

WEL /SEC/2023

August 31, 2023

To,

BSE Limited 1 st Floor, Rotunda Bldg, Dalal Street, Fort, Mumbai - 400 001. Scrip Code: 532553	National Stock Exchange of India Limited Exchange Plaza, C-1, Block-G, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051. NSE Symbol: WELENT
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Dear Madam / Sir,

Sub: Business Responsibility and Sustainability Report (BRSR) for FY 2022-23.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms part of the Annual Report for the financial year 2022-23.

This is for your information and records.

For **Welspun Enterprises Limited**

Nidhi Tanna
Company Secretary
ACS - 30465

Welspun Enterprises Limited

Welspun House, Kamala City, Senapati Bapat Marg, Lower Parel (W), Mumbai 400013, India

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E-mail: companysecretary_wel@welspun.com | Website: www.welspunenterprises.com

Registered Address: Welspun City, Village Versamedi, Taluka Anjar, District Kutch, Gujarat 370110. India

T: +91 28 3666 2222 | F: +91 28 3627 9010

Corporate Identity Number: L45201GJ1994PLC023920

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1 Corporate Identity Number (CIN) of the Listed Entity	L45201GJ1994PLC023920
2 Name of the Listed Entity	WELSPUN ENTERPRISES LIMITED
3 Year of incorporation	20/12/1994
4 Registered office address	“Welspun City”, Village Versamedi, Taluka Anjar, District Kutch, Gujarat – 370 110
5 Corporate address	Welspun House, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400 013
6 E-mail	companysecretary_wel@welspun.com
7 Telephone	Tel: +91-22-6613 6000
8 Website	www.welspunenterprises.com
9 Financial year for which reporting is being done	1 st April 2022 to 31 st March 2023
10 Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11 Paid-up Capital	₹ 1,49,98,30,560 (31 st March 2023)
12 Contact Person	
Name of the Person	Mr. Sandeep Garg
Telephone	022-66136000
Email address	Company_secretary@welspun.com
13 Reporting Boundary	
Type of Reporting	The reporting boundary covers 5 projects (ASRP, VARP, SNRP, MCPRP and UPJJM) from 1 st April 2022 till 31 st March 2023 and 5 projects (CGRG&GSY, CTHPL, DME and AM2) from 1 st April 2022 till 31 st December 2022. As the 5 projects were monetised on 22 nd December 2022, wherein Welspun Enterprises does not have financial control of these projects.
If selected consolidated:	Not Applicable

II. Product/Services

14 Details of business activities	S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
	1	Infrastructure development	One of India’s leading infrastructure development companies. WEL specializes in road and water projects under the Hybrid Annuity Model (HAM) and via large-value Engineering, Procurement and Construction (EPC) contracts. It also selectively undertakes Build-Operate-Transfer (BOT) projects.	97.9%

15	Products/ Services sold by the entity	S. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Road Projects under: <ul style="list-style-type: none"> Hybrid Annuity Model (HAM) Engineering, Procurement and Construction (EPC) Build Operate Transfer (BOT) Contracts 	42101	76.7%
		2	Water Projects under: <ul style="list-style-type: none"> Engineering, Procurement and Construction (EPC) and Build Operate Transfer (BOT) Contracts Water Collection, Treatment and Supply Transportation of Water via Pipeline 	36000 and 49300	21.2%

III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	The Company has business activities undertaken in several states in India viz., Maharashtra, Madhya Pradesh, Bihar, Punjab, Uttarakhand, Uttar Pradesh, Haryana, and Tamil Nadu.	There are 2 offices located at Mumbai and New Delhi.	10
		International	The Company is not operating at any international locations at the moment	Nil	Nil
17	Market served by the entity	Locations	Numbers		
	a. No. of Locations	National (No. of States)	12 (including projects monetised on 22 nd December 2022)		
		International (No. of Countries)	Nil		
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	Nil, as the company is not operating any overseas project			
	c. A brief on types of customers	Primarily WEL engages with the Government entities such as National Highway Authority of India (NHAI), State Governments such as Government of Uttar Pradesh and Government of Maharashtra			

IV. Employees

18. Details as at the end of Financial Year:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (A)	926	883	95.3%	43	4.6%
Workers						
2	Permanent Workers (B)	187	187	100%	0	0%
b. Differently abled employees and workers						
Employees						
3	Permanent Employees (C)	0	-	-	-	-
Workers						
4	Permanent Workers (D)	1	1	100%	-	-

19. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	9	2	22.2%
2	Key Management Personnel	4	1	25%

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

Category	FY 2022-2023 (Turnover rate in current FY)			FY 2022-2021 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	34.96%	26.0%	34.5%	34.05%	26.09%	33.52%	36.18%	30.95%	35.69%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

21.

S. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Welspun Projects (Himmatnagar Bypass) Private Limited	Subsidiary	100	No
2	Welspun Projects (Kim Mandvi Corridor) Private Limited	Subsidiary	100	No
3	ARSS Bus Terminal Private Limited	Subsidiary	100	No
4	Dewas Waterprojects Works Private Limited *	Subsidiary	100	No
5	Welspun Build-Tech Private Limited	Subsidiary	100	No

S. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by the listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
6	Welspun Aunta - Simaria Project Private Limited ^	Subsidiary	70	Yes
7	RGY Roads Private Limited	Subsidiary	100	No
8	Corbello Trading Private Limited	Subsidiary	100	No
9	Welsteel Enterprises Private Limited	Subsidiary	49	No
10	DME Infra Private Limited	Subsidiary	100	No
11	Grenoble Infrastructure Private Limited	Subsidiary	49	No
12	Welspun Sattanathapuram Nagapattinam Road Private Limited ^{\$}	Subsidiary	70	Yes
13	Welspun Infraconstruct Private Limited (Formerly known as Welspun Amravati Highways Private Limited)	Subsidiary	100	No
14	Welspun-Kaveri Infraprojects JV Private Limited	Subsidiary	100	No
15	Welspun New Energy Limited	Subsidiary	100	No
16	Welspun EDAC JV Private Limited	Subsidiary	80	No
17	Adani Welspun Exploration Limited	Associate	35	No
18	Welspun Infracapacity Private Limited	Associate	51	Yes
19	Welspun Delhi Meerut Expressway Private Limited [#]	Subsidiary	100	Yes
20	Welspun Road Infra Private Limited [#]	Subsidiary	100	Yes
21	MBL (CGRG) Road Limited [#]	Subsidiary	100	Yes
22	MBL (GSY) Road Limited [#]	Subsidiary	100	Yes
23	Chikhali Tarsod Highways Private Limited [#]	Subsidiary	100	Yes
24	Welspun - Kaveri Infra Projects JV ^{&}	Joint Venture	NA	Yes

* In addition to aforesaid stake, 24% are held through Welspun Project (Kim Mandvi Corridor) Private Limited

^{\$} In addition to aforesaid stake, 14.65% are held through Grenoble Infrastructure Private Limited. The same is accounted as subsidiary under IND AS

[^] In addition to aforesaid stake, 12.74% are held through Welsteel Enterprises Limited

[#] Ceased to be subsidiary w.e.f. December 22, 2022

[&] This represents Controlled Structured Entity as defined in IndAS 112 "Disclosure of Interest in Other Entities", the financial of which are consolidated.

VI. CSR Details

22 a.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
i	Turnover (in ₹)	2,676 Crore
ii	Net worth (in ₹)	2,234 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 the complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for the grievance redress policy	FY 2022-23		FY 2021-2022		Remarks
			Number of complaints filed during the year	Number of complaints pending at the close of the year	Number of complaints filed during the year	Number of complaints pending at the close of the year	
Communities	Yes	WEL does not engage directly with the communities, as all grievances are handled by the client i.e. Government bodies	-	-	-	-	-
Investors (other than shareholders)	Yes	https://www.welspunenterprises.com/policies.php	Nil	Nil	-	-	-
Shareholders	Yes	https://www.welspunenterprises.com/policies.php	Nil	Nil	-	-	-
Employees and workers	Yes	https://www.welspunenterprises.com/policies.php	18	3	4	1	The pending complaints are in the process of being resolved.
Customers/ Clients	Yes	-	Nil	Nil	-	-	Feedback Mechanism in place
Value Chain Partners	Yes	-	Nil	Nil	-	-	We are in process of developing Grievance redressal mechanism.

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

Material Issue Identified	Indicate whether risk or opportunity	The rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Carbon Emission Monitoring	O	Through reduction of carbon from the projects, there is an opportunity to generate carbon credits and attract sustainable finance considering the current policy changes nationally and globally.	-	There is an opportunity to reduce the input cost on the projects through sustainable finance as well as selling carbon credits in national and international markets.
Carbon Footprint	O	Carbon foot printing is an evolving field and not many companies are involved in such analysis. It'll create opportunity for WEL to showcase intent and improve the financial ecosystem for investment	-	The investment on the projects will reduce the input cost on projects and create a positive reputation of organization amongst investors and clients.
Water Efficiency	R	-	Water is a critical resource in terms of construction and management of this resource efficiently is important for the projects to be viable in long term.	Water management over the years in India has become more critical and attracts penalty in case not managed properly.
Air Pollution	R	-	The air pollution has direct impact on humans and multiple been taken up by governments and judiciary very seriously.	The management of air pollution has attracted penalties on multiple projects across India, with NGT and Government putting heavy penalties for non-compliance.
Construction Waste	O	The construction waste management is a compliance as well as an opportunity to create efficiency through Supply Chain Management, promoting circular economy.	-	The circular economy is a relatively new concept in supply chain management, it optimizes not only in terms of material procurement, but also addresses cost of goods to be controlled and optimization.
Biodiversity	R		The construction process has potential to impact the biodiversity loss due to development.	The impact of biodiversity loss has long term economic impact, and may not be visible just as of now.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://welspunenterprises.com/policies.php							
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y
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.	The policies that have been formulated are in line with the applicable national standards and compliant with the principles of the National Voluntary Guidelines (NVG) issued by the ministry of corporate affairs Government of India. Additionally, some of the policies as developed refer to international standards referring to GRI, WEF, TCFD, IFC and ISO.							
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Based on the information collected and collated with extensive exercise of identifying the emissions from each project sites, WEL will be conducting a detailed materiality assessment to identify goals and target for short term, medium term and long term.							
6	Performance of the entity against the specific commitments, goal, and targets along with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA
Governance, Leadership, and Oversight									
7	Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements	The statement is available at the beginning of the Annual Report							
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sandeep Garg MD, Welspun Enterprises							
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, Company has ESG & CSR Committee - Composition of the Committee is as below - <ul style="list-style-type: none"> • Dr. Aruna Sharma - Non-Executive - Independent Director - Chairperson • Mr. Mohan Tandon - Non-Executive - Independent Director - Member • Ms. Dipali Goenka - Non-Executive - Non Independent Director - Member • Mr. Sandeep Garg - Executive Director - Member 							

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	Nil	-	-
Settlement	-	-	Nil	-	-
Compounding fee	-	-	Nil	-	-

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
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, refer to the link below for reference.

<https://welspunenterprises.com/policies.php>

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

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

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

Topic	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of KMPs	Nil		Nil	

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.

There were no complaints received during FY22-23 therefore no corrective action plan has been undertaken.

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by the awareness programmes
WEL is in the process of implementing a supplier engagement program to embed ESG in their supply chain.		

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 Code of Conduct specifies avoidance of conflict of interest.

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

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Type	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	-
Capital Expenditure (CAPEX)	4.2 Cr	-	Use of Fly Ash (dry), Pond Ash and PCE (Poly Carboxylic Ether) based superplasticizers admixture

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) -
Yes, we have procedures in place for sustainable sourcing as part of our supplier’s manual and code of conduct
- b. If yes, what percentage of inputs were sourced sustainably?
As a first time responder, we are collecting the data and shall be reporting the same from next financial year.
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.

Reclamation of product is not applicable due to the nature of business

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Not Applicable
b. E-Waste	
c. Hazardous Waste	
d. Other Waste	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No).
No Extended Producer Responsibility (EPR) is not applicable to the entity’s activities as WEL is in construction business.
5. 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

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following format.

Not Applicable, as the nature of business is not related to manufacturing or service industry.

2. If there are any significant social or environmental concerns and/or risks arising from the 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 following format:

Reclamation of product is not applicable due to the nature of business

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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

Reclamation of product is not applicable due to the nature of business

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	883	883	100%	883	100%	N/A	N/A	883	100%	N/A	N/A
Female	43	43	100%	43	100%	43	100%	N/A	N/A	43	100%
Total	926	926	100%	926	100%	43	100%	883	100%	43	100%

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	187	187	100%	187	100%	N/A	N/A	187	100%	N/A	N/A
Female	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	N/A
Total	187	187	100%	187	100%	N/A	N/A	187	100%	N/A	N/A

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

Sr. No.	Benefits	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	99.33%	-	Y	99.20%	-	Y
2	Gratuity	100%	-	Y	100%	-	Y
3	ESI	4.17%	-	Y	5.1%	-	Y
4	Others-Please Specify	-	-	-	-	-	-

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.

WEL is developing a comprehensive roadmap that has been meticulously crafted to guarantee full compliance to the Rights of Persons with Disabilities Act, 2016. This is accompanied by a concerted effort to raise awareness and provide specialized training to employees.

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 entity has an equal opportunity policy, however the policy is yet to be aligned with the RPWD Act 2016. A detailed roadmap has been developed in order to align the equal opportunity policy by FY 2023-24.

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

Gender	Total number of people returned after parental leave in FY	Total Number of people who took parental leave in FY	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
Permanent Employees						
Male	48	48	100%	100%	37	100%
Female	6	6	100%	100%	0	-
Others	-	-	-	-	-	-
Total	54	54	100%	100%	37	100%
Permanent Workers						
Male	Nil	-	-	-	-	-
Female	Nil	-	-	-	-	-
Others	Nil	-	-	-	-	-
Total	Nil	-	-	-	-	-

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.

Category	Yes/No (details of mechanism)
Permanent Workers	WEL believes that all employees should be treated fairly and with respect. The Grievance and Redressal Policy, ensures that WEL has a process to resolve workplace grievances against peers and seniors. This policy and procedure describe the process of raising a grievance and the process by which the same will be responded and resolved.
Permanent Employees	

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	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)
Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Others	-	-	-	-	-	-
Total	-	-	-	-	-	-
Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Others	-	-	-	-	-	-
Total	-	-	-	-	-	-

* The organization is working in the construction sector, where in the workforce is hired on a rotational basis, hence workers forming associations and unions is not applicable

8. Details of training given to employees and workers:

a. Details of Skill training given to employees and workers.	Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received Skill Training (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received Skill Training (D)	% (D/C)
Permanent Employees							
	Male	883	821	93%	-	-	-
	Female	43	40	93%	-	-	-
	Others	0	0	0	-	-	-
	Total	926	861	93%	-	-	-
Permanent Workers							
	Male	187	14	7%	-	-	-
	Female	0	0	0	-	-	-
	Others	0	0	0	-	-	-
	Total	187	14	7%	-	-	-

b. Details of training on Health and Safety given to employees and workers.	Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Health and Safety (D)	% (D/C)
Permanent Employees							
	Male	883	883	100%	-	-	-
	Female	43	43	100%	-	-	-
	Others	0	0	-	-	-	-
	Total	926	926	100%	-	-	-
Permanent Workers							
	Male	187	187	100%	-	-	-
	Female	0	0	100%	-	-	-
	Others	0	0	-	-	-	-
	Total	187	187	100%	-	-	-

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)			
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)	
Permanent Employees							
	Male	883	670	75.87%	947	650	68.63%
	Female	43	38	88.37%	41	34	82.92%
	Others	0	0	0	0	0	0%
	Total	926	708	76.45%	988	684	69.23%
Permanent Workers							
	Male	187	151	80.75%	176	118	67.04%
	Female	0	0	0	0	0	0%
	Others	0	0	0	0	0	0%
	Total	187	151	80.75%	176	118	67.04%

10. Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes.
a.	What is the coverage of such system?	We have implemented HSE management system across all of our projects
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<ul style="list-style-type: none"> • Daily site visits to identify Workplace Hazards • HSE committee safety walkthrough • Internal safety audits are conducted at regular intervals. External audits and reviews are planned for next FY.
c.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes.
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes.

11. 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)	All categories of employees	0.032	0.31
Total recordable work-related injuries	All categories of employees	489	448
No. of fatalities	All categories of employees	1	2
High consequence work-related injury or ill-health (excluding fatalities)	All categories of employees	0	0

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

At WEL, our workforce's well-being and safety take precedence. To maintain high safety standards, regular inspections by HSE department are integral. Our comprehensive training programs enhance awareness of safety protocols. Surprise site visits reinforce compliance and prompt issue resolution, ensuring a secure work environment that prioritize employee well-being.

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

Topic	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	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		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	WEL is implementing the health and safety measures as per the best industry practices, which is recognized and awarded by CIDC, National Safety Council of India, World Safety Organization, and India HSE Summit.

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.

There are no such risks/ concerns identified during the assessment of health & safety and working conditions. We ensure the highest standards for health and safety practices in our operation

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): 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 company ensures all the relevant compliances are followed appropriately before closure of financial for the value chain partners

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No, WEL does not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	WEL is in the process of implementing a supplier engagement program to embed ESG in their supply chain. Moving forward we will assess our critical suppliers on health and safety and working conditions.

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.

WEL will take corrective actions if needed, after the assessment of value chain partners on health and safety and working conditions

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

ESSENTIAL INDICATORS

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

At, WEL, we highly value the inputs and feedback from our stakeholders, which greatly influence our business strategy and practices. We actively engage with stakeholders to identify and address the economic, environmental, and social issues that are important to them. We utilize a range of formal and informal channels, internal learning and development tools, statutory reports and presentations, Corporate Social Responsibility (CSR) initiatives, and conferences.

In recognizing the significance of our stakeholders, we consider a diverse group including employees, business associates, suppliers, clients, shareholders/investors, communities surrounding our operations, and regulatory authorities. We acknowledge that these stakeholders have the potential to impact our organization, and their perspectives and concerns are crucial to our decision-making processes and overall success.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (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
Investors	No	Investor calls/ presentations Press releases and publications Statutory reports Annual General Meeting	Regular	Financial performance Business updates Growth plans and product pipeline Sustainability performance
Government and regulators	No	Mandatory compliance reports	Regular	Understanding and adherence to local governance.
Employees	No	Internal communication platforms	Regular	Feedback & Grievance Redressal Employee engagement improvement Diversity and Inclusion Career support programs Training programs and learning nuggets Maternity support
Business partners / suppliers and contractors	No	Surveys, Focus Group Discussions and Stakeholder Meetings	Regular	Query Resolution & Grievance Redressal Supplier performance assessment Vendor due-diligence Risk assessment for high risk vendors Addressing non-compliance issues Breach of contract
Communities & NGOs	Yes	Surveys, Focus Group Discussions and Stakeholder Meetings	Regular	Need Assessment for CSR Projects & Grievance Redressal
Clients	No	Customer Engagement Program	Regular	Resolution of query and feedback

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.

ESG & CSR committee appraises the board on all concerns raised by the stakeholders on a quarterly basis.

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, as none of the stakeholders are identified as vulnerable/ marginalized groups.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Permanent Employees						
Total Employees	926	926	100%	-	-	-
Permanent Workers						
Total Workers	187	-	-	-	-	-

*Currently Human Rights training is part of the Code of Conduct, However WEL is planning on incorporating a stand-alone Human Rights training program for the entire workforce this year.

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

Category	FY 2022-2023 (Current FY)					FY 2021-2022 (Previous FY)				
	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)
Permanent Employees										
Male	883	0	0	883	100%	947	0	0	947	100%
Female	43	0	0	43	100%	41	0	0	41	100%
Total	926	0	0	926	100%	988	0	0	988	100%
Permanent Workers										
Male	187	0	0	187	100%	176	0	0	176	100%
Female	0	0	0	0	-	0	0	0	0	-
Total	187	0	0	187	100%	176	0	0	176	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	No fixed remuneration is paid to the non-executive -independent directors. They are paid fees for attending meeting of the Board/ Committees of the Board. Remuneration is paid to MD and Chairman. In addition to remuneration paid to Chairman, commission is also paid.	2	No fixed remuneration is paid to the non-executive -independent directors. They are paid fees for attending meeting of the Board/ Committees of the Board.
Key Managerial Personnel	3	124.47 lakhs	1	21.00 lakhs
Employees other than BoD and KMP	880	6.39 lakhs	42	7.04 lakhs
Workers	187	2.16 lakhs	0	-

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.**

Welspun has an anonymous grievance reporting platform called Amber, which is available to all stakeholders for reporting any issue. The internal committee regularly addresses all grievances reported.

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

	FY 2022-2023 (Current FY)			FY 2021-2022 (Previous FY)		
	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	NA	-	1	NA	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/Involuntary Labour	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other human rights related issues	Nil	NA	-	Nil	NA	-

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

The Company has a Whistle-blower policy, POSH and Grievance Redressal policy, and an internal committee, which addresses grievance related discrimination and harassment cases. Whistle-blower Policy provides Directors, Employees, customers and vendors an avenue to raise concerns, in line with the commitment of WEL to the highest possible standards of ethical, moral and legal business conduct and its commitment to open communication. WEL ensures the identity of the Whistleblower is kept confidential to the extent possible and permitted under law. If a whistleblower raises a concern under this policy or voluntarily provides information within these policies, then he/she will not be at risk of suffering any form of reprisal or retaliation.

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

Yes, human rights requirements are included in the Code of Conduct which is part of our business agreements

9. Assessments for the year:

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

100% of our operations are accessed internally on human rights issues

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

The Company did not find any specific risk since we are compliant to all human rights issues mentioned above

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, in the following format:

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)*
Total electricity consumption (A) (GJ)	28,985	--
Total fuel consumption (B) (GJ)	3,72,345	--
Energy consumption through other sources (C) (GJ)	--	--
Total energy consumption (A+B+C) (GJ)	4,01,330	--
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per million INR)	1499.7 GJ per million INR	
Energy intensity (optional) - the relevant metric may be selected by the entity		

*WEL started the data compilation from April 2022, hence previous year data is not available

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 assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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.

No, none of the sites/facilities are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	--	--
(ii) Groundwater	31,792.6	--
(iii) Third party water (Bottled Drinking Water)	3,429.5	--
(iv) Seawater / desalinated water	--	--
(v) Others (Rainwater storage)	--	--
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	35,222.1	--
Total volume of water consumption (in kilolitres)	35,222.1	--
Water intensity per rupee of turnover (Water consumed / turnover) (kl per million INR)	131.6 kl per million INR	
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 assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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

Considering the nature of business and its operation, zero liquid discharge is not applicable

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

Respective table is not applicable to WEL as it works as builder and EPC contractor, and involved in constructing infrastructure asset in roads and water distribution

Parameter	Please specify unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
NOx	mg/m ³	-	-
SOx	mg/m ³		
Particulate matter (PM)	mg/m ³		
Persistent organic pollutants (POP)	NA		
Volatile organic compounds (VOC)	NA		
Hazardous air pollutants (HAP)	mg/m ³		
Others – please specify	PPM		

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.

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
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)	tCO ₂ e	27,624	--
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)	tCO ₂ e	6,267	--
Total Scope 1 and Scope 2 emissions per million INR of turnover (in ₹)	tCO ₂ e	126.6 tCO ₂ e per million INR	
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	tCO ₂ e/ INR		

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

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 assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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

Yes, WEL has implemented projects related to reducing Green House Gas emission. The details are as follows:

- Installed 7939 nos of LED across CGRG&GSY, CHTPL and DME project,
- Installed 1 MW capacity of solar power plant in DME,

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.34	-
E-waste (B)	0.59	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	WEL is working on a roadmap to account its construction and demolition waste	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1.74	-
Total (A+B + C + D + E + F + G+ H)	2.67	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2.22	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2.22	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	0.45	-
(iii) Other disposal operations	-	-
Total	0.45	-

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 assessment was carried out by any external agencies, however internal control points are adhered to keep track of data

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.

WEL is aligned to the 3R principles (Reduce, Reuse & Recycle) to effectively manage and reduce its waste generation. Safe and effective practices are employed across all the sites for handling the wastes generated in the respective areas. None of our processes involve the use of toxic chemicals.

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: None of the operations/offices of WEL are located in/around ecologically sensitive areas.

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

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

No new projects undertaken this year by the Company which falls under the coverage of EIA.

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

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:

Yes.

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

LEADERSHIP INDICATORS

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

Parameter	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
From renewable sources		
Total electricity consumption (A)	427	--
Total fuel consumption (B)	--	--
Energy consumption through other sources (C)	--	--
Total energy consumed from renewable sources (A+B+C)	427	--
From non-renewable sources		
Total electricity consumption (D)	28,558	--
Total fuel consumption (E)	3,72,345	--
Energy consumption through other sources (F)	--	--
Total energy consumed from non-renewable sources (D+E+F)	4,00,903	--

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.

External agency assessments were not conducted, but we maintain stringent adherence to internal control points for effective data tracking.

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

Parameter	Unit	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		We have established a GHG accounting framework (Scope 1 & 2) and working towards accounting of value chain emissions (Scope-3)	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 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.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Water saving through Admixture in concrete design mix	We have adopted PCE (Poly Carboxylic Ether) based superplasticizers as chemical admixture to improve the strength and durability of concrete. By increasing the workability and reducing the water cement ratio, superplasticizers enhance the packing and flow of cement particles, resulting in a more compact and densely packed concrete matrix.	25% reduction in water use in concrete production
2	Contribution of Fly Ash in as partial replacement to Cement in design mix	We implemented this initiative in our project at SNRP. Wherein, we substituted 5,431 tons of Fly Ash in our concrete design mix. The Fly Ash was used in 18.46% proportion to cement at this site.	5,431 tons of Fly Ash collected from ESPs of thermal power plant and the same amount of cement use was also reduced directly impacting the CO ₂ footprint from cement production
3	Utilization of Pond Ash in Embankment	Incorporating pond ash in road embankment, WEL has been able to reduce the demand for natural resources such as soil and aggregates. Pond ash, being a waste product, offers an opportunity to repurpose and recycle materials that would otherwise require extraction from the earth.	8,84,396 MT of Pond Ash was used as substitute to soil/earth, thus avoiding landfilling of Pond Ash and excavating the same amount of soil.
4	Use of Inert material (Bio Mining Earth)	We have taken initiative for utilization of screened municipal waste in highway construction. In this process the screened waste which comprises of soil, fine debris, biodegraded material, screened to the acceptable size was used in filling the embankment layers after due testing to ascertain its conformance to specification. We have utilized the inert bio mining by mixing it with regular borrow soil in a ratio of 30:70 respectively.	Approximately 18,000 CuM of bio waste has been utilized, thus reducing the burden on natural resources

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

The organization is working towards developing a disaster management plan in the future.

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?

While WEL's value chain doesn't pose significant environment harm, the Company remains vigilant and actively promotes environmental sustainability awareness.

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

WEL has completed a pilot assessment with few of the value chain partners, we are in the process of formulating a roadmap to assess our critical value chain partners in the future.

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.

WEL is affiliated with two trade and industry chambers/ associations.

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	National Highways Builders Federation (NHBF)	National
2	ASSOCHAM	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
	There has not been any such adverse action from regulatory authorities.	

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.

Social Impact Assessments (SIA) in not applicable to the projects undertaken by WEL this year.

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

Not applicable as WEL does not run projects on Rehabilitation and Resettlement (R&R)

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

Due to the nature of business, the Company engages with Government and regulatory bodies as client, hence all the communication by the community is directly handled by the client.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-2023 (Current FY)	FY 2021-2022 (Previous FY)
Directly sourced from MSMEs/ Small producers	21.6%	-
Sourced directly from within the district and neighboring districts	57%	-

LEADERSHIP INDICATORS

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

Not Applicable

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

State	Aspirational District information	Amount spent in INR
Bihar	Begusarai	10,31,459
Uttar Pradesh	Chandauli	19,37,458

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

No, WEL does not have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups

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

Not Applicable

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

Not applicable

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

Not applicable

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

Not Applicable

6. Details of beneficiaries of CSR Projects.

S. No	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	WelShiksha	1,09,857	100%
2	WelNetrutva	41,542	100%
3	WelSwasthya	1,71,275	100%
4	WelSuraksha	74,100	5%
5	WSSW	32	100%
6	WelPrakruti	9,420	
7	WelKrishi	1,01,000	
8	We Volunteer	4,499	

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

ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
Due to the nature of business, the Company engages with Government and regulatory bodies as client, hence all the communication by the community is directly handled by the client.

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

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	
Safe and responsible usage	Not applicable to business
Recycling and/or safe disposal	

3. **Number of consumer complaints- Not applicable to business**

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	-	-	-	-	-	-

4. **Details of instances of product recalls on account of safety issues- Not applicable to business**

	Number	Reason for recall
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.**

<https://welspunenterprises.com/policies.php>

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not applicable to business

LEADERSHIP INDICATORS

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
www.welspunenterprises.com
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
To reduce road accidents on WEL constructed road through systematic intervention and improve emergency response services towards accidents cases, WEL partnered with Muskan NGO to train
 - 615 Medical personal trained in Delhi with support from CATs department
 - 340 police personal trained in UP, Bihar and Haryana
 - Integration of School Road Safety program in partnership with UP government, to train 3,500 School children through 25 teachers (Training of Trainers)
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
Not Applicable
4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief. 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)**
Not Applicable
5. **Provide the following information relating to data breaches:**
 - a. **Number of instances of data breaches along-with impact -**
Nil
 - b. **Percentage of data breaches involving personally identifiable information of customers -**
Nil