



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

<b>I. Details of listed entity</b>	
1. Corporate Identity Number (CIN) of the Listed Entity	L99999MH1949PLC007039
2. Name of the Listed Entity	Patel Engineering Limited
3. Year of Incorporation	1949
4. Registered office of the Company	Patel Estate Road, Jogeshwari West, Mumbai - 400104
5. Corporate Address	Same as above
6. E-mail	headoffice@pateleng.com
7. Telephone	022-26767500
8. Website	www.pateleng.com
9. Financial Year for which reporting is being done	1 <sup>st</sup> April, 2021 to 31 <sup>st</sup> March, 2022
10. Name of the Stock Exchanges where shares are listed	BSE Limited and The National Stock Exchange of India Limited
11. Paid-up Capital	₹ 47,92,30,494
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. Mayur Aggarwal Assistant Manager (ISO) Telephone:+91 22 26767500 Email: mayur.aggarwal@pateleng.com
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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Civil Engineering & Construction	Civil Engineering & Construction of Hydro Projects, Dams, Tunnels, Roads, railways etc.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Civil Engineering & Construction	42101, 42201, 42204	100%

## III. Operations

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

Location	Number of plants (projects)	Number of offices	Total
National	44	5	49
International	2	-	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	1

b. What is the contribution of exports as a percentage of the total turnover of the entity? None

c. A brief on types of customers: The projects are awarded to the Company by Central & State Government on bidding the contract tenders. The clients are governing bodies according to the sectors of their operations like NHPC, SJVNL, CVPPL, etc. for Hydro Power, IRCON, RVNL, etc. for Railway, NHAI for Highways & Roads, State Irrigation departments for Irrigation projects.

#### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2,247	2,202	99	45	1
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	2,247	2,202	99	45	1
<b>WORKERS</b>						
4.	Permanent (F)	2,023	2,023	100	0	0
5.	Other than Permanent (G)	2,061	2,061	100	0	0
6.	<b>Total workers (F + G)</b>	4,084	4,084	100	0	0

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	3	2	67	1	33
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	3	2	67	1	33
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	<b>Total differently abled workers (F + G)</b>					

Due to the Company's nature of business (Construction of hydroelectric projects, tunnels and infrastructure), the Company cannot take life risk for differently abled workers in projects which are in remote part of the country.



19. Participation/Inclusion/Representation of women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
<b>Board of Directors</b>	6	1	16.66
<b>Key Managerial Personnel</b>	4	2	50.00

20. Turnover rate for permanent employees and workers

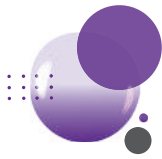
	FY 2021-22 (Turnover rate in current FY)			FY 2020-2021 (Turnover rate in previous FY)			FY 2019-2020 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	<b>Permanent Employees</b>		10%			9%			14%
<b>Permanent Workers</b>									

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Zeus Minerals Trading Pvt. Ltd	Subsidiary	100.00	No
2	Patel Concrete & Quarries Pvt. Ltd.	Subsidiary	100.00	No
3	Friends Nirman Pvt. Ltd.	Subsidiary	100.00	No
4	Energy Design Pvt. Ltd.	Subsidiary	100.00	No
5	Shreeanant Construction Pvt. Ltd.	Subsidiary	100.00	No
6	Patel Lands Ltd.	Subsidiary	100.00	No
7	Patel Engineering Infrastructure Ltd.	Subsidiary	100.00	No
8	Patel Energy Resources Ltd.	Subsidiary	100.00	No
9	Pandora Infra Pvt. Ltd.	Subsidiary	100.00	No
10	Patel Engineers Pvt. Ltd.	Subsidiary	100.00	No
11	Patel Patron Pvt. Ltd.	Subsidiary	100.00	No
12	Vismaya Constructions Pvt. Ltd.	Subsidiary	100.00	No
13	Bhooma Realties Pvt. Ltd.	Subsidiary	100.00	No
14	Shashvat land Projects Pvt. Ltd.	Subsidiary	100.00	No
15	Arsen Infra Pvt. Ltd.	Subsidiary	100.00	No
16	Hera Realcon Pvt. Ltd.	Subsidiary	97.13	No
17	PBSR Developers Pvt. Ltd.	Subsidiary	100.00	No
18	Patel KNR Infrastructures Ltd.	Subsidiary	60.00	No

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19	Hampus Infrastructure Pvt. Ltd.	Subsidiary	100.00	No
20	Waterfront Developers Ltd.	Subsidiary	100.00	No
21	Patel Engineering (Singapore) Pte. Ltd.	Subsidiary	100.00	No
22	Patel Engineering (Mauritius) Ltd.	Subsidiary	100.00	No
23	Patel Engineering Inc.	Subsidiary	100.00	No
24	Patel Engineering Lanka (Pvt.) Ltd.	Subsidiary	100.00	No
25	Michigan Engineers Pvt. Ltd.	Subsidiary	51.00	No
26	Les Salines Development Ltd.	Subsidiary	100.00	No
27	La Bourgade Development Ltd.	Subsidiary	100.00	No
28	Ville Magnifique Development Ltd.	Subsidiary	100.00	No
29	Sur La Plage Development Ltd.	Subsidiary	100.00	No
30	PT PEL Mineral Resources	Subsidiary	100.00	No
31	PT Patel Engineering Indonesia	Subsidiary	100.00	No
32	Patel Mining (Mauritius) Ltd.	Subsidiary	100.00	No
33	Enrich Mining Vision Lda	Subsidiary	100.00	No
34	Patel Mining Priviledge Lda.	Subsidiary	100.00	No
35	Patel Infrastructure, Lda	Subsidiary	100.00	No
36	Trend Mining Projects, Lda	Subsidiary	100.00	No
37	Accord Mines Venture, Lda	Subsidiary	100.00	No
38	Netcore Mining Operations, Lda	Subsidiary	100.00	No
39	Metalline Mine Works, Lda	Subsidiary	100.00	No
40	Patel Assignment Mozambique, Limitada	Subsidiary	100.00	No
41	Chivarro Mines Mozambique, Lda	Subsidiary	100.00	No
42	Fortune Mines Concession, Lda	Subsidiary	100.00	No
43	Omni Mines Enterprises, Lda	Subsidiary	100.00	No
44	Quest Mining Activities, Lda	Subsidiary	100.00	No
45	ASI Global LLC.	Subsidiary	100.00	No
46	PT Surya Geo Minerals	Subsidiary	100.00	No
47	PT Surpat Geo Minerals	Subsidiary	100.00	No
48	Phedra Projects Pvt. Ltd.	Subsidiary	100.00	No
49	Patel Thermal Energy Pvt. Ltd	Subsidiary	100.00	No
50	PEL Power Limited	Subsidiary	100.00	No
51	PEL Port Pvt. Ltd.	Subsidiary	100.00	No
52	Jayshe Gas Power Pvt. Ltd.	Subsidiary	100.00	No
53	Patel Energy Projects Pvt. Ltd.	Subsidiary	100.00	No
54	Patel Energy Assignment Pvt. Ltd.	Subsidiary	100.00	No



S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
55	Patel Energy Operations Pvt. Ltd.	Subsidiary	100.00	No
56	Patel Hydro Power Pvt. Ltd.	Subsidiary	100.00	No
57	Dirang Energy Pvt. Ltd.	Subsidiary	100.00	No
58	West Kameng Energy Pvt. Ltd.	Subsidiary	100.00	No
59	Digin Hydro Power Pvt. Ltd.	Subsidiary	100.00	No
60	Meyong Hydro Power Pvt. Ltd.	Subsidiary	100.00	No
61	Saskang Rong Energy Pvt. Ltd.	Subsidiary	100.00	No
62	Patel Energy Ltd.	Subsidiary	99.99	No
63	Patel Surya (Singapore) Pte Ltd.	Subsidiary	60.00	No
64	Pt Patel Surya Minerals	Subsidiary	60.00	No
65	Pt Patel Surya Jaya	Subsidiary	60.00	No
66	Patel KNR Heavy Infrastructures Pvt. Ltd.	Subsidiary	60.00	No
67	Lucina Realtors Pvt. Ltd.	Subsidiary	90.90	No
68	ASI Constructors Inc., USA	Subsidiary	66.37	No
69	ACP Tollways Pvt. Ltd.	Associate	32.00	No
70	Hitodi Infra Pvt. Ltd.	Associate	49.00	No
71	Raichur Sholapur Transmission Company Pvt. Ltd.	Associate	33.34	No
72	Bellona Estate Developers Limited	Associate	49.00	No
73	CICO Patel JV	Joint Venture	99.90	No
74	Patel SEW JV	Joint Venture	60.00	No
75	KNR Patel JV	Joint Venture	49.00	No
76	Patel KNR JV	Joint Venture	50.00	No
77	Patel-Varks Precision Consortium	Joint Venture	60.00	No
78	PATEL Soma JV	Joint Venture	50.00	No
79	PATEL V ARKS JV	Joint Venture	65.00	No
80	Patel Avantika Deepika BHEL	Joint Venture	52.83	No
81	AGE PATEL JV	Joint Venture	49.00	No
82	Patel - Michigan JV	Joint Venture	10.00	No
83	PEL-UEIPL JV	Joint Venture	60.00	No
84	PEL-PPCPL-HCPL JV	Joint Venture	51.00	No
85	PATEL VI JV	Joint Venture	51.00	No
86	Onycon Enterprise	Joint Venture	60.00	No
87	PEL-Gond JV	Joint Venture	45.00	No
88	HES Shuthaliya JV	Joint Venture	45.00	No
89	PEL-Parbati JV	Joint Venture	52.00	No



S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
90	NEC-PEL JV	Joint Venture	45.00	No
91	PEL-RBG JV	Joint Venture	51.00	No
92	Patel SA JV	Joint Venture	75.00	No
93	Era Patel Advance Kiran JV	Joint Venture	47.06	No
94	Era Patel Advance JV	Joint Venture	30.00	No
95	Patel Apco JV	Joint Venture	50.00	No
96	Patel Siddhivinayak JV	Joint Venture	51.00	No
97	PEL-ISC-PRATHMESH JV	Joint Venture	50.00	No
98	ISC Projects-PEL JV	Joint Venture	49.00	No
99	Patel -Civet-Chaitra Micro (KA) JV	Joint Venture	51.00	No
100	Ceigall - PEL (JV)	Joint Venture	40.00	No
101	VPRPL - PEL JV	Joint Venture	51.00	No
102	Mokhabardi Micro Irrigation Project JV	Joint Venture	51.00	No

#### VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 30,27,79,11,441

(iii) Net worth (in ₹): 24,98,36,98,396

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) (If Yes, then provide web link for grievance redress policy) (If Yes, then provide web-link for grievance redress policy)	FY 2021-2022 Current Financial Year			FY 2020-2021 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	There is no direct involvement of the community with the project. All the community related aspects are handled by the client.	Nil	Nil	No complaints received from the client about the site activities from the communities.	Nil	Nil	Nil
Investors (other than shareholders)	Nil	Nil	Nil	No investor complaint either in writing nor in email received	Nil	Nil	No investor complaint either in writing nor in email received

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy)	FY 21-22 Current Financial Year			FY 20-21 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, as per SEBI Listing Regulations	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Whistle blower Policy <a href="https://tinyurl.com/2sxkrt7t">https://tinyurl.com/2sxkrt7t</a>	Nil	Nil	NA	Nil	Nil	NA
Customers	Quality Policy as well as complaint Management procedure is in place	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	All the value chain partners are part of supplier development program as well. We are now developing responsible sourcing policy.	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)	Legal regulators / Legal compliance register maintained and part of work contract issued by client	Nil	Nil	NA	Nil	Nil	NA

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

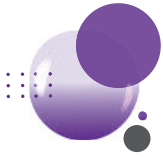
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per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





S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Global warming due to high consumption on fossil fuel-based energy universally	Opportunity	PEL is into hydropower electricity generation plant which is carbon neutral and helps in establishing the Nation's goals towards climate change action vision 2030	-	Positive: Financial implication are saving cost, reduced construction cost. Life cycle impact is carbon neutral or zero carbon emissions
2	Road infrastructure development in India to reduce the travel time	Opportunity	PEL does surface transportation related tunneling for railways and motor vehicle. Most of the infrastructure development taking place and when Company as principle contractor, the aim of modern infra is to cut the carbon footprints by reducing the distance, using modern ecofriendly techniques etc.	-	Positive: The overall national impact on carbon footprints reduces significantly where the travel distances are reduced and ease of travel happens. The mass commutation through railways minimize the carbon impact.
3	Consumption of natural resources like water, fuel, aggregates, cements and other chemicals during construction	Risk	Natural resource depletion over a period of time.	Waste water treatment and usage of the water.  The waste concrete recycling, use of slag cement or cement with fly ash. Design construction chemicals to reduce the curing required. Use of robotic technology to minimize the consumption. Using high energy efficient construction equipment to optimize the resource consumption.	Positive: The Company strives to engage with the client to provide them solutions which are ecologically sound practices and take their approval before doing any changes.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
04	Local disruption in projects during project execution	Risk leading to accident	Unskilled person come forward for jobs, and pressurize for being contractors as well seeking labour contract work	The local employment opportunity need to be generated hence organization has adopted training, adaptation and getting them locally employed for the project duration. Similarly, the Company also plays its part in establishing connectivity with locals/tribals in areas of operations through local CSR activities which includes, road developments, drinking water supply, providing school amenities for children, medical facilities etc.	Positive: The local employment opportunities are generated which in turns helps in building the food basket of the locals. Further, low absenteeism reduces cost due to less need of rehabilitation.

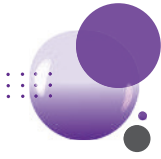


## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Respect and make efforts to protect and restore the environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://tinyurl.com/43py3zd8">https://tinyurl.com/43py3zd8</a>	<a href="https://tinyurl.com/2a8b934t">https://tinyurl.com/2a8b934t</a>	<a href="https://tinyurl.com/38d4n8es">https://tinyurl.com/38d4n8es</a>	<a href="https://tinyurl.com/2auv45pn">https://tinyurl.com/2auv45pn</a>	<a href="https://tinyurl.com/38d4n8es">https://tinyurl.com/38d4n8es</a>	<a href="https://tinyurl.com/2a8b934t">https://tinyurl.com/2a8b934t</a>	NA	<a href="https://tinyurl.com/2auv45pn">https://tinyurl.com/2auv45pn</a>	<a href="https://tinyurl.com/4u35ryvd">https://tinyurl.com/4u35ryvd</a>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Respect and make efforts to protect and restore the environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
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 9001, ISO 14001, ISO 45001					
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Business goals and management system goals are well documented and audited by third party annually. We are certified for Integrated Management System from British Standard Institution (BSi) for the past 9 years.</p> <p>Environmental aspects and significant environment impacts are identified, and environmental goals related to reduce, reuse, recycling and recover is used to optimized resource, mitigate adverse environmental impacts, waste to landfill minimization are taken. Significant change in technology whereby usage of designing of concrete plan, minimizing the curing with water, usage of concrete waste, high performance equipment optimum utilization of resources.</p>								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Respect and make efforts to protect and restore the environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement

PEL has taken social upliftment programme where we have started use of MSME as well SME from the nearby place of our project sites. Many of our contractors other than OEM are from the nearby project locations. This act has saved lot of our resources which includes cost saving due to transportation, energy saving whereby we minimized the indirect source emissions, enhanced the livelihood of the locals, bringing the prosperity to the region and giving them opportunities to develop additional resources.

Some of the Strategic goals which organization has taken are mentioned below:

1. Implementation of Integrated Management System in all the leading work site in next three years' time period (2022-2025)
2. The Management has framed the required Policy on Anti-Bribery and Anti-Corruption. The same shall be adopted and implemented by December 2022.
3. Creating CSR team at corporate and driving CSR project from all our construction sites by December 2022
4. De-carbonization of some of our activities by opting for green energy March 2023
5. Strengthening training division of the organization and training all the employees and workers on issues related to climate change and actions decided by the organization by June 2023
6. Strengthening our HSE functions by recruitment and rigorous training to bring our incident rate to zero by December 2024
7. Developing sustainable sourcing policy and encouraging the suppliers from all the sectors to adapt sustainable sourcing Policies by December 2024
8. ESG /GRI reporting to start by December 2023 onward

PEL expects by adopting these objectives company wide, we shall be able to gain the following:

1. Our commitment for sustainable & organic growth
2. Contributing universal goals for sustainability by governing ourself in responsible sustainable manner towards environment and society
3. Building economy of the country by contributing through time completion of the projects
4. Minimizing Co2 emissions from our construction project by 10% by using best available option for our construction projects

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Ethics & Transparency	Product Responsibility	Human Resources	Responsiveness to Stakeholders	Respect for Human Rights	Respect and make efforts to protect and restore the environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Principle wise Policies are described below								
P1: Ethics and Transparency	The Company's Code of Conduct for Employees, Executive Directors & Senior Management, Non-Executive Directors, Whistle Blower Policy, Anti-Bribery and Anti-Corruption Policy, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Policy for Determining Material Event or Information, Policy on Related Party Transactions and other internal policies elucidate ethical behaviour, transparency and accountability.								
P2: Product Responsibility	Anti-Bribery and Anti-Corruption Policy and QHSE (Quality, Health & Safety and Environment Policy elucidate the commitment towards Product Responsibility								
P3: Human Resources	PEL has various policies to support employee well-being. Besides the organization's Code of Conduct, other policies include the Policy on Protection of Women Against Sexual Harassment at the Workplace (POSH), Policy on Quality, Health and Safety and Environment, Comprehensive Employee Health Insurance Policy, Personal Accident Policy, Policy on Maternity Leave, Policy on Equal Opportunities, Policy on Self-Education for Employees, Policy on Soft Loans to Employees (for housing, furniture/fixtures, vehicles), Policy for Sponsoring Employees for Training & Development								
P4: Responsive to Stakeholders, particularly the marginalised	The organization is focused on social development and increasing the participation of stakeholders in our construction business. We have procurement policy where we employ the work force to large extent from local governance area, all our sites follow the CSR guidelines in terms of the CSR Policy of the Company.								
P5: Respect for Human Rights	The Code of Conduct details the policy on the respect for human rights. The Company through its Human Rights Statement upholds human rights as enshrined in the Constitution of India and supports the principles in the United Nations' Universal Declaration of Human Rights. PEL has not drafted any Policy of its own as we are committed to Constitution of India and UN Principles of Human Rights								



P6: respect and make efforts to protect and restore the environment	PEL has been certified for integrated Management System and has established Quality, Environment and Occupational Health and Safety Policy which is reviewed periodically by the Top Management and this policy is also applicable for all the stakeholders who are associated with our work activities.
P7: Public Policy Advocacy	While PEL may share its expertise to help in the formulation of public policy, it does not directly engage in lobbying or advocacy activities and hence, does not have a specific policy for this purpose.
P8: Inclusive Growth	The Corporate Social Responsibility Policy encompasses activities focused on the marginalised and vulnerable sections of society. In its effort towards inclusiveness, the Company offers medical aid, education, providing books, developing infrastructure, helping them in seeking employment opportunities etc.
P9: Customer Engagement	The Code of Conduct, internal policies, ISO 9001:2015 implementation and certification are the benchmarks on customer service and policies

### Governance, leadership and oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The prime focus of the Company is to carry out the Sustainable business which is primarily based on our commitment on Environmental resilience, social upliftment and good governance structure for the Company. PEL believes that sound principles of governance are a necessary tool for creating long-term value for all its stakeholders and to promote sustainability. The Company regards respect for human rights as one of its fundamental and core values.

Our main business is into constructing Hydroelectric Power Plants which itself is sustainable resource once it operates for next 135 years, which creates zero net carbon emissions from the hydel energy. We are engaged with National building activities which are aligned to Sustainable Development Goals of Government of India. These projects have helped in developing infrastructure in the remote parts of India and helped in economic development of the region while maintaining the environmental resilience.

The Company recognizes that climate change is not just an environmental issue but also a business risk. The Company is increasing its due diligence on environmental, Health and Safety and social risks in its construction business and this is done through continual monitoring of each project.

Quality, Environmental and Occupational Health and Safety Management System has helped establishing system throughout the Company and to all our sites. PEL is building robust HSE system to bring down incident rates, enhancing our efforts for resource optimization, use of alternative or less hazardous process by adapting to latest technology in our field.

Since PEL participates in the Government tenders and all our projects are Government monitored, the challenges for use of latest technology, or use of alternative green solutions (which may be costing higher) adaption to 4R (Reduce, Reuse, Recycle and Recover) process becomes challenging to us. PEL tries to overcome these challenges with our site project review meetings with the client and get it addressed.

PEL is also committed to ESG reporting for its activities and in this direction, we are in preparation stage for our project sites where we are creating teams, developing process and procedures for collection of data and also getting people trained for reporting. Some of the data collection mechanism has been initiated in this direction and organization is in process of adopting ESG policy.

PEL aims to start publishing its ESG reporting from the financial year 2022-23. During COVID-19, the Company continued with construction business and trained its employees, workers and contract workforce about all the COVID-19 related symptoms as well appropriate behavior which was needed at all the work sites.

One of the aims is to control on waste per ton of concrete has been monitored very rigorously and we are trying to see the alternative useful usage of the proclaimed waste as byproduct or product by ourselves or external organization. We are progressing towards this direction and working out to use the waste concrete back to batching plant, usage of construction and demolition waste as aggregate, use of slurry in developing bricks which can be given to the nearby villages for constructing their homes.

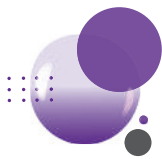
PEL is committed to minimize the energy intensity of our activities from our project sites and will always encourage for green renewable source of energy. PEL's work is restricted to construction activity for a temporary duration but yet the Company tries to minimize the use of energy by conservation, optimization, efficiency building including usage of green energy.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sunil Sapre, Whole time Director DIN: 05356483 Telephone:+91 22 26767500 Email: sunil.sapre@patel.eng.com
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has constituted BRSR committee which is headed by a Whole Time Director. The meetings are held twice in a year for sustainability related issues and for decision making.  Besides the above, the Company has (i) the Audit Committee; (ii) the Corporate Social Responsibility Committee; where also the review is conducted.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Review on Implementation and audit of ISO. Review on BRSR by the BRSR committee. Audit Committee review. HSE review CSR Committee review									Monthly/Quarterly/Half Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance evaluation is being carried out by the corporate legal department. HSE compliances as well HR and IR related compliance monitoring also been carried out. The Corporate Governance related compliances are also reviewed and check by the Company Secretary.									Yearly								





	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes. The organization is certified for Integrated Management System by the British Standard Institution (BSi) for its activities in Quality, Environment and Occupational health and Safety.								
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

##### Essential Indicators

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

Segment	Total number of training and awareness programme held	Topics/Principles covered under the training and its impact	%age of person in respective category covered by the awareness programmes
<b>Board of Directors</b>	2	Familiarisation programmes comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social and governance parameters.	100%
<b>Key Managerial Personnel</b>	12	All employees of the Company undergo various training programmes throughout the year. Owing to the pandemic, during the year, most trainings happened through teams platforms. They have spent around 40 man-hours of training	80%
<b>Employees other than BoD and KMPs</b>	24	All the site employees have been covered for the training on Integrated Management System.	100%
<b>Workers</b>	50	Worker induction program, Health and Safety, Use of PPEs, Work Permit System	100%

- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website): NIL
- 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
- 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. PEL is committed to act professionally and fairly in all its business dealing and relationship and in continuous process of implementing and enforcing system to counter bribery and corruption in any form. Anti-bribery management system (ABMS) policy has been formulated and adopted by the Company to deal with bribery and corruption issue. The web link to the policy is <https://tinyurl.com/33b26ccy>
- Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2021-22	FY 2020-21
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

- Details of complaints with regard to conflict of interest:

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No Complaint received	Nil	No Complaint received
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	No Complaint received	Nil	No Complaint received

- Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest: Not Applicable

### Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total No. of awareness Programme held	Topics/Principles Covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programme
Due to the Covid Situations, value chain interaction could not be held. We are in process of Sustainable Procurement Policy development and shall include value chain partners in training and taking their help in the coming financial year.		



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 Policy is available for the Board of Directors and its Employees. The code of conduct is to ensure the disclosure of the policy to the appropriate authority to further take relevant actions, if required.

**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.

	<b>FY 2021-22</b>	<b>FY 2020-21</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	Given the nature of business of the Organisation, the relevance of the above is largely restricted to best available technology in the field of construction, IT where the organisation continuously keep on improving from the previous year. The organisation has spent substantially on development of IT infrastructure from past 6 years where provision of network, connectivity with the remote sites through telecom and internet facility, hardware and software Capex, during Covid time evolution of digital platform has resolved many connectivity issues and we have developed the capability for remote surveillance and generating real time data. On the other hand, PEL has abreast to the modern technology which includes the speedy tunnel boring machines, robotic shortcircuiting machine etc. The capex is approximately 80% of each project goes into modern updation.		The organisation has kept the environmental care through its ISO 14001 certification for all the site. Further, organisation does take care of the nearby habitant through generating local employment, providing them medical and other facilities and also building infrastructure to the near by places.
Capex			

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?
- The Company has not initiated for the sustainable sourcing Policy as of now but it is intended to implement ISO 20400 & ISO 26000 to cater to the need of sustainable development in the Year 2022-2023.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

- (a) Plastics (including packaging)
- (b) E-waste
- (c) Hazardous waste and
- (d) other waste.

The major hazardous waste of our Industry is Construction and Demolition waste, metal scrap, and waste oil. The following is the process which has been adopted by the Company:

- a) Construction and demolition waste: The waste generated during the concreting is used to strengthen retaining walls and approach roads at project site.
- b) The concrete slurry is collected in the tanks which is also used for bricks making. The same is used for road constructions or it is used to give it back to local people for constructing their house.

- c) The metal Scrap : It is sent to the scrap dealer who in turns sends it back to the TMT bar manufacturers for the bar manufacturing
  - d) The burnt oil or waste oil from the DG set is also used as shuttering oil for the shuttering process as well the remaining waste oil is given to the authorised re-processors.
  - e) Waste paper for the office is sold to the paper dealer who sends it to the paper mills for the recycling.
  - f) Majority of the electrical waste at the project site is either repaired or it is sold under buy back agreement. The electronic waste is also collected and handed over the authorised E Waste reprocessor.
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.

There is no such requirements as per contractual condition for the civil construction activities.

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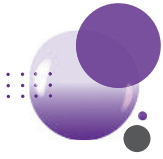
#### Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
4290	Constructions of dams, tunneling activities as well road construction	100%	Organization has not conducted any LCA but has considered the life cycle perspective in its planning and execution of ISO 14001: 2015 to all the sites. The design capability and the design strength of any hydropower plant is around 135 years and after that if any environmental impact if it is going to be there, it would be around 90% of construction and demolition waste. The technology evolution is continuous process, and we envisage by that time even 100% of the C&D waste will be reused back into the construction.	No	No

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2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
<b>C&amp;D Waste</b>	<b>Land Pollution</b>	<b>Reuse of the entire waste in construction business</b>
Disposal of hazardous waste like waste oil, tyres, oil filters, waste chemical containers, paint etc.	Land and Air pollution due to incineration and further secured land fill by the agencies.	Minimization of the waste, Appointment of OEM to handle all the construction equipment's and the waste management , green chemicals, curing chemical usage to minimize the water consumption

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2021-22	FY 2020-21
	Approximately 10% of the C&D waste is being used	

5. 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:

	FY 2021-22			FY2020-21		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	5 tonnes per annum	NA	NA	Collected and kept for
E-waste	NA	NA	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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

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

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

**Essential Indicators**

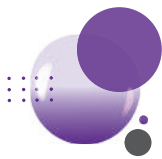
1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		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)
<b>Permanent employees</b>											
Male	2,202	2,202	98%	2,202	98%	0	0%	0	0%	0	0%
Female	45	45	2%	45	2%	0	0%	0	0%	0	0
Total	2,247	2,247	100%	2,247	100%	0	0%	0	0	0	0
<b>Other than Permanent employees</b>											
Male	0	-	-	0	0%	-	-	-	-	-	NA
Female	0	-	-	0	0%	-	-	-	-	-	NA
Total	0	-	-	0	0%	-	-	-	-	-	NA

\*No benefits availed during the year FY 2021-22

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	0	0	0%	2,061	100%	-	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-	-
Total	0	0	0%	2,061	100%	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	0	0	-	2,023	100%	-	-	-	-	-	-
Female	0	0	-	0	0%	-	-	-	-	-	-
Total	0	0	-	2,023	100%	-	-	-	-	-	-



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

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	covered under Workmen Compensation Act					
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.

Various offices of the Organization, including the registered and corporate office have ramps for easy movement of differently abled people. Most offices are either on the ground floor or have elevators and infrastructure for differently abled individuals. Wheelchair accessible restrooms are available in certain premises of the organization.

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.

The Organization believes in equal opportunity for all its employees, wherein the Company is committed to provide an inclusive work culture and an environment free from any discrimination. PEL values and welcomes diversity and does not treat anybody differently based on their race, sex, religion/beliefs, disability, marital or civil partnership status, age, sexual orientation, gender identity, gender expression, caring responsibilities, or any other class of person protected by laws in the country. However, due to nature of business, the construction site are not in position to employ differently abled but for all the offices and corporate offices there is no hindrance.

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				
Female	No Employee has applied for parental leave in the year 2021-22			
<b>Total</b>				

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	<b>Yes/No</b> (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Human Resource function at the site has the process of handling all the types of grievances redressal mechanism in place as per HR Policy of the Company. The Head HR function also deals with any type of grievance in written or oral form. HR Head is accessible to all for lodging grievance and its redressal from them.</p> <p>PEL has always believed in open and transparent communication. Employees are encouraged to share their concerns with their business heads, HR or the members of the senior management. PEL has always followed an open door policy, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the Corporate Whistleblower Policy Initiative provides a formal platform to share grievances on various matters. The details of the grievance mechanism are shared with employees through a specific module. New recruits are also sensitized on the various policy and mechanism and forms part of the employee induction program. The Company has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The organizations policy on the same is placed on the Company website. The ICC comprises majority of women members. Members of the Corporation's ICC are responsible for conducting inquiries pertaining to such complaints.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	





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

Category	FY 2021-22			FY 2020-21		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	0	0	0%	0	0	0%
- Male	0	0	0%	0	0	0%
- Female	0	0	0%	0	0	0%
<b>Total Permanent Workers</b>	0	0	0%	0	0	0%
- Male	2,023	680	33.61%	2,023	680	33.61%
- Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2021-22					FY 2020-21				
	Current Financial Year					Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
	No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)	
<b>Employees</b>										
Male	2389	2389	100%	2389	100%	2387	2387	100%	2432	100%
Female	45	45	100%	45	100%	45	45	100%	45	100%
<b>Total</b>	<b>2434</b>	<b>2434</b>	<b>100%</b>	<b>2434</b>	<b>100%</b>	<b>2432</b>	<b>2432</b>	<b>100%</b>	<b>2432</b>	<b>100%</b>
<b>Workers</b>										
Male	1836	1836	100%	1836	100%	1836	1836	100%	1836	100%
Female	0	0	100%	0	100%	0	0	100%	0	100%
<b>Total</b>	<b>1836</b>	<b>1836</b>	<b>100%</b>	<b>1836</b>	<b>100%</b>	<b>1836</b>	<b>1836</b>	<b>100%</b>	<b>1836</b>	<b>100%</b>



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

Category	FY 22			FY 21		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2,202	2,202	100%	1,148	2,085	100%
Female	45	45	100%	45	45	100%
<b>Total</b>	<b>2,247</b>	<b>2,247</b>	<b>100%</b>	<b>1,193</b>	<b>2,132</b>	<b>100%</b>
<b>Workers</b>						
Male	2,023	2,023	100%	937	937	100%
Female	0	0	100%	0	0	100%
<b>Total</b>	<b>2,023</b>	<b>2,023</b>	<b>100%</b>	<b>937</b>	<b>937</b>	<b>100%</b>

10. Health and safety management system:

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

Yes, all the projects of PEL are certified for ISO 45001:2018. We ensure that all system requirements are fulfilled across the project sites through various inspections and audits. Our top management is committed to ensure the OH&S of workers during the project execution. We strive to achieve the “The mission Zero Harm” through various EHS programs and consultation and participation of workers.

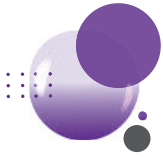
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The process of Hazard Identification and Risk Assessment is intended to establish a standard procedure for determining Occupational Health and Safety Risks and their overall significance relating to the organizational activities. Risks arise from the interaction between people, equipment, materials and the work environment. This Procedure is primarily concerned with personal injury and ill health risks and does not address damage to plant and equipment, except when such damage may injure people. The task of risk assessment should involve both identification of the hazards and undertake an evaluation of the impacts of the risks Involved.

To ensure that there is a formal process for hazard identification, risk assessment and control to effectively manage workplace and safety hazards at the construction sites of Patel Engineering Limited. A Hazard Identification and Risk Assessment (HIRA) document has been prepared that evaluates risk associated with a specific hazard and is defined by probability and frequency of occurrence, magnitude, severity, exposure, and consequences.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/No)

Yes, PEL has proper system and process to ensure the Occupational Health and safety of workers during project execution. We provide proper communication channels like verbal communication to Site supervisors, Walkie Talkies, intercom system for immediate transfer of OHS hazards associated with the work. Every day we conduct EHS Tool Box Talk where the site Incharge Explains the OHS hazards associated with the activities and the control measures are taken to eliminate the hazards or to reduce the risk. During the TBT we ensure the consultation of workers in OHS matters. Adequate supervision provided at site to identify and correct UAs/UCs immediately. All workers are instructed to remove themselves from any UAs/ UCs without any delay until necessary corrective actions taken.



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

Yes, PEL provides first aid and medical centers at all our projects and full time competent first aiders are deployed round the clock. We deploy Part time Doctors at all our site to ensure detailed medical prescription to the workers. All sites are provided with emergency ambulance equipped with advanced medical devices. Periodical health check up campaigns are organized at site level to ensure non occupational medical help to workers and staff.

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.39	0.28
	Workers		
Total recordable work-related injuries	Employees	4	3
	Workers		
No. of fatalities	Employees	3	1
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers		

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

PEL ensures a safe and healthy workplace across its project sites by implementing OH&S Management System (ISO 45001). Competent OH&S Officers are deployed at site to implement and monitor EHS Management system and to provide detailed advice on OH&S matters. We ensure that the risk associated with the project execution activities are under control and minimized as low as reasonably practicable through proper Hazards identification and Risk assessment process and implementing necessary control measures in an effective manner. Pre deployment medical screening and periodical health checkup of workers being done to ensure the health and fitness of workers. Several EHS programs like EHS walkthroughs, EHS Inspections, EHS audits, EHS Trainings, Tool Box Talks, Health campaigns, Skill medical tests, Permit To Work systems and EHS Awards are planned and implemented to improve safety culture at workplace. We ensure the participation of workers in all EHS programs through consultation, motivation and delegating EHS responsibilities. We always consider the safety of workers as prime goal and made arrangements to understand their needs, expectations and complaints and to take necessary corrective actions in a timely manner. We ensure that all necessary PPEs are provided to the workers to safeguard them from residual risk.

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

	FY 2021-22			FY 2020-21		
	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	5	0	-	4	0	-
Health & Safety	6	0	-	5	0	-

14. Assessments for the year:

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

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.

In continuation to the detailed investigations of incidents happened at various project sites, we have initiated horizontal deployment of following Corrective Actions to prevent further recurrence of similar incidence at project sites.

1. EHS Inspection checklist of all construction vehicles, equipment's and tools & Tackles are created, Inspections plan in Monthly Activity Plan and ensued that all inspections are carried out as per the plan.
2. Third Party Inspection of all lifting equipment's, tools and tackles made mandatory and ensured that inspections being conducted periodically.
3. Batch wise Tool Box Talk being conducted at all sites Daily/ shift wise.
4. Permit To Work system implemented for all high risk activities like Lifting and lowering operations, excavation and mining works, Tunnel works, Hot works, Work at height etc.

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#### Leadership Indicators

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1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). Yes. All the Employees has been covered under Accidental policy and all the workers covered under Employee compensation Act as well as Group personal Accident Policy.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

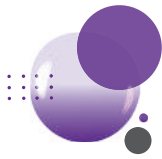
All the Contract laboureres are covered under Applicable Labour Laws and they are abide to pay statutory dues to the respective authority.

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

	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 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	0	0	0	0
Workers	4	3	4	3

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)** Yes, The transition Assistance is provided on the onset of the final leg of employability with PEL. The present method is to find out the ways and means of further association on contractual basis as per case to case basis where the need for experience and capabilities are assessed and contractual agreement is signed.
5. 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)

Yes, The transition Assistance is provided on the onset of the final leg of employability with PEL. The present method is to find out the ways and means of further association on contractual basis as per case to case basis where the need for experience and capabilities are assessed and contractual agreement is signed.



6. **Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	100% all the site contractors must obey HSE requirements of PEL. HSE manual, with site safety plans, formats and also
Working Conditions	100%

7. 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.
8. In continuation to the detailed investigations of incidents happened at various project sites, we have initiated horizontal deployment of following Corrective Actions to prevent further recurrence of similar incidence at project sites.
9. EHS Inspection checklist of all construction vehicles, equipment's and tools & Tackles are created, Inspections plan in Monthly Activity Plan and ensued that all inspections are carried out as per the plan.
10. Third Party Inspection of all lifting equipment's, tools and tackles made mandatory and ensured that inspections being conducted periodically.
11. Batch wise Tool Box Talk being conducted at all sites Daily/ shift wise.
12. Permit To Work system implemented for all high risk activities like Lifting and lowering operations, excavation and mining works, Tunnel works, Hot works, Work at height etc.

**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.

Any individual or group of individuals or institution that adds value to the business chain of the Patel Engineering Limited is identified as a core stakeholder. This *inter alia* includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organizations, suppliers amongst others

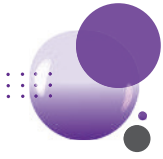
<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Shareholders	No	Website, Newspapers, Stock Exchange Intimations, Emails, SMS, Courier etc.	Quarterly/ Half Yearly/ Annually	Investment, various projects undertaken by PEL. Bad investment, sustainable development, upcoming project information.
Customer	No	Emails, SMS and Meetings	As per project requirements	Progress review meeting, HSE meetings

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
Regulators	No	Emails, Notice board, in person meeting	Quarterly/ Half Yearly/ Annually	All the consent requirements related to environment, health and sustainability
NGO	No	Meetings, emails	As per interaction requirement or query	For charity, for environmental or employment of the marginalised sections in the project area
Employees	No	Meetings, inductions, grievance addressal	As and when needed	Performance, leaves, education, training, career enhancement
Board of Directors	No	Meetings	Quarterly/ Half Yearly/ Annually	COC, POSH, upcoming project information, planning meetings etc.
Community	Yes	Meeting as well through email	Regularly at the project site locations	Engagement in employment, Corporate Social Responsibility Projects etc.
MSME	Yes	Engagement as supplier	Regularly at corporate office as well at project locations	Engagement through supplier development programme
Other than MSME suppliers	No	Engagement as supplier for sustainable growth	Regularly	Engagement through supplier development programme
Workers Permanent as well contractual	No	Engagement through Health and Safety Committee meetings, hazard identification etc.	Regularly	Safety committee meetings to ensure the safety at work place

#### Leadership Indicators

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

The Organization has always maintained that a constant and proactive engagement with our key stakeholders enables the Corporation to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Organization to better serve its stakeholders. The board is kept abreast on various developments and feedback on the same is sought from the directors.



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.

Yes process of consultation, participation and communication is in place and all the sites have a practice of Safety Committee meetings, Risk related to environment and Health and safety are identified, reported and action are taken accordingly. The Core team at the site receives the information of new hazards or the environmental risk, which is analyzed quantifiably and then control actions are determined with the help of the team members.

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

The stakeholder engagement are initiated with the overall goal of the organization towards one of the pioneer in nation building. The stakeholders are engaged through generating local employment opportunities, through Corporate Social Responsibility projects which are identified by the local Site management with the local authorities, gram panchayats and vulnerable society. The legal authorities are also reported from time to time as per compliance requirements.

#### 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 2021-22			FY 2020-21		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2247	2247	100%	1193	1193	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>2247</b>	<b>2247</b>	<b>100%</b>	<b>1193</b>	<b>1193</b>	<b>100%</b>
<b>Workers</b>						
Permanent	2023	2023	100%	937	937	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>2023</b>	<b>2023</b>	<b>100%</b>	<b>937</b>	<b>937</b>	<b>100%</b>

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

Category	FY 2021-22					FY 2020-21				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent										
Male	-	-	-	-	0%	-	-	-	-	0%
Female	-	-	-	-	0%	-	-	-	-	0%
<b>Other than Permanent</b>										
Male	0	-	-	0	100	0	-	-	0	100
Female	0	-	-	0	0	0	-	-	0	-
<b>Workers</b>										
Permanent										
Male	2023	2023	100	-	-	937	937	100	-	-
Female	0	0	0	-	-	0	0	0	-	-
<b>Other than Permanent</b>										
Male	2061	2061	100	-	-	1800	1800	100	-	-
Female	0	0	0	-	-	0	0	0	-	-

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

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in ₹)	Number	Median remuneration/ salary / wages of respective category (in ₹)
Board of Directors (BoD)	3	51,72,174	1	17,76,369
Key Managerial Personnel	2	33,95,805	2	21,00,304
Employees other than BoD and KMP	2242	11,66,525	45	10,83,000
Workers	2023	3,15,941	0	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. The Head HR of the Company oversees the human resources function in the PEL. In addition, the director in charge of business responsibility along with the executive directors are responsible for addressing any human rights issues caused or contributed by the business

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Organization is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. Patel Engineering Limited believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe





or disruptive conditions, either due to external or internal threats. Accordingly, PEL has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

PEL also has zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse. As a matter of policy, PEL does not hire any employee or engage with any agent or vendor against their free will.

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

	FY 2021-22			FY 2020-21		
	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	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

The Organization is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and / or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification and expression (including transgender identity), political opinion, medical condition, language as protected by applicable laws. The Diversity & Inclusion Policy is in developmental stage where we are establishing the objective of the policy is to ensure that the Company continues to be an employer for all diversity groups - gender identity, disability, caste, creed, colour, religion, marital status, age, sexual orientation and expression, medical condition, language and any other aspects as applicable, to create and foster an open culture of inclusion for all its stakeholders; and to create an environment which has zero tolerance for discrimination. Patel Engineering Limited also has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Organization on a regular basis sensitizes its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programme which are held on a regular basis

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

Yes, in certain business agreements and contracts where relevant

9. Assessments for the year: 2021-2022

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	The Organisation is in compliance with the laws, as applicable.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable.

**Leadership Indicators**

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

The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. This is in alignment with its Human Rights Statement. The Company regularly sensitizes its employees on the Code of Conduct through various training programs as well.

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

As mentioned above the due diligence is conducted with Code of Conduct.

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

The registered and corporate office of the Patel Engineering have lifts for easy movement of differently abled visitors. Most of the offices are located in cities which may be on the ground floor or have elevators and infrastructure for differently abled visitors. Wheelchair accessible restrooms are available in certain offices of the Organisation. Patel Engineering limited is also building ramps in some of the offices for ease the movement of differently abled person. The persons in our offices are trained for extend all kinds of necessary assistance

4. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Child labour	The Organisation expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Organisation in all their dealings. No specific assessment in respect of value chain partners has been carried out other than certain covenants where some of these parameters are being monitored closely.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No corrective action is necessitated as 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 2021-22	FY 2020-21
Total electricity consumption (A)	301287970800000.00	106239077600000.00
Total fuel consumption (B)	939417545387519.00	838531312592536.00
Energy consumption through other sources (C)	1364429571187210.00	1656453761580090.00
<b>Total energy consumption (A+B+C)</b>	<b>2605135087374730.00</b>	<b>2601224151772620.00</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	4076028845.76	284636264.72
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable

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

Parameter	FY 2021-22	FY 2020-21
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13655105.54	27227198.29
(ii) Groundwater	11410866.34	8827726.60
(iii) Third party water	1645281.00	309858.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26710352.88	36363282.89
<b>Total volume of water consumption (in kilolitres)</b>	<b>26267311.56</b>	<b>36077598.89</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	<b>0.91</b>	<b>0.12</b>
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

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

No. The zero liquid discharge is not possible to be implemented due to nature of business. However the waste water discharge from the site is treated and reused.



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

Parameter	Please specify unit	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	g/kw-hr	0.09	0.12
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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, GEO Globe Consultants is one of the agencies conducting third party inspections for our sites.

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

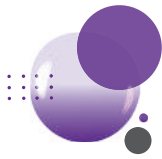
Parameter	Unit	FY 2021-22	FY 2020-21
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The source emission data calculation shall be initiated this year onward. The sites are temporary sites and scope of reduction of emission is purely dependent on the location (in our case mostly remote). However the efforts are always there to minimize the emission (scope 1 and Scope 2) from the fuel and energy usage control	
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

No. We shall initiate the collection of data and getting it evaluated from the external agency from financial year 2022-2023 onward

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

No, at present GHG calculation



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

Parameter	FY 2021-22	FY 2020-21
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	15.25	17.42
E-waste (B)	0	0
Bio-medical waste (C)	2	1.5
Construction and demolition waste (D)	Reused at site	Reused at site
Battery waste (E)	Buyback arrangement	Buyback arrangement
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	434.62	230.34
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>449.87</b>	<b>247.76</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste Plastic : Given to the vendor who in turns sends back to recyclers</b>		
(i) Recycled	15.25	-
(ii) Re-used	0	-
(iii) Other recovery operations	0	-
<b>Total</b>	<b>15.25</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Oil filters , oil rugs	-
(ii) Landfilling	0	-
(iii) Other disposal operations	0	-
<b>Total</b>	<b>-</b>	<b>-</b>

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. We are certified for ISO 14001, ISO9001 and ISO 45001 and all our locations are also audited from time to time. The external agency conducts audits on the compliance.

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.

The Company has adopted ISO 14001. We have created segregation of hazardous waste locations at all the sites. The hazardous waste associated with our activities are primarily oil contaminated rugs, oil filters and air filters as well waste oil which is collected and normally given to hazardous waste management body. Due to the site locations, the hazardous waste agencies of the state they cannot reach to us, the same is collected and sent them for either incineration or sent for secure land fill. The medical waste (bio medical waste) is also collected, and sent for incineration to the nearby hospital or the hospital with which we do have tie ups. The nature of the business allows you to restrict the usage of hazardous chemicals. We do use the construction chemicals which are used as per requirements.



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:

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.
1	Sleemanabad Tunnel Project, Jabalpur Road, House no-08, Harsh Nagar, Katni, Madhya Pradesh-483501	Water carrier Tunnel construction	Y
2	Shongtong-Karchham H.E. Project, Rekong - PEO, District Kinnaur, Himachal Pradesh - 172 107	Hydro Electric Power project Construction	Y
3	Parnai HE Project, P.O. Draba, Teh. Surankote, Dist.:Poonch - 185122, J&K	Hydro Electric Power project Construction	Y
4	USBRL-T2, IRCON Project, Vill+Po: Bhaga, Tel: Katra, Dist: Reasi, Pin-182311, Jammu and Kashmir	Railway tunnel Construction	Y
5	USBRL, T-15 Project, Village-Chakani, Sangaldan, Tehsil-Gool, District-Ramban, Jammu & Kashmir-182144.	Railway tunnel & Bridge Construction	Y
6	Kundah Pumped Storage HEP, 4E Type Quarters, Block No: 8, House no:3, Emerald Camp, PO: Emerald-, Pin-643209, Dist.: Nilgiri, Tamil Nadu	Hydro Electric Power project Construction	Y
7	ARUN III H. E. Project, Near SAPDC Complex, Tumlingtar, Khandbari -9 Dist : Sankhuwasabha, Nepal	Hydro Electric Power project Construction	Y
8	AMT-II Tunnel Project, Hegdewar Udhyan, Near Vidhya Bhawan High School, Barrister Nath Pai Nagar, Ghatkopar East, Mumbai, Maharashtra	Water carrier Tunnel construction	Y
9	Sela Road- Tunnel Project, C/O - Mr. Dor Sonam, Vill - Senge, P.O. - Dirang, Dist - West Kameng, Arunachal Pradesh - 790101	Road tunnel Construction	Y
10	Kiru Hydro Electric Project, Village Keroo / Galhar Bhata, Tehsil Nagseni, P.O Kishtwar District Kishtwar. (Jammu and Kashmir)	Hydro Electric Power project Construction	Y
11	Subansiri Lower Project, NHPC Ltd.C.O Dollungmukh, Kolaptukar, Distt- Kamble, Arunachal Pradesh-791120	Hydro Electric Power project Construction	Y
12	Luhri HEP Stage-I, Village Nirath, Post Dattnagar, Tehsil Rampur, Dist. Shimla.	Hydro Electric Power project Construction	Y



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
Shongtong karcham hydro electric project 450MW Parnai USBRL (T-2), construction of two tunnel 5130 mtr long each. Construction of Tunnel T-15, part, Tunnel T-14 Including Bridge No. - 61 (Between Km 73.785 to Km 86.848 approx.) on Katra-Banihal Section of Udhampur-Srinagar-Baramulla New BG Railway Line Project (Package T-15), over an Area of 0.4751 ha.(3,00,000 cubic metre)					
Kundah Pumped Storage Hydro Electric Project (4x125MW) ARUN 3 HEP (900) Nepal - Power House, Surge Shaft, ADIT 4, VPS AMT II Sela Pass Kiru NHPC Subansiri Lower Hydro Electric Project (2000MW) LUHRI HEP STAGE-I Hydroelectric Project Teesta VI Hydroelectric Project					EIA is carried out by the client before the project handover. EIA assessment is carried with all the approvals from Ministry of Environment, Government of India and Forest department.

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:

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 agencies such as pollution control boards or by courts	Corrective action taken, if any
				There is no non-compliance of any environmental compliance requirements. All the legal requirements and environmental statements are filled and submitted. No notice or show cause notice was received from pollution control board in any of our project.

### 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 2021-22	FY 2020-21
<b>From renewable sources</b>		
Total electricity consumption (A)	229271151600000.00	74802084800000.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>229271151600000.00</b>	<b>74802084800000.00</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	310652046000000.00	107452846400000.00
Total fuel consumption (E)	1855902605294280.00	1672808470017810.00
Energy consumption through other sources (F)	1364429571187210.00	1656453761580090.00
<b>Total energy consumed from non-renewablesources (D+E+F)</b>	<b>3527788953230600.00</b>	<b>3434531181067110.00</b>

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

2. Provide the following details related to water discharged:

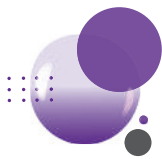
Parameter	FY 2021-22 (Current Financial Year)	FY 2022-21 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

The activities that involves water discharge are made sure that there is no direct discharge of water in the natural environment.

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

No





3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Not Applicable as ours is temporary sites and we tap water from river or mountain to serve the purpose of Dam constructions. In all conditions the water used is purely for construction, washing purpose only. There is no hazardous chemicals or waste water is discharged to the streams or sent to underground water table.

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2021-22	FY 2020-21
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13655105.54	27227198.29
(ii) Groundwater	11410866.34	8827726.60
(iii) Third party water	1645281.00	309858.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres)	26711252.88	36364782.89
<b>Total volume of water consumption (in kilolitres)</b>	<b>26267311.56</b>	<b>36077598.89</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.01	0.01
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	0.00	0.00
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Yes	Yes
- No treatment	No discharge is done directly in the natural flow of water	
- With treatment – please specify level of treatment		
(ii) Into Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Parameter	Unit	FY 2021-22	FY 2020-21
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

The scope 3 emission data not available due to process for measuring the scope 3 emission data yet to be established. Since the project locations are remote part and multisite operations, the emission data from upstream and downstream at present not being calculated, The same is going to be addressed in the coming year 2022-2023 report onwards.

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

No

5. 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.

All the Governmental project sites, the EIA reports contains the biodiversity analysis and accordingly there may be impacts on the human populations which may get relocated. The action required are taken by the client before the handover of the site for development. Patel Engineering Limited help in rehabilitation, job creation, providing infrastructure support by building roads, proving clean water, sanitation, health services voluntarily

6. 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:

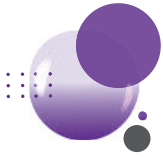
Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
01	Wherever possible buying green energy at the source of project site.	Trying to power source from hydro or solar at all the project sites where ever captive power source is needed	Carbon saving
02	Use of construction and demolition waste in construction	All the project site will use the concrete waste generated at the site by recycling it.	Waste converted to resource.

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

All the project sites have approved disaster management plan which is also strengthened with the regular drills conducted at the site. All the project locations mostly buy material from the local area or the vendors are developed from the local area. The storage capacity has been developed in such a way that minimal hinderance to the business is ensured. The type of activity is constructions where manpower is employed for a temporary period of time. The end product of our activities results in carbon savings.

8. 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?

No Significant environmental impact due to Dam and Hydroelectric power plants.



9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Presently we ask for Environmental ISO 14001 certification from the organisation. This will be initiated in FY 22-23

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

- a. Number of affiliations with trade and industry chambers / associations. 04
- 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	Central Board of Irrigation and Power	National
2	Construction Federation of India	National
3	Federation of Indian Export Organisations	National
4	National Safety Council	National

6. 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 is no issue related to anti-competitive or any adverse orders passed by regulatory authorities which need to be addressed by PEL		

**Leadership Indicators**

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available

PEL executives have, over the years, played a key role in designing the hydroelectric power plants for the civil construction areas in association with its own client. Patel Engineering limited has been invited Recognising expertise, industrial bodies have invited PEL's executives to join a number of committees and task forces related to Construction projects of national Importance. As such, the Organisation does not take part in any lobbying.

**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 for construction business. It is carried out by our clients

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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SIA as well as environmental Impact assessment are carried out by our clients. Rehabilitation of the population is planned by the client with due consideration of impact assessment and agreement of the community. We work as a EPC contractor to carry out construction activities and we receive work order as per civil contract.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Rehabilitation and Resettlement of the project affected people are carried out by the Client. PEL has no role in any human resettlement and rehabilitation.

3. Describe the mechanisms to receive and redress grievances of the community.  
The Community people at local level for their needs are dealt with consultation of client if required.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2021-22	FY 2020-21
Directly sourced from MSMEs/ small producers	1%	1%
Sourced directly from within the district and neighboring districts	30%	31%

**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):

Details of negative social impact identified	Corrective action taken
Not applicable to the Company as this comes under client's (employer's) scope of work.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
			Nil

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



No such preferential procurement policy in existence. Most of the major supplies are from the client approved vendor where cost, quality and delivery factors are decided by the client. However whatever purchased at site we try to procure from MSME as well SME enterprises.

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

1% of the total procurement is from the MSME

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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	Not Applicable			
	All detailed drawings and planning are prepared and approved by client			

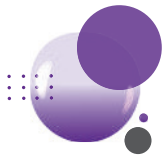
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		
All detailed drawings and planning are prepared and approved by client		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	<b>Tunnel Project - USBRL T 15</b>		
	Potable Water is being provided by tankers to areas near the Project site viz. Sangaldan Police Station, Sangaldan Public Health Center, Sangaldan Market (Road Cleaning once in a week), Bhat Mohalla, Peer Mode, Chakhanni, Baralla, Kushala, Kartar Mode, Ind on continuous basis. Previously, people in this area were using spring water which is impure & mostly contaminated with soil impurities. The water source used to go dry during summer season. The percentage of water borne diseases reduced drastically because of aid provide by the Company.	4000	40%

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	<p>Providing ambulance Services on continuous basis for all residents/locals near the Project area viz. Mawalkote, Chakhanni, Baralla, Kushala, Kartar Mode, Ind on continuous basis. There is only one Ambulance with Sangaldan PHC which is stationed at a distance of more than 25 kms. at Sangaldan. It was difficult for patients &amp; in case of emergencies to go to Sangaldan or Ramban District Hospital (70 kms.). Our Ambulance Service is available 24 X 7 throughout the year.</p>	3000	Anyone can use
	<p>Bus Service facility (free of charge) on continuing basis for residents &amp; students near Project area viz. Bhat Mohalla, Peer Mode, Chakhanni, Baralla, Kushala, Kartar Mode, Ind. This area is situated on the top of mountain. There is no mode of transport for going to nearest market place – Sangaldan. It was difficult for students to attend school located at Sangaldan. They walked all the way to school which is 25 Km from the market place. Now students attend the school well in time &amp; come back home safely in the evening. Women of the house also can go to local market for purchasing groceries &amp; other household material.</p>	All local residents can use it.	Every one
	<b>Tunnel Project USBRL - T 2</b>		
	<p>Medicine aid: Providing face mask, Sanitizers, COVID -19 Vaccines (1<sup>st</sup> &amp; 2<sup>nd</sup> Doses), Vitamin -C Tablets and medicines for common ailments. All the patients are from surrounding villages (Sirla, Kotli, Bhaga and Chamaida)</p>	Covid rescue mission	All the affected population of the nearby area
	<p>Maintenance Public Roads: Maintenance works includes Muck filling &amp; Soil filling, dozing and compaction on the various locations of link roads in villages (Sirla, Kotli and Chamaida). Maintenance work were frequently done after rain fall.</p>	For the civic body to ease the traffic for all the users	All the affected population of the near by
	<p>Road Protection work: Protection works includes wire crate walls, Retaining wall (for Avoiding landslides and shooting stones) and Drainage work along road side for proper channelization of water in nearby villages.</p>	Avoiding landslides and shooting stones	For all the road users
	<p>School Ground: Government High School, Sirla, Bhaga. (Area of ground =25 X 30=750 Sqm) Excavation &amp; Surface Levelling, Hard rock removal, Soil filling. Compaction and Levelling with JCB.</p>	To provide school children good place to play	For school children



S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	<p>Repairing of Water Pond &amp; restoration of Water Supply tank for local consumption:</p> <ul style="list-style-type: none"> <li>- Drinking Water Tanker (JK20-6954) was supplied twice a month during summer for Villagers in Sirla, Bhaga, Kotli, Kariana and Chamaida due to water shortage in the Main sources &amp; surrounding ponds.</li> <li>- Repairing work of water pond includes bottom surface cleaning ,levelling, Muck filling, 100mm thick invert P.C.C and plastering works through out.</li> </ul>	To help the villagers to have access to water during summer time	For 5 villages
<b>Hydro Project KIRU HEP</b>			
	Provided Computers & Furniture to Government Girls Higher Secondary School, Kishtwar, District Kishtwar.	Education and training to the school in girls' education sector	Approximately 200 children
	Renovation of Public Road and foot path near Project Site. The road is from highway approaching to Piyas village that will benefit the local villagers of Piyas Panchayat.	Road work and foot path to ease commutation	Road renovation
	To facilitate Isolation Centre at the Project site to accommodate Covid patients from the villages, purchase of safety equipment and Medicines for COVID-19 patients. This facilities could benefitted around 100 villagers.	Covid rescue mission 100 villagers	100 villagers
	Construction of water storage tank near Village Chicha. This storage facility provides continuous water supply to the villagers throughout the year.	Water supply for domestic use	1000 villagers are able to get the water
	On July 28 <sup>th</sup> a cloudburst occurred at village Hunzar in Kishtwar District in which the village got damages and several villagers lost their lives also. For some Relief and Rehabilitation to the flood affected people of Hunzar Village, we had provided the material to reconstruct their shelters.	Shelter material for flood affected people	
<b>Luhri Hydro Project</b>			
	Civil work for Dispensary facility to Local villagers at Nirath Village.	Medical facility	One complete village
<b>Subansiri Hydro Project</b>			
	Subansiri Hydro project is located at a remote and socio and economically weak area. Considering this aspect, Company constructed Volley ball court/badminton court at Dolumukh Village for the local youths so as to make a place for their talent growth and also make them physically fit.	Sports encouragement	Complete Dolumukh village around 800 villagers

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	Condition of the Road from Vibekanand Kendriya Bidyalay, Dolumukh to Dolumikh Police Station was not in a shape for pedestrians. The locals approached the Project site for PCC road for smooth walking and also for vehicular movement. Certain amount was spent towards improvement /repair of the Roads.	To develop the roads for locals to ease the vehicular movement	
	Potable drinking water at Dolumukh village to facilitate 24 hours water supply.	Drinking water project for the villagers	Potable drinking water plant for entire village
	Levelling of the land for human settlement and construction of houses therein. Providing farming for thier livelihood and making the land suitable for children at the village to play.	Land leveling and settlement of nearby habitant	Around 50 villagers
<b>Hydro Electric Project Kundah Pumped Storage</b>			
	Installation of Water supply pipeline for Kattukuppai village: Location – Kattukuppai village Total Population of Village – 80 no’s Reason for Installation – Drinking Purpose Scenario before Installation – Facing issues in availability of drinking water. Work Description - Pipeline has been installed from 1km apart from the village to the Tank which has been installed for drinking water purpose.	Installation of water supply line to make available water	1 km pipeline was installed to ensure water supply
	Renovation work for Government school in Gandhikandi village: School Name - Government Elementary School. Location – Gandhikandi Village Work Description - Repairing of Roof, Toilets, Pipeline, Painting work etc.	Repairing and renovation of school	School children of elementary school
<b>Financial assistance for Sports Education</b>			
	Company has provided aid for nationally recognized sports education	Sports aid	For education on sports





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

**Essential Indicators**

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

The organization is engaged in EPC project which is duly monitored by the Client either directly or through project management Consultants. The project wise progress review as well any kind of modification, structural changes and any kind of complaints including complaints related to Environmental, Health and Safety are discussed with client at site or in their project office periodically. All such complaints are handled and resolved directly.

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

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2021-22		Remarks	FY 2020-21		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	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

	Number	Reasons for recall
Voluntary recalls	We are not manufacturing consumer goods. Hence it is not applicable.	
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.

At present we don't have any such policy. But the data is secured through servers which have protection of all kind of malware, trojans, viruses etc. The email servers are also protected at the organization level.

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 such corrective action required as no such issues are in place.

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### Leadership Indicators

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1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
All the product and project related information are available at [www.pateleng.com](http://www.pateleng.com). All the company policies are mentioned in the investor section on the website. Further, people can do reach to us and all the email addresses are mentioned on the website. The downloadable form of reports , annual reports, BRSR reports are also uploaded on the website.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
We don't have any such product. The project safety plan at the worksite is good enough to take care of project safety for all the people associated with the project.
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 due to nature of product
5. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches along-with impact
  - b. Percentage of data breaches involving personally identifiable information of customers

There is no data breach till date. All the customer sensitive data is secured with confidentiality agreement with the user and the customer.