

Annexure - VII

Business Responsibility and Sustainability Report

[As per Regulation 34(2)(f) of SEBI (LDOR) Regulations, 2018 and its amendments thereof]

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L40300MH1977PLC019594
2	Name of the Listed Entity	Lloyds Metals and Energy Limited
3	Year of incorporation	1977
4	Registered office address	Plot No A 1-2, MIDC Area Ghugus Chandrapur - 442505
5	Corporate address	A-2, 2 nd Floor, Madhu Estate, Pandurang Budhkar Marg, Lower Parel, Mumbai - 400013
6	E-mail id	investor@lloyds.in
7	Telephone:	022-62918111
8	Website:	www.lloyds.in
9	Financial year for which reporting is being done:	April 01, 2022- March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	1) BSE 2) MSEI
11	Paid-up Capital	₹ 50.48 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Prashant Puri, 022-62918111, pkpuri@lloyds.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Iron Ore Mining	Mining of Iron ore for the DRI plant and supply to other steel Industries	78.16
2	Sponge Iron Manufacturing	Manufacturing of DRI and its supply and Distribution	19.01
3	Power Generation	Captive Power Plant which powers the operations and the additional power generated is exported	2.83

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

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1	Iron Ore Mining	7100	78.16
2	Sponge Iron Manufacturing	24102	19.01
3	Power Generation	35106	2.83

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	3	1	4
International	-	-	-

SECTION A: GENERAL DISCLOSURES

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	8
International (No. of Countries)	-

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

NIL

IV. Employees

18. Details as of the end of the Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	630	614	97.77%	16	2.53%
2	Other than Permanent (E)	349	337	96.56%	12	3.44%
3	Total employees (D + E)	979	951	97.13%	28	2.94%
WORKERS						
4	Permanent (F)	107	106	99.06%	1	0.93%
5	Other than Permanent (G)	3683	3568	96.87%	115	3.12%
6	Total workers (F + G)	3790	3674	96.93%	116	3.06%

b. Differently abled Employees and workers:

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

19. Participation / Inclusion / Representation of women:

	Total (A)		No. and percentage of Females	
			No. (B)	% (B / A)
Board of Directors	12	2		16.67%
Key Management Personnel	2	1		50%

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

	FY 2022-2023 (Turnover rate in Current Financial Year)			FY 2021-2022 (Turnover rate in Previous Financial Year)			FY 2020-2021 (Turnover rate in the year prior to the Previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1%	-	1%	2%	1%	3%	3%	-	3%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures**

Sr. 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 in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Thriveni Lloyds Mining Private Limited	Subsidiary	100%	No
2	Lloyds Infinite Foundation	Subsidiary	100%	No

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: No**

(ii) Turnover (in ₹): ₹ 697.49 Crore

(iii) Net worth (in ₹): ₹ 481.57 Crore

VII. Transparency and Disclosures Compliances**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)		FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)	
	(If yes, then provide web-link for the grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints spending resolution at close of the year	Remarks
Communities	No	-	-	Nil	-	-	Nil
Investors -other than stakeholders	No	-	-	Nil	-	-	Nil
Shareholders	No	-	-	Nil	-	-	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)		FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)	
	(If yes, then provide web-link for the grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints spending resolution at close of the year	Remarks
Employees and workers	No	-	-	Nil	-	-	Nil
Customers	No	-	-	Nil	-	-	Nil
Value Chain Partners	No	-	-	Nil	-	-	Nil
Other (please specify)	No	-	-	Nil	-	-	Nil

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Policy and management processes									
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	Policies - Lloyds Metals and Energy Limited								
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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	ISO 45001	-	-	ISO 14001	-	-	ISO 9001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-
Governance, leadership, and oversight									
7. Statement by the 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 is committed to pursuing its business objectives ethically, transparently and with accountability to all its stakeholders. It believes in demonstrating responsible behavior while adding value to the society and the community, as well as ensuring environmental well-being from a long-term perspective. The Company, as a responsible Corporate, remains committed to a holistic and integrated approach towards imbuing Environmental, Social and Governance (ESG) principles in its businesses to impact the value chain and its key Stakeholders									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
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 Board of Directors and top management of the Company continuously assess different facets of its social, environmental, governance, and economic responsibilities. The initiatives on social issues are under the control of the CSR Committee.								

10. Details of Review of NGRBCs by the Company: -

Subject for Review	Indicate whether the 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	The Company’s policies are routinely examined by Department Heads, Business Heads, and Senior Directors on a periodic basis or as needed. The effectiveness of the policies is evaluated during this assessment, and any required adjustments to the policies and procedures are put into place.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the extant regulations as 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.	P1	P 2		P 3		P 4		P 5		P 6		P 7		P 8		P 9		
	Yes	Yes		Yes		Yes		Yes		Yes		Yes		Yes		Yes		
	The Senior Management and Board Committees of the Company periodically examine the corporate charters and policies.																	

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 programs on any of the Principles during the financial year:-			
Segment	Total Number of Training and Awareness Programs Held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of directors	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	-	-	-
Workers	-	-	-
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMP's) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (note: the entity shall make disclosures on the basis of materiality as specified in regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):			

Monetary					
	NGRBC principles	Name of the regulatory/enforcement agencies/Judicial Institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ fine	-	-	-	-	-
Settlement	1	7 th , Jt Civil Judge Jr. Dn. JMFC Chandrapur	0	<p>Case Details – The Company had purchased Agricultural land adjoining to its plant area, the sisters of main owners of land have already filed a suit against his mother and brothers for her share and has sent a notice to the Company for making a party of the said suit, hence this case.</p> <p>Case Filed by- Suman Laxman Badbhuje</p> <p>Case No. - Reg. Suit No. 200035 / 2010</p> <p>Date of Filing – 26th February, 2010</p> <p>Update - 5th Jt. Civil Judge Sr. Dn. Chandrapur – 02nd January, 2023 Next Date 17th January, 2023 Order</p> <p>Next Date 21st February, 2023</p>	No
	1	High Court of Kolkata	45,00,00,000	<p>Case Filed By: Sohan Minerals & Mining Co. Pvt Ltd. Harrington Mansion, 3rd floor 8 HoChi Minh Sarani, office No.28/8, Kolkata (WB) 700 071.</p> <p>Case No.: Civil Suit 301/2015</p> <p>Date of Filing: 2015</p> <p>Update: Permanently stayed the matter.</p>	No
	1	District Judge-1, Addl. Sessions Judge, Gadchiroli (M.S)	1,58,50,000	<p>Case Details - Recovery suit filed by the Company to recover the mobilization advance given to M/s Sohan Minerals</p> <p>Case Filed by - Lloyds Metals and Energy Limited</p> <p>Case No.: Spl.Civil.Suit No. 000001/2016</p> <p>Date of Filing: 01st November, 2016</p> <p>Update: District Judge-1 Addl. Sessions Judge Gadchiroli- 07th January, 2023 - Next Date 21st January, 2023 - Order</p> <p>1,58,50,000 + 18% Interest From 09th April, 2014 till full realization of the case</p>	No
	1	20 th Extra Jt. Civil Judge (Sr. Div) Chandrapur	1,10,50,443	<p>Case Details: recovery suit filed by M/s Nagar Export Pvt. Ltd against the screening contract awarded to them.</p> <p>Case Filed By: M/s Nagar Exports Pvt. Ltd</p> <p>Case No.: Spl.C.S. No. 97/2009</p> <p>Date of Filing: 27th July, 2009</p> <p>Update: Jt. Civil Judge Sr.Dn. Chandrapur 07th September, 2018 - Disposed</p> <p>Next Date: 13th March, 2023</p> <p>₹1,10,50,443 + Interest 13.5% p.a. From 6th December, 2008 till finalization of suit.</p>	No

Compounding Fee

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	1	High Court Nagpur - Civil Suit - 317 of 2021	<p>Case Details: Motor accident claim - Liability covered by Insurance.</p> <p>Case Filed By: Narayani Wd/o Kamalnayan Gokhare and others</p> <p>Case No.: Civil Suit - 317 of 2021</p> <p>Date of Filing: 05 February 2021</p> <p>Date of Value: 51,69,813 + relief as courts decided.</p> <p>Update: District Judge-4 A.S.J. Chandrapur – 20th July, 2019 - Disposed transfer to High Court</p>	No

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.

Sr. No.	Case Details	Name of Regulatory Enforcement Agencies/ Judicial Institutions
	<p>Case Filing Details - Writ petition Challenging the authority of M/s WCL to issue price revision notice on mine specific supply source.</p> <p>Filed By: MIDC Industrial Association, Lloyds Metals and Energy Limited, Sanvijay Limited, Gopani Iron and Power Pvt. Ltd, Grace Industries etc.</p> <p>Filed On: UOI, Through Secretary of Coal, Coal India Ltd, Western Coalfields Ltd</p> <p>Case No.: WP/2129/2020</p> <p>Date of Filing: 2020</p> <p>Update / Status - no update</p>	High Court of Bombay
	<p>Case Details: Industrial Dispute - Demanding Permanency of Job</p> <p>Case Filed By: Shayamsunder Kanobha Saow. R/o. Mahatardevi, Post-Shengaon Tah. & Dist.Chandrapur.</p> <p>Case No.: Reg. Civil Suit No. 290/2018</p> <p>Date of Filing: 19th December, 2018</p> <p>Update: No Update</p> <p>Claim: Suit for employment only</p> <p>Next Date: 08th March, 2023</p>	Civil Judge Jr. Division. Chandrapur
	<p>Case Details: labour Dispute -Demanding Permanency of Job permanency</p> <p>Case Filed By: Abdul Atib Abdul Jalil Sheikh</p> <p>Case No.: Labour Industrial Court - COMPLT. (UPL)NO.11/2020</p> <p>Date of Filing: 07th September, 2021</p> <p>Update: None</p> <p>Claim: Suit for employment only</p> <p>Next Date: 03rd March, 2023</p>	Industrial Court - Chandrapur

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 a strategy against both corruption and bribery. The policy was created in accordance with the Lloyds Metals and Energy Limited code of conduct, numerous other policies (such as the whistle blower policy among others), and Indian laws and regulations regarding anti-bribery and anti-corruption. The policy reiterates Company's position of having no tolerance for corruption and bribes. The policy supports Company's attitude of transparency in all its dealings and makes it easier to make moral decisions.

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

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	The Company ensures that it discusses various issues internally at board level, where there could be lapses in compliance and ensures that necessary policies, processes, systems and monitoring mechanism are put in place	

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.

No

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 products and processes to total R&D and CAPEX investments made by the entity, respectively.

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	27%	-	<p>a) Core Drilling: Experiment is done before the start of the mining activity to understand the Quality and Quantity of the mineral available to optimize energy usage as well as to achieve operational efficiency.</p> <p>b) Carbon footprint study is carried out to understand the organization's direct and indirect emissions and its impact on environment.</p> <p>c) BHQ (identification analysis is done to identify the quality of the iron ore before the mining process is carried out to avoid the mining of the contaminated ore.</p>
CAPEX	11%	-	<p>a) Raw material handling system is upgraded to reduce the transfer points and number of belts to reduce the mobile equipment emission and to transfer efficiently which include truck tippler for Iron ore and coal.</p> <p>b) Fire tender is procured as part of fire safety measures at site to ensure safe workplace environment.</p>

2. a. 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.

Currently, there is no process to safely reclaim the products for reusing.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Principle 3**Businesses should respect and promote the well-being of all employees, including those in their value chains.****Essential Indicators**

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No: (B)	% (B / A)	No: (C)	% (C / A)	No: (D)	% (D / A)	No: (E)	% (E / A)	No: (F)	% (F / A)
Permanent employees											
Male	614	0	0%	614	100%	-	-	614	100%	-	-
Female	16	0	0%	16	100%	16	100%	-	-	-	-
Total	630	630	0%	630	100%	16	2.53%	614	97.46%		-
Other Than Permanent employees											
Male	337	-	-	337	100%	-	-	-	-	-	-
Female	12	-	-	12	100%	-	-	-	-	-	-
Total	349	-	-	349	100%	-	-	-	-	-	-

% of workers covered by											
Category	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 workers											
Male	106	-	-	106	100%	-	-	-	-	-	-
Female	1	-	-	1	100%	1	100%	-	-	-	-
Total	107	-	-	107	100%	1	0.93%	-	-	-	-
Other than Permanent workers											
Male	3568	3568	100%	3568	100%	-	-	-	-	-	-
Female	115	115	100%	115	100%	115	100%	-	-	-	-
Total	3683	3683	100%	3683	100%	115	3.12%	-	-	-	-

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

Benefits	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	No. of employees covered as % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	No	100%	100%	No
ESI	-	-	-	-	-	-
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil

3. Accessibility of workplaces.

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

The Company has put in place the requisite facilities (ramps, wheelchairs etc.,) for people with disability.

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 Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. Equal opportunity is covered as part of our Human Rights policy. All of the Company's employees are given equal chances to succeed. It does not discriminate based on any ground protected by applicable law, including race, caste, religion, color, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability.

Weblink: <https://www.lloyds.in/policies/>

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 workers? 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

Provide details of grievance mechanism system

The Company has consistently favored open and honest communication. Employees are encouraged to discuss their worries with the Senior Management, HR, or their respective heads. The Company's Whistleblower Policy offers a formal forum for expressing complaints about different issues. Through a particular module, employees are informed of the specifics of the Whistle blower Policy and the grievance procedure. As part of the staff orientation program, new hires are also made aware of the whistle-blower mechanism.

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are a 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 a part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	107	107	100%	107	107	100%
Male	106	106	100%	106	106	100%
Female	1	1	100%	1	1	100%

8. Details of training given to employees and workers:

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	On health and safety measures	On skill upgradation			Total (D)	On Health and safety measures	On skill upgradation		
Employees										
Male	614	614	100%	614	100%	215	215	100%	215	100%
Female	16	16	100%	16	100%	-	-	-	-	-
Total	630	630	100%	630	100%	215	215	100%	215	100%
Workers										
Male	106	106	100%	106	100%	106	107	100%	33	100%
Female	1	1	100%	1	100%	1	1	100%	-	-
Total	107	107	100%	107	100%	107	107	100%	33	100%

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	614	474	77.19%	-	-	-
Female	16	14	87.5%	-	-	-
Total	630	488	77.46%	-	-	-
Workers						
Male	106	20	18.86%	107	-	-
Female	1	0	0%	1	-	-
Total	107	20	18.69%	108	-	-

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

Yes, an Occupation Health & Safety (OHS) policy is in place and same is applicable to all full-time employees and workers. The Company's Occupational Health & Safety Policy is a cornerstone of the values deeply held at all Lloyds Metals and Energy Limited and its locations in India.

The Company's unwavering commitment to safeguard the quality of the workplace environment and the health and safety of all who work within it gives us a distinguishing competitive advantage on the market and underpins how seriously we take our responsibility.

- 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 encourages its employees to report near-miss incidents which are identified & analyzed for immediate action. All the sites of the Company have specific procedure for reporting of work-related hazards, injuries & unsafe conditions.

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

Yes.

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

Yes, all employees of the Company are covered under the Company's personal accident policy.

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

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	3	1
	Workers	7	1
Total recordable work-related injuries	Employees	1	1
	Workers	23	5
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company has put in place an Occupational Health and Safety policy. An OHS policy offer a thorough framework for ensuring a risk-free workplace, as well as efficient investments in health promotion and disease prevention at all levels of the company. Adequate medical facilities are present at all operating sites. All operation sites have paramedical services.

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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NIL	-	-	NIL
Health & Safety	-	-	NIL	-	-	NIL

13. 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%
Working Conditions	100%

14. 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.

The Company has been following standard operating procedures to comply with state/local level applicable regulations and ensure health & safety protocols are being followed by employees, customers and other visitors on any of its premises.

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.**

Currently, there is no process for identifying the stakeholder groups

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

Sr. No.	Stakeholder Group	Whether identified as vulnerable & marginalized group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
NIL					

Principle 5

Businesses should respect and promote human rights.

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. of Employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	630	209	33.17%	393	178	45.29%
Other than permanent	349	323	92.55%	323	323	100%
Total Employees	979	532	54.34%	716	501	69.97%
Workers						
Permanent	107	107	100%	106	106	100%
Other than permanent	3683	2862	77.7%	2879	2759	95.83%
Total Workers	3790	2969	78.33%	2985	2865	95.97%

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

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E / D)	No. (F)	%(F / D)
Employees										
Permanent	630	-	-	630	100%	508	-	-	508	100%
Male	614	-	-	614	100%	504	-	-	504	100%
Female	16	-	-	16	100%	4	-	-	4	100%
Other than Permanent	349	-	-	349	100%	323	-	-	323	100%

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	337	-	-	337	100%	313	-	-	313	100%
Female	12	-	-	12	100%	10	-	-	10	100%
Workers										
Permanent	107	-	-	107	100%	106	-	-	-	-
Male	106	-	-	106	100%	105	-	-	-	-
Female	1	-	-	1	100%	1	-	-	-	-
Other than Permanent	3683	437	11.86%	3246	88.13%	704	456	64.77%	248	37.92%
Male	3568	437	12.24%	3131	87.75%	685	437	63.79%	248	36.21
Female	115	-	-	115	100%	19	19	100%	-	-

3. Details of Remuneration / Salary / Wages, in the following format

	FY 2022-2023 (Current Financial Year)		PY 2021-2022 (Previous Financial Year)	
	Number	Median Remuneration / Salary / Wages of respective category	Number	Median Remuneration / Salary / Wages of respective category
Board of Directors (BoD)	12	₹ 63,56,004.00	-	-
Key Managerial Personnel	2	₹ 63,56,004.00	-	-
Employees other than BoD and KMP	628	₹ 5,03,835.00	-	-
Workers	107	₹ 4,72,165.00	-	-

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

5. Describe the internal mechanisms in place to redress grievances related to Human Rights issues.

The Company has a grievances committee which conducts monthly meetings and addresses issues related to human rights.

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

	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	Nil	-	-	Nil
Discrimination at workplace	-	-	Nil	-	-	Nil
Child Labour	-	-	Nil	-	-	Nil
Forced Labour/ Involuntary Labour	-	-	Nil	-	-	Nil
Wages	-	-	Nil	-	-	Nil

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

Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases is mentioned in the POSH and Human Rights Policy.

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

Yes

9. Assessments for the year:

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

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

Not Applicable

Principle 6:

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

ESSENTIAL INDICATORS

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total electricity consumption (A)	3,698.18	-
Total fuel consumption (B)	95,653.60	-
Energy consumption through other sources (C) (Renewable Energy)	1,45,454.00	-
Total energy consumption (A+B+C)	2,44,805.78	-
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000027	-
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	-

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

Yes, Independent assessment is 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.

Not Applicable

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	9,33,017.55	-
(ii) Groundwater	17,400	-
(iii) Third party water	312	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal		
(In kilolitres) (i + ii + iii + iv + v)	9,50,729.55	-
Total volume of water consumption (In kilolitres)	9,50,729.55	-
Water intensity per rupee of turnover (Water consumed / turnover)	0.000106	-
Water intensity (optional) the relevant metric may be selected by the entity	NA	-

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

Yes, Independent assessment is carried out.

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

Yes, the Company is a zero-discharge facility. All the wastewater is treated and reused for process make up, dust suppression and coal washing.

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

Parameter	Please specify unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
NOx	Metric tons	655.63	-
SOx	Metric tons	1273.51	-
Particulate matter (PM)	Metric tons	126.13	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others please Specify- CO	Metric tons	0.000000216	-

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.

Yes, an Independent assessment is carried out by Protiviti India Member Private Limited.

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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	1,43,352	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	6,409	-
Total Scope 1 and Scope 2 emissions per Rupee of turnover	Metric tons of CO ₂ Equivalent per Rupee	0.0000167	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tons of CO ₂ e/tons of DRI	0.7335	-

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.

Yes, an Independent assessment is carried out by Protiviti India Member Private Limited

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

Yes, Waste Heat Recovery Boilers are installed to entrap the waste heat that is getting generated in rotary kilns and this waste heat in turn is converted into steam and used for operating the steam turbine to generate clean energy, this in turn reduces the greenhouse gas emissions in the DRI plant operations.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	0.107	-
E-waste (B)	0.433	-
Bio-medical waste (C)	NA	-
Construction and demolition waste (D)	NA	-
Battery waste (E)	NA	-
Radioactive waste (F)	NA	-
Other Hazardous waste. Please specify, if any. (G)	95.83	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	5,69,294	-
Total (A+B + C + D + E + F + G + H)	5,69,390.37	-

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	28,097	-
(iii) Other recovery operations	-	-
Total	28,097	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	4,26,300	-
(iii) Other disposal operations	-	-
Total	4,26,300	-

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.

Yes, an Independent assessment is carried out by Protiviti India Member Private Limited.

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.

Our Waste Management approach in a DRI Production plant includes recycling of trade effluents for coal washery sections and reused in cooler of kiln and domestic effluent is used for gardening. And Non-Hazardous Waste like ESP sludge is reused in process and accretion material is used in landfilling and dedusting system dust, fly ash and bottom ash is sold to brick manufacturing plants. In iron ore mines waste oil (lube) and empty MS drums is disposed by the authorized local vendor.

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:

Sr. 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.
---------	--------------------------------	--------------------	--

Not Applicable

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

Name and brief details of project	EIA Notification no.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
Surjagarh Iron Ore Mine	J-11015 / 348/2005.IA.II (M)	18 th July, 2022	Yes	Yes	https://parivesh.nic.in

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

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1.	MOEF & CC	Not Applied on Time	The case is filed by MPCB	Correction action was taken
2.	MPCB conditional	Improper house	Bank Guarantee encashment	Correction action was taken

Principle 7

Businesses, when engaging in influencing public and regulatory policies, 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.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Bigmint Technologies Private Limited	National
2	Confederation Of India Industry	National
3	Vidarbha Industries Association	State
4	Steel Manufactures Association	National
5	Sponge Iron Manufacturers Association	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.

Name of authority	Brief of the case	Corrective action taken
-	-	-

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
Not applicable.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

An action plan is being developed to support and elevate all communities in our surrounding areas.

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

People assigned under CSR team visits the community in and around the Company operations and collect the complaints. If any, the complaints are then thoroughly evaluated and investigate to gather relevant information and assess its validity and are resolved.

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	1.32%	-
Sourced directly from within the district and neighboring districts	13.95%	-

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.

Currently, the organization does not have any mechanisms in place to receive and respond to consumer complaints and feedback.

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	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-2023 (Current Financial Year)		Remarks	FY 2021-2022 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	Nil	-	-	Nil
Advertising	-	-	Nil	-	-	Nil
Cybersecurity	-	-	Nil	-	-	Nil
Delivery of essential services	-	-	Nil	-	-	Nil
Restrictive Trade Practices	-	-	Nil	-	-	Nil
Unfair Trade Practices	-	-	Nil	-	-	Nil
Other	-	-	Nil	-	-	Nil

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

	Brief	Corren
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, the Company has in place policy such as Privacy Policy, to ensure sufficient safeguards are in place to prevent any data leakage.

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.

No penalties/regulatory action has been levied or taken on the above-mentioned parameters