18,35,133
Workers	1448	₹10,68,350	185	₹9,58,487

**b. Gross Wages paid to females as % of total wages paid by the entity:**

	FY 2023-24	FY 2022-23
Gross wages paid to females	10.99%	9.73%

**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, GM (HR) will be addressing these issues

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

No separate mechanism exists in the Company for redressal of Human Rights Issues. However, there exists Grievance Redressal Procedure for resolving employees' grievances on service related matters. The Human Rights Policy elaborated on the grievance mechanism.

**6) Number of Complaints on the Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues made by employees and workers:**

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1	Internal Complaints Committee has conducted the inquiry, disposed the same and submitted report to the Management		NIL	
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

**7) Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013,**

	FY 2023-24	FY 2022-23
Total complaints reported under sexual harassment on of women at workplace (prevention, prohibition and redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a % of female employees/workers	0.15%	NA
Complaints on POSH upheld	1	NIL

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

It is ensured that no work related adverse consequences are meted out to the Complainant by placing the Complainant & Respondent in different work places, in case both were in the same work place. Moreover, the Complainant is encouraged to report any such incidences to the higher authorities for appropriate action

**9) Do human rights requirements form part of your business agreements and contracts?**

No

**10) Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/Involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others-please specify	

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

Not Applicable

**Leadership Indicators**

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

Not Applicable

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

Not Applicable

**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

**4) Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	NIL
Forced/Involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others-please specify	

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

## PRINCIPLE 6:

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

#### Essential Indicators

##### 1) Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	15027 Giga Joules	31854 Giga Joules
Total energy consumption from renewable sources (A+B+C)	15027 Giga Joules	31854 Giga Joules
<b>From non-renewable sources</b>		
Total electricity consumption (D)	70721 Giga Joules	79631 Giga Joules
Total fuel consumption (E)	2218 Giga Joule	0.00057 Giga Joules
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	72939 Giga Joules	79631 Giga Joules
Total energy consumed (A+B+C+D+E+F)	87966 Giga Joules	111485 Giga Joules
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	3.712773500810373e-6	4.478406356577314e-6
Energy intensity per rupee of turnover adjusted for purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) GJ million USD @ exchange rate of ₹83.9	4.425236592145856e-8	5.448182915544178e-8
Energy intensity in terms of physical output	-	-
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 independent assessment/evaluation/assurance has been carried out

##### 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.: NIL

3) Provide details of the following disclosures related to water:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	573157	642395
(iii) Third party water	216987	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	790144	642395
Total volume of water consumption (in kilolitres)	790144	588192
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations)	3.334954078876283e-5	2.362795704971901e-5
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (Total water consumption / Revenue from operations adjusted for PPP)USD @ exchange rate of ₹83.9	3.974915469459217e-7	2.874447329649514e-7
Water intensity in terms of physical output	-	-
Water 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 independent assessment/evaluation/assurance has been carried out		

24 4) Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil	Nil
– No treatment		
– With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
– No treatment		
– With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment	10 KL	10 KL
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
(The water treated and used for gardening purpose and recycled back into system, for details please refer to Point 5 below)	133255.8	150677
Total water discharged (in kilolitres)	133255.8	150677
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 independent assessment/evaluation/assurance has been carried out		



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

Yes, BDL has implemented Zero Liquid Discharge system. Total treated water through effluent treatment plant is again treated in RO. The RO treated water is also fed to DM (Demineralized Water) plant for producing DM Water. DM Water is utilized in Electroplating Shop, CNC machines and flow forming machines in Work Shops of BDL. Total treated water from sewage treatment plant is also utilized for gardening purpose inside the premises.

**6) Details of air emissions (other than GHG emissions) by the entity:**

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	µg/m3	10-22.6	11.6-19.3
SOx	µg/m3	8-17.9	7.5-17.2
Particulate matter (PM)		31-69.8	54.2-73.8
Persistent Organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others –please specify: PM2.5	µg/m3	9.2-39.5	14.3-30.2

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 independent assessment/evaluation/assurance has been carried out

**7) Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	6456	Nil
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	809	Nil
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		3.066332387898433e-7	Nil
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) USD @ exchange rate of ₹83.9		3.654746588675129E-9	Nil
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission 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 independent assessment/evaluation/assurance has been carried out

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

Yes, towards sustenance and conservation of resources initially, 100 KW roof top solar photo voltaic plants have been installed over the canteen and D&E Building Roofs of Kanchanbagh unit. Afterwards, BDL has installed 5 MW solar power plants each at Bhanur & Ibrahimpatnam Units to reduce greenhouse gas emissions.

In view of the above, BDL has procured e-vehicles for internal movement. BDL has taken initiatives to convert existing building to green buildings.

9) Details related to waste management by the entity:

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	2.24 T	4.0 T
E-waste (B)	1.615 T	3 T
Bio-medical waste (C)	0.29 T	0.265 T
Construction and demolition waste (D)	Nil	Nil
Batter waste (E) (i.e Thermal Batteries)	4.6 T	2.5 T
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	36.511 T	17.925 T
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	215.101 T	47.5 T
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>251.612 T</b>	<b>65.425 T</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	1.061976634251756e-8	2.628153885088315e-9
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)USD @ exchange rate of ₹83.9	1.265764760729149e-10	3.197267500107439e-11
Waste intensity in terms of physical output	-	-
Waste intensity (Optional) - the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	91.81 KL from RO	65.82 KL from RO
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	<b>91.81 KL</b>	<b>65.82 KL</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	10 KL	Nil
<b>Total</b>	<b>10 KL</b>	<b>Nil</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 independent assessment/evaluation/assurance has been carried out		

**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.**

Food waste is being disposed by means of animal feeding. The biomedical waste is being disposed through the agency registered with the Pollution Control Board on alternate working days. The lead acid batteries are given to the authorized recyclers/dealers on buy back basis as and when required. Metal scrap is being disposed through M/s MSTC. All hazardous waste and e-waste are disposed through the agency registered by Pollution Control Board. Effluent generated from electroplating processes is treated in effluent treatment plant and later again it is treated in reverse osmosis system. RO output is utilized in the form of demineralized water inside the premises. Sewage is treated in sewage treatment plant. The treated water from sewage treatment plant is used for gardening purpose. The hazardous and toxic chemicals are stored securely at identified place and disposed after accumulation of sufficient quantity. Continuous monitoring of effluent thereby reducing the generation of ETP/Paint sludge from the electroplating section. Because of automated machines, the solid waste such as metals and non-metals are being reduced from the process. PAC (Coagulants) is being used in final treated effluent resulted into minimizing the hazardous waste i.e. ETP sludge.

BDL has formulated policy to ban the single use plastics inside the premises. The shredded waste papers are being used to pack products. BDL has reduced paper consumption by means of the following:

- Pay – slips are issued in electronic form.
- E-mail system is being used to receive communications like Inter Department Notes (IDN), letters, circulars, agenda and minutes of meetings etc.
- Conduct ACR system through online.
- Submission of training needs from the department through online.

**11) If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format: NIL**

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NA	NA	NA

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

NIL

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

Yes, BDL is 100% compliant.

**Leadership Indicators**

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

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

- Name of the area
- Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	573157	642395
(iii) Third party water	216987	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	790144	642395
Total volume of water consumption (in kilolitres)	790144	588192
Water intensity per rupee of turnover (Water consumed / turnover)	3.334954078876283e-5	2.362795704971901e-5
Water intensity (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	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	10 KL	10 KL
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
The above water treated and used for gardening purpose and recycled back into system	133255.8	150677
Total water discharged (in kilolitres)	133255.8	150677
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 independent assessment/evaluation/assurance has been carried out		

2) Details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 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	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>		-	-
<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 independent assessment/evaluation/assurance has been carried out

- 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.

Nil

- 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:

BDL has taken initiatives to replace trichloroethylene with Scalgun B and isopropyl alcohol which reduces impact due to chemical emission.

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

Bharat Dynamics Limited is having disaster management plan which cover major disasters such as spillage of chemicals, floods, stage hostage situations, earthquake, cyclone, biological, countering cyberattacks, warning issued by IMD and nodal agencies when person working on vessels. The disasters are emphasizing on objective, prevention and emergency plan. The roles and responsibilities have been assigned in the event of disaster. BDL has also taken into account process hazards such as plant maintenance (corrosion, failure of control equipment, structure collapse, failure of fume extraction, Lightning and its Control Methods, Safety Measures at EP Shop and Explosive building, waste disposal and sabotage), storage and transportation and their control methods. The hazards division are categorized from 1.1 to 1.4 and Fire divisions are also categorized from 1 to 4 including their firefighting actions.

- 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.

Nil

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

#### 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Society of Indian Defence Manufacturers (SIDM)	National
2	Hyderabad Management Association (HMA)	State
3	Society of Defence Technologists (SODET)	National
4	Standing Conference of Public Enterprises (SCOPE)	National
5	Confederation of Indian Industry (CII)	National

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

There is no action taken or underway against the BDL on any issues related to anti-competitive conduct.

#### Leadership Indicators

Details of public policy positions advocated by the entity: Nil

## 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.**

As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company. However, the Company assesses the effectiveness of all projects undertaken voluntarily as a part of BDL way of giving back to society.

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

Not Applicable, since there are no such projects undertaken by the Company

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

Complaint can be received through Public Grievance Portal (PG Portal).

- 4) **Percentage of inputs directly sourced**

	FY 2023-24	FY 2022-23
from MSMEs/ small producers	27.70% (worth about ₹450.38 crore, out of its total procurement of ₹1625.92 crore)	29.82% (worth about ₹487.98 crore, out of its total procurement of ₹1636.61 crore)
Sourced directly from within India	99.88%	97%

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

Location	FY 2023-24	FY 2022-23
Rural	-	-
Semi-Urban	-	-
Urban	23.67%	24.95%
Metropolitan	76.33%	75.05%

#### **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) **Information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	Project	State	Aspirational District	Amount spent (₹ in lakh)
1	Smart class rooms in Govt schools	Andhra Pradesh	Vizianagaram	150.00
2	Smart class rooms in Govt schools	Andhra Pradesh	Vishakhapatnam	98.79
3	Dokra craft development project	Telangana	Asifabad	16.62
4	Terracotta Handicraft development project	Telangana	Asifabad	12.42
5	Job oriented Skill development training program to rural women in textiles	Andhra Pradesh	Vizianagaram	100.00
6	Mid-day Meal program in Govt Schools	Andhra Pradesh	Vishakhapatnam	143.66
7	Provided Food Delivery Vehicle	Andhra Pradesh	Vishakhapatnam	11.95

3) a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? Yes

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

BDL has policies and guidelines in place for vendor enlistment and ordering to encourage and provide growth opportunities to entrepreneurs among the marginalized /vulnerable groups or communities. The percentage of total procurement (by value) from SC/ST Entrepreneurs and Women Entrepreneurs for the year 2023-24 and 2022-23 is as follows

S.No	Particulars	FY 2023-24	FY 2022-23
1	% Procurement from SC/ST Entrepreneurs	1.71%	1.16%
2	% Procurement from Women Entrepreneurs	3.22%	1.35%

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: Nil

5) Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. 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	Smart class rooms in Govt schools, Vishakhapatnam, AP	10000	100%
2	Fitment of Cochlear Implants to hearing impaired children through M/s ALIMCO	50	100%
3	Dokdra craft Development Project at Asifabad, TG	75	100%
4	Terracotta Handicraft development project at Asifabad, TG	157	100%
5	Mid-day Meal in Govt Schools at Vizag, AP	10000	100%
6	Health Camps at Secunderabad, TG	15000	100%
7	Smart Class rooms in Govt Schools, Vizianagaram, AP	15000	100%
8	Job oriented skill development training program to rural women in textiles	600	83%

#### 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.

Defence forces have a well-established, structured and periodic meetings for raising issues. Same is being followed and compiled by the Company. These documents are treated as confidential by Defence forces.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/national security applications. Hence, not applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/national security applications. Further these items cannot be recycled or reused. Hence, not applicable

- 3) **Number of consumer complaints in respect of the Data privacy, Advertising, Cyder-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, other:** Nil
- 4) **Details of instances of product recalls on account of safety issues:** NIL
- 5) **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.** Yes, the web-link is <https://bdl-india.in/sites/default/files/2023-07/Cybersecuritypolicy.pdf>
- 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.**

BDL's customers being the defence forces, the information is confidential.

- 7) **Provide the following information relating to data breaches, Number of instances of data breaches, Percentage of data breaches involving personally identifiable information of customers, Impact, if any, of the data breaches:**

Not applicable as no data breaches occurred.

#### **Leadership Indicators**

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

On BDL official website <https://bdl-india.in/products>

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

The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications. Hence not applicable.

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

The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications by Armed Forces. The company is having regular interactions with the customers (who are mostly Indian Armed Forces) and hence they will be well informed in case of any disruption/discontinuation of essential services through direct communication.

- 4) **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable):** Not applicable as the company is into business of manufacture of weapon systems. The product information is sensitive and classified.

- 5) **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No):**

The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications. The Company always take feedback from the Customers at regular intervals.