



# G R INFRAPROJECTS LIMITED

(Formerly known as G.R. Agarwal Builders and Developers Limited)

CIN : L45201GJ1995PLC098652

16<sup>th</sup> August 2024

**To,**  
**BSE Limited**  
Phiroze Jeejeebhoy Towers  
Dalal Street, Fort  
Mumbai – 400001  
**Scrip Code: 543317**

**National Stock Exchange of India Limited**  
Exchange Plaza, Plot No. C-1  
G Block, Bandra-Kurla Complex, Bandra(E)  
Mumbai -400051  
**Symbol: GRINFRA**

**Sub: Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2023-24.**

Dear Sir,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the BRSR for the Financial Year 2023-24, which forms part of the Annual Report for the Financial Year 2023-24.

This is for your information and record.

Thanking you,

Yours sincerely,

**For G R Infraprojects Limited**

**Sudhir Mutha**  
**Company Secretary**  
**ICSI Membership No. ACS18857**

Enclosed: As above.

**CORPORATE OFFICE :**  
2nd Floor, Novus Tower  
Plot No. 18, Sector-18  
Gurugram, Haryana-122015, India  
Ph.: +91-124-6435000

**HEAD OFFICE :**  
GR House, Hiran Magri, Sector-11  
Udaipur, Rajasthan-313002, India  
Ph.: +91-294-2487370, 2483033

**REGISTERED OFFICE :**  
Revenue Block No. 223  
Old Survey No. 384/1, 384/2, Paiki  
and 384/3, Khata No. 464, Kochariya  
Ahmedabad, Gujarat-382220, India

**Email : [info@grinfra.com](mailto:info@grinfra.com) | Website : [www.grinfra.com](http://www.grinfra.com)**



## Business Responsibility & Sustainability Reporting

Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sr. No.	Particulars	FY 2023-2024
1	Corporate Identity Number (CIN) of the Listed Entity	L45201GJ1995PLC098652
2	Name of the Listed Entity	G R Infraprojects Limited (GRIL)
3	Year of Incorporation	22-12-1995
4	Registered office address	Revenue Block No. 223, Old Survey No. 384/1, 384/2 Paiki and 384/3, Khata No. 464, Kochariya, Ahmedabad, Gujarat - 382220, India
5	Corporate address	G R Infraprojects Limited 2nd Floor, Novus Tower, Plot No. 18, Sector 18, Gurugram, Haryana - 122015, India
6	E-mail	<a href="mailto:info@grinfra.com">info@grinfra.com</a>
7	Telephone	91-124-6435000
8	Website	<a href="https://www.grinfra.com/">https://www.grinfra.com/</a>
9	Financial year for which reporting is being done	2023-2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 4,834.45 lakhs
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. Sudhir Mutha <a href="mailto:cs@grinfra.com">cs@grinfra.com</a> +91-2942487370
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
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

#### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Infrastructure Development	GRIL executes a diverse range of infrastructure projects using various models such as Engineering Procurement and Construction (EPC), Built Operate and Transfer (BOT), and Hybrid Annuity Mode (HAM). The infrastructure portfolio includes projects in the road sector, railways, metros, tunnels, power transmission, ropeways and Optic Fiber Cable (OFC) infrastructure.	91.78%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	The design, building and maintenance of transportation infrastructure, including roads, railways, bridges, tunnels, ropeways, ports, power transmission lines and runways, among others.	45203	91.78%

**III. Operations**
**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	8	72*	80
International	0	0	0

\* Number of offices includes all office locations and ongoing construction sites as on 31<sup>st</sup> March 2024.

**19. Markets served by the entity:**
**a. Number of locations**

Locations	Number
National (No. of States)	23
International (No. of Countries)	0

**b. What is the contribution of exports as a percentage of the total turnover of the entity? 0%**
**c. A brief on types of customers**

- Government and semi-government organizations such as the National Highways Authority of India (NHAI), Bihar State Road Development Corporation (BSRDC), and Uttar Pradesh Expressways Industrial Development Authority (UPEIDA), East Coast Railways, Shrine Board Ropeway, National Hydroelectric Power Corporation (NHPC), National Highways Logistics Management Limited (NHLML) are our customers for goods or services.
- GRIL manufacturing plants produce goods like emulsion, admixture, electric panels, metal crash barriers, High Mast etc. These products are produced for captive consumption as well as sold to external customers.

**IV. Employees**
**20. Details as at the end of Financial Year:**
**a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	4,834	4,761	98.49%	73	1.51%
2	Other than Permanent (E)	11	11	100%	0	0%
3	<b>Total employees (D + E)</b>	<b>4,845</b>	<b>4,772</b>	<b>98.49%</b>	<b>73</b>	<b>1.51%</b>
<b>WORKERS</b>						
4	Permanent (F)	9,587	9,586	99.99%	1	0.01%
5	Other than Permanent (G)	9,657	9,657	100%	0	0%
6	<b>Total workers (F + G)</b>	<b>19,244</b>	<b>19,243</b>	<b>99.99%</b>	<b>1</b>	<b>0.01%</b>

The low gender diversity in our workforce may be due to physical demands and safety concerns of certain roles which may discourage females from pursuing careers in this field.

## b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	10	10	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	<b>Total differently abled employees (D + E)</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	10	10	100%	0	0%
5	Other than Permanent (E)	0	0	0%	0	0%
6	<b>Total differently abled workers (F + G)</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

## 21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel*	5	0	0%

\*Total KMP is inclusive of Managing Director and Wholetime Directors

## 22. Turnover rate for permanent employees and workers

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.37%	18.05%	29.22%	29.46%	36.52%	29.53%	21.59%	24.44%	21.61%
Permanent Workers	44.33%	66.67%	44.33%	47.27%	40%	47.27%	38.47%	0%	38.47%

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	Reengus Sikar Expressway Limited	Subsidiary	100%	No
2	Nagaur Mukundgarh Highways Private Limited	Subsidiary	79%	No
3	GR Aligarh Kanpur Highway Private Limited	Subsidiary	100%	No
4	GR Ena Kim Expressway Private Limited	Subsidiary	100%	No
5	GR Bilaspur Urga Highway Private Limited	Subsidiary	100%	No
6	GR Shirsad Masvan Expressway Private Limited	Subsidiary	100%	No
7	GR Bahadurganj Araria Highway Private Limited	Subsidiary	100%	No
8	GR Galgalia Bahadurganj Highway Private Limited	Subsidiary	100%	No
9	GR Amritsar Bathinda Highway Private Limited	Subsidiary	100%	No
10	GR Ludhiana Rupnagar Highway Private Limited	Subsidiary	100%	No
11	GR Bhimasar Bhuj Highway Private Limited	Subsidiary	100%	No
12	GR Bamni Highway Private Limited	Subsidiary	100%	No
13	GR Govindpur Rajura Highway Private Limited	Subsidiary	100%	No
14	GR Madanapalli Pileru Highway Private Limited	Subsidiary	100%	No
15	GR Bandikui Jaipur Expressway Private Limited	Subsidiary	100%	No
16	GR Ujjain Badnawar Highway Private Limited	Subsidiary	100%	No
17	Rajgarh Transmission Limited	Subsidiary	100%	No
18	GR Belagavi Bypass Private Limited	Subsidiary	100%	No
19	GR Logistics Park (Indore) Private Limited	Subsidiary	100%	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
20	GR Venkatpur Thallasenkese Highway Private Limited	Subsidiary	100%	No
21	GR Belgaum Raichur (Package-5) Highway Private Limited	Subsidiary	100%	No
22	GR Belgaum Raichur (Package-6) Highway Private Limited	Subsidiary	100%	No
23	GR Hasapur Badadal Highway Private Limited	Subsidiary	100%	No
24	GR Devinagar Kasganj Highway Private Limited	Subsidiary	100%	No
25	GR Varanasi Kolkata Highway Private Limited	Subsidiary	100%	No
26	GR Yamuna Bridge Highway Private Limited	Subsidiary	100%	No
27	GR Kasganj Bypass Private Limited	Subsidiary	100%	No
28	GR Tarakote Sanjichhat Ropeway Private Limited	Subsidiary	100%	No
29	Pachora Power Transmission Limited	Subsidiary	100%	No
30	GRIL - MSKEL (JV)	Joint ventures	60%	No
31	GR-Triveni (JV) - Hata - Musabani Road Project	Joint ventures	51%	No
32	GR-Triveni (JV) - Rites NTPC Lara PKG Iv-B	Joint ventures	49%	No
33	GR-Triveni (JV) - Chaibasa -Tonto -Roam Road	Joint ventures	45%	No
34	SBEPL - GRIL (JV)	Joint ventures	35%	No
35	Ravi Infra - GRIL - Shivakriti (JV)	Joint ventures	10%	No
36	GRIL - Cobra - KIEL (JV)- Dholpur- Antri - NC Railway, Madhya Pradesh & Rajasthan	Joint ventures	51%	No
37	GRIL - Cobra - KIEL (JV)- Vijaywada – SC Railway, Andhra Pradesh	Joint ventures	67%	No
38	GR-Gawar (JV) - Rohtak Project	Joint ventures	25%	No
39	GR-Gawar (JV) - Nepal Project	Joint ventures	51%	No
40	GR-Gawar (JV) - Jhajjar Project	Joint ventures	51%	No
41	GR-Gawar (JV) - Faridabad Project	Joint ventures	54%	No
42	GR-Gawar (JV) - Sonapat Project	Joint ventures	25%	No
43	GR-Gawar (JV) - Rohtak Gohana - Panipat Section	Joint ventures	30%	No
44	M/s. Dibang Power (Lot 4) Consortium	Joint ventures	50%	No

## VI. CSR Details

<b>24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)</b>	<b>Yes</b>
a. Turnover (INR in Lakhs)	8,01,325.37
b. Net worth (INR in Lakhs)	7,11,351.97

## V. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at closure of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at closure of the year	Remarks
Communities	Yes	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at closure of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at closure of the year	Remarks
Shareholders	Yes	4	0	Nil	38	0	Nil
Employees and workers	Yes	0	0	Nil	0	0	Nil
Customers	Yes	0	0	Nil	0	0	Nil
Value Chain Partners	Yes	0	0	Nil	0	0	Nil

\* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance Redressal policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	<a href="https://www.grinfra.com/policies/">https://www.grinfra.com/policies/</a>
Investors (other than shareholders)	<a href="https://www.grinfra.com/policies/">https://www.grinfra.com/policies/</a>
Shareholders	<a href="https://www.grinfra.com/policies/">https://www.grinfra.com/policies/</a>
Employees and workers	<a href="https://www.grinfra.com/policies/">https://www.grinfra.com/policies/</a>
Customers	<a href="https://www.grinfra.com/policies/">https://www.grinfra.com/policies/</a>
Value Chain Partners	<a href="https://www.grinfra.com/policies/">https://www.grinfra.com/policies/</a>

## 26. 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

Sr. 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.	Occupational Health and Safety	Risk	The nature of the company's operations gives rise to various health hazards, particularly impacting on-site employees and workers. These individuals are exposed to potential physical injuries due to the dynamic and challenging nature of their work. They are also exposed to risks associated with handling hazardous materials intrinsic to construction and manufacturing processes.	The company's strict adherence to safety norms, initiatives safeguarding the health and safety of workforce and its Zero Tolerance Policy help protect individuals and ensure compliance with applicable laws and regulations. Periodic training sessions for both employees and workers, along with regular site monitoring provides assurance to stakeholders	Negative
2.	Climate change and Emissions	Risk	The company generates carbon emissions during construction, manufacturing, logistics and administrative activities. Emissions from construction and manufacturing processes release pollutants and greenhouse gases, adversely impacting air and water quality. Additional climate change is posing an increasing transitional risk such as increased compliance, potential carbon taxes and physical risk such as disruption on construction site due to flash floods and water scarcity due to uneven rainfalls	Adopting sustainable practices and reducing emissions enhances the organization's reputation and demonstrates a commitment to positive environmental impact. Ongoing initiatives, such as Green Construction practices, solar power utilization and the use of electric vehicles, underscore the company's commitment to reducing carbon emissions.	Negative

Sr. 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)
3.	Product safety and quality	Risk	The Company operates in a sector where maintaining a high standard of construction quality is essential. Non-adherence to quality and safety parameters can result in physical damage to the infrastructure constructed by the company. This increases the risk of public and worker injuries and may result in law suits, fines / penalties and reputational damage.	To mitigate the risk of not adhering to construction quality and safety standards, The Company enforce stringent quality control measures, implement robust safety protocols, and invest in high-quality materials and technologies. Regular audits, comprehensive training, and clear communication are essential for us. The Company ensure compliance with regulations, conduct risk assessments and foster a culture of continuous improvement to prevent physical damage, injuries, lawsuits, and reputational damage.	Negative
4.	Responsible Innovation	Opportunity	Continuous R&D and innovation ensures that company stays ahead of competition. It also helps in reducing the costs, improve safety and quality.		Positive
5.	Employee Training and Development	Opportunity	Placing employee wellbeing and satisfaction as a top priority results in increased staff retention, heightened productivity, and a nurturing work atmosphere. Motivated employees consistently provide superior service, enhancing overall business success.		Positive
6.	Corporate Governance	Opportunity	Robust governance and oversight play a pivotal role in enhancing the company's reputation, improving decision-making, optimizing risk management, and ensuring long-term sustainability. This approach, which upholds the highest standards of compliance, business ethics, and corporate governance, nurtures an environment that encourages honesty, openness, responsibility, and adaptability.		Positive
7.	Human Rights	Risk	Compliance with labor laws is paramount, as any violations can cause severe financial penalties and even imprisonment.	The Company upholds Human Rights through the promotion of equal opportunities, anti-discrimination, and the eradication of child and forced labor. The Company have started the process of taking declarations from suppliers to ensure that human rights are being upheld in the Company's value chain as well.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<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/NA)*	Y	Y	Y	Y	Y	Y	N	Y	Y
	b. Has the policy been approved by the Board? (Yes/No/NA)	Y	Y	Y	Y	Y	Y	N	Y	Y
	c. Web Link of the Policies, if available	<a href="https://www.grinfra.com/policies/">https://www.grinfra.com/policies/</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Y	Y	Y	Y	Y	Y	N	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Y	N	N	Y	Y	N	N	N	Y
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001	ISO 45001			ISO 14001			
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	As The Company progress on our sustainability journey, The Company have engaged both internal and external stakeholders through surveys, refining our priorities accordingly. Currently, The Company is actively defining targets and goals aligned with our commitment to sustainability. Our ESG committee is analysing results to establish meaningful objectives. dedicated to advancing our ESG practices and eagerly anticipate sharing our progress.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

\*Mapping of 9 Principles to Policies along with the web-link

Principle	Policy and Links
1	Code of Conduct Policy Code of Practices and Procedures for Fair Disclosure Code of Conduct of Directors and Senior Management Personnel Vigil Mechanism & Whistle Blower Policy
2	Quality Policy
3	Code of Conduct Policy Health Safety and Environment Policy Skill Development Programme Training And Development Policy
4	Code of Conduct Policy Corporate Social Responsibility Policy Vigil Mechanism & Whistle Blower Policy
5	Policy for Prevention of Sexual Harassment at Workplace Code of Conduct Policy
6	Corporate Environment Policy Waste Water Management Policy Emission Management and Carbon Reduction Policy
7	Code of Conduct Policy
8	Corporate Social Responsibility Policy
9	IT End User Policy Quality Policy



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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**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)

**Dear Stakeholders,**

I am pleased to share our BRSR report for FY 2023-24. As we continue to advance our commitment to sustainability and responsible business practices, GRIL has achieved several significant milestones and made substantial progress in integrating Environmental, Social, and Governance (ESG) principles into our operations.

In FY 2023-24, we took a significant step toward robust ESG governance by establishing an ESG Committee at the Board level. We further solidified our commitment by forming an ESG Working Group and introducing an extensive ESG Charter, which outlines the responsibilities of the ESG Committee and the ESG Working Group. Serving as our guiding framework, the Charter ensures that our commitment to sustainable and ethical practices is upheld throughout all levels and areas of our business, highlighting our dedication to deeply integrating ESG principles across our operations.

Guided by the ESG Committee, the ESG Working Group has conducted a comprehensive Materiality Assessment in accordance with Global Reporting Initiative (GRI) standards, engaging both internal and external stakeholders. This evaluation has been essential in helping us identify and rank the ESG issues that are most important to our stakeholders and business. It has also given us important insights into our goals and objectives and helped to shape our strategic direction. In addition to creating a plan for reaching Net-Zero emissions and providing alignment with stakeholder interests while advancing our sustainability commitments, the group is now finalizing ESG goals and targets.

In FY 2023-24, we have taken significant steps in minimizing our environmental footprint by:

- Creating sewage treatment facilities, building sedimentation tanks to properly manage runoff water, preventing soil erosion and contamination, assuring responsible waste management, and reducing our environmental impact.
- In addition to promoting the ideas of the circular economy, using RAP material in flexible pavement construction lowers the consumption of raw materials.
- We resale old batteries, tyres and used lubricants to OEMs and registered vendors who comply with safety regulations. In addition to ensuring safe disposal, this method aids in resource recovery.
- Improved air quality and reduced particulate matter emissions are the outcome of the installation, upkeep, and frequent monitoring of filters in our cement silos and hot mix plants (HMP).
- The energy efficiency, power waste, and pollution reduction that have resulted from moving our lighting from fuel to grid energy and adding capacitor banks for grid supply. In addition to lowering dependency on non-renewable resources, the construction of solar plants shows our dedication to green energy.
- In piling operations, the environmental impact has been reduced without compromising quality by using polymer instead of bentonite.

Recognising the importance of sustainability throughout the entire value chain, we have extended our efforts to our supply chain partners by introducing a robust Supplier Code of Conduct. This code's implementation is planned in stages to include all our suppliers, ensuring that our entire supply chain aligns with our ESG commitments. The updated supplier declaration now includes certain ESG criteria, demonstrating our commitment to incorporating sustainability into all facets of our business.

Our efforts to mitigate climate impact have also taken a significant step forward. We have recorded and reported on Scope 3 Greenhouse Gas emissions categories, which includes Purchased Goods and Services, Capital Goods, Waste Generated in Operations, Business Travel, Energy consumption and Employee Commute. By understanding and managing these emissions, we are better equipped to reduce our environmental footprint and contribute to global sustainability goals. Also, we reduced our energy intensity significantly this year, demonstrating our dedication to improving energy efficiency and incorporating sustainable practices into all aspects of our business operations.

In our commitment to support local economies and promote inclusive growth, we are proud to report that more than 20% of our procurement has been done through Micro, Small, and Medium Enterprises (MSMEs) and small producers. This initiative not only supports small businesses but also strengthens our supply chain resilience.

Our workforce constitutes the core of our operations, and their well-being remains a top priority for us. We are pleased to report a positive trend in the coverage and frequency of safety trainings conducted for our employees, which has correspondingly reduced workplace incidents.

To enhance transparency and accuracy in our reporting, we have digitised our ESG data collection process through a state-of-the-art technology tool. This advancement not only boosts data accuracy but also enhances operational efficiency, ensuring the correctness and reliability of the information we report.

As we move forward, I am confident that our unwavering commitment to ESG principles will drive our success and enable us to create lasting value for our stakeholders. I would like to extend my heartfelt thanks to all our Internal and External stakeholders for their continued support and dedication. Together, we are shaping a sustainable and responsible future for G R Infraprojects.

Thank you.

Best regards,

**Ajendra Kumar Agarwal**

Managing Director

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	1. Mr. Bharat Aggarwal: Senior Vice President- HR and Admin 2. Mr. Balakrishnan Biju: Senior General Manager- Safety
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes If Yes please provide details 1. Corporate Social Responsibility Committee 2. Environmental Social and Governance Committee

**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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Committee of the Board								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								

Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
a. Performance against above policies and follow up action	Quarterly								
b. Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly								

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

Sr. No.	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	Yes	-	-
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**
**PRINCIPLE 1**
**BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

**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 programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	1. ESG 2. CSR 3. Code of Conduct	100%
Key Managerial Personnel	3	1. ESG 2. CSR 3. Code of Conduct	100%
Employees other than BOD and KMPs	709	1. Safety, 2. Quality, 3. Functional Trainings, 4. Technical trainings, 5. Behavioral Trainings, 6. Organizational Trainings	79.98%
Workers	1,278	1. Safety, 2. Quality, 3. Functional Trainings, 4. Technical trainings, 5. Behavioral Trainings, 6. Organizational Trainings	93.50%

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

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
Settlement	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable
Compounding fee	Not Applicable	Not Applicable	0	Not Applicable	Not Applicable

Non Monetary				
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Punishment	Not Applicable	Not Applicable	Not Applicable	Not Applicable

No such instance has taken place in FY 2023-24.

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	Not Applicable

There were no cases where appeal/revision was preferred in the reporting period.

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No) Yes

<b>If Yes, provide details in brief</b>	In accordance with Sections 4 and 5 of the Code of Conduct Policy, the company explicitly prohibits any form of corruption and bribery. Additionally, our Gift Policy supports this stance by strictly forbidding such practices. This policy is managed internally by the Human Resources department and applies to all employees.
<b>If Yes, Provide a web link to the policy, if available -Web link anti corruption or anti bribery policy is place.</b>	Web-link: <a href="https://www.grinfra.com/wp-content/uploads/2023/06/Code-of-Conduct-Policy.pdf">https://www.grinfra.com/wp-content/uploads/2023/06/Code-of-Conduct-Policy.pdf</a> .

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

Particular	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	3
Workers	0	0

\*No cases were reported in FY 2023-24. \* FIR no. RC 216 2022 A 007 dated June 12, 2022 has been filed by the Central Bureau of Investigation, Anti-Corruption Unit – I under Section 120-B of the IPC and Sections 7, 8, 9, 10 and 12 of the Prevention of Corruption Act, 1988 against certain employees and representatives of GRIL (the "Representatives"), GRIL, certain officials of the NHAI and others. The Matter pending adjudication before CBI Court at Guwahati.

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

Case Details	FY 2023-24		FY 2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

No such case of corruption and conflict of interest has taken place in FY 2023-24.

8. Number of days of accounts payables in the following format:

Particular	FY 2023-24	FY 2022-23
Number of days of accounts payables	57	58

**9. Openness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	2.46	0
	b. Number of trading houses where purchases are made from	3	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100	0
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	0.62	0.07
	b. Sales (Sales to related parties / Total Sales)	73.38	50.35
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100	100
	d. Investments	100	315.10

**Leadership Indicators**

**1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) Yes**

If Yes, provide details of the same.

As per the Code of Conduct for Directors and Senior Management Policy, the Directors and Senior Management Personnel are required to avoid any activities, businesses, or relationships that may conflict with or be detrimental to the Company's interests. They must refrain from conducting business with relatives or with firms/companies where they or their relatives have significant roles or interests. If such related party transactions are unavoidable, full disclosure to the Board is mandatory.

Additionally, Directors and Senior Management must not accept gifts from individuals or firms that have dealings with the Company or seek to do so, especially if the gift is intended to influence their actions as Board members or could create an appearance of a conflict of interest.

**PRINCIPLE 2**

**BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.**

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

**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.**

Particular	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
<b>R&amp;D</b>	0	0	Not Applicable
<b>Capex</b>	3.9%	27.2%	<b>FY 2023-24</b> 1 Installed sewage plant 2 Shifted from diesel to electricity from GRID for lighting source 3 Filters installed in Cement Silos and Hot Mix Plant 4 Installed 6 Solar Plants 5 Use of Polymer in Pilling activities instead of Bentonite. 6 Installed Effluent Treatment Plante

Particular	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
Capex			<p><b>FY 2023-24</b></p> <p>7 Construction of sedimentation tank at batching plant</p> <p>8 Providing of capacitor bank for the Grid supply to improve power factor.</p> <p>9 Use of Reclaimed Asphalt Pavement material in Flexible pavement</p> <p>10 Resale of used lubricant &amp; Old battery to the OEM / registered hazard compliant vendor.</p> <p><b>FY 2022-23</b></p> <p>1 Installed sewage plant</p> <p>2 Shifted from diesel to electricity for lighting source</p> <p>3 Procured electric welding machine</p>

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes

b. If yes, what percentage of inputs were sourced sustainably? 0%

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

(a) <b>Plastics (including packaging)</b>	The Company prioritizes ecologically friendly construction and minimizes waste through efficient operations, even if none of its goods require reclamation.
(b) <b>E-waste</b>	
(c) <b>Hazardous waste</b>	
(d) <b>other waste</b>	

4. a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No): No

b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

EPR is not applicable to the company.

c If not, provide steps taken to address the same

Not Applicable

**PRINCIPLE 3**
**BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.**

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	4,761	4,761	100%	4,761	100%	0	0%	0	0%	0	0%
Female	73	73	100%	73	100%	73	100%	0	0%	0	0%
<b>Total</b>	<b>4,834</b>	<b>4,834</b>	<b>100%</b>	<b>4,834</b>	<b>100%</b>	<b>73</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent employees</b>											
Male	11	11	100%	11	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>11</b>	<b>11</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	9,586	9,586	100%	9,586	100%	0	0%	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
<b>Total</b>	<b>9,587</b>	<b>9,587</b>	<b>100%</b>	<b>9,587</b>	<b>100%</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent workers</b>											
Male	9,657	0	0%	9,657	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>9,657</b>	<b>0</b>	<b>0%</b>	<b>9,657</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

\*For employees both permanent and other than permanent categories were provided the benefits. For workers permanent category were provided all benefits. Other than permanent workers are provided with Accidental Insurance benefit.

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

Particulars	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.004%	0.003%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total 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.)
Provident Fund (PF)	99.89%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Employee's State Insurance Corporation (ESIC) *	0.66%	2.05%	Yes	1.04%	2.33%	Yes

\* All personnel who are eligible for ESIC have been covered by the ESIC Scheme.

### 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? No

If not, whether any steps are being taken by the entity in this regard.

The company ensures that wherever differently abled employees work, all necessary facilities are provided. Additionally, ongoing efforts are being made to improve office premises and physical infrastructure to better accommodate their needs.

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? Yes

If so, provide a web-link to the policy. <https://www.grinfra.com/policies/>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	100%	0%*	100%	0%*
Total	100%	0%	100%	0%

\*All female employees who availed maternity leave are yet to complete 12 months of returning to work post completion of maternity leave period.

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	The Company has an online grievance redressal mechanism. This online portal is powered with a mobile app, where any employee can raise their grievances. Raised grievances will be routed through central HR to respective project location to close the employee grievances.
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees		

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/c)
<b>Total Permanent employees</b>						
Total	4,834	0	0%	5,175	0	0%
Male	4,761	0	0%	5,114	0	0%
Female	73	0	0%	61	0	0%
<b>Total Permanent Workers</b>						
Total	9,587	0	0%	10,966	0	0%
Male	9,586	0	0%	10,964	0	0%
Female	1	0	0%	2	0	0%



8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	4,772	3,534	74.23%	2,900	60.91%	5,127	2,650	51.69%	1,425	27.79%
Female	73	73	100%	64	87.67%	61	41	67.21%	2	3.28%
<b>Total</b>	<b>4,845</b>	<b>3,607</b>	<b>74.62%</b>	<b>2,964</b>	<b>61.32%</b>	<b>5,188</b>	<b>2,691</b>	<b>51.87%</b>	<b>1,427</b>	<b>27.51%</b>
<b>Workers</b>										
Male	9,586	8,963	93.5%	790	8.24%	10,964	10,964	100%	0	0%
Female	1	1	100%	0	0%	2	0	0%	0	0%
<b>Total</b>	<b>9,587</b>	<b>8,964</b>	<b>93.5%</b>	<b>790</b>	<b>8.24%</b>	<b>10,966</b>	<b>10,964</b>	<b>99.98%</b>	<b>0</b>	<b>0%</b>

\*For employees both permanent and other than permanent categories were provided the trainings. For workers only permanent category were provided the trainings.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
<b>Employees</b>						
Male	4,761	4,761	100%	5,127	2,139	41.83%
Female	73	73	100%	61	40	65.57%
<b>Total</b>	<b>4,834</b>	<b>4,834</b>	<b>100%</b>	<b>5,188</b>	<b>2,179</b>	<b>42.11%</b>
<b>Workers</b>						
Male	9,586	0	0%	10,964	0	0%
Female	1	0	0%	2	0	0%
<b>Total</b>	<b>9,587</b>	<b>0</b>	<b>0%</b>	<b>10,966</b>	<b>0</b>	<b>0%</b>

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No) Yes

If Yes, the Coverage such systems?

Including hazard identification, risk assessment, and control measures, our Health, Safety, and Environment (HSE) policy and procedures ensures safe practices throughout our operations. Upholding our HSE policy, The Company prioritize the well-being of all employees and workers involved in our operations and also aim to minimize environmental impact. GRIL adheres to ISO 45001:2018 standards, reflecting our commitment through implemented management systems defining essential guidelines for systematic operations."

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

The company creates site inspection checklists tailored to each project, covering a range of aspects including night works, launching gantry, accommodation camp inspection, monthly first aid, jackup platform, piling inspection, excavation, confined space, traffic management, work permit, and lifting permit. Each checklist contains questions related to work hazards and risk assessment. Additionally, The Company emphasize regular training and awareness sessions for employees and workers on potential risks and control procedures.

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

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

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

Safety Incident/Number	Category	FY 2023-24*	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.10	0.01
	Workers	0.79	0.21
Total recordable work-related injuries	Employees	3	14
	Workers	17	29
No. of fatalities	Employees	0	0
	Workers	5	6
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	2
	Workers	0	16

\*Including in the contract workforce

For FY 2023-24 the Company has updated the calculation methodology for LTIFR. It has been calculated as per LTI (3 employee /17 Worker) + Fatality (0 employee/ 5 workers) = 20LTI + 5 Fatalities= 25 Recordable Work-related injuries.

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

The Company ensures that all the standard checklists and operating procedures are in place and conducts regular training sessions and site inspections to create awareness and ensure the safety of both our employees/workers and subcontractors. Additionally, appropriate due diligence is conducted for subcontractors to ensure adherence to safety practices and procedures. This includes guidelines for night works, launching gantry operations, working at heights, employee/worker accommodations, camp inspections, monthly first aid provisions, ambulance availability, hospital tie-ups, necessary licenses and work permits, and canteen facilities. These measures are consistently validated through routine audits. Furthermore, our Integrated Management System (IMS) Policy, covering Quality, Environment, Health, and Safety, maintains a zero-tolerance approach towards non-compliance among employees and workers.

The Company prioritise incident reporting and investigation and believe that it is a means of identifying potential areas for improvement. The Company conduct thorough investigations for each incident and share the lessons learned across all project sites to promote a culture of safety and continuous improvement. The Company regularly revise our Hazard Identification, Risk Assessment, and Control (HIRAC) and Standard Operating Procedure (SOP) protocols to ensure that our procedures are up to date and reflective of the latest best practices in the industry. The Company also ensures the adequate insurance cover and also ensures that sub-contractors fulfil all safety related compliances.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	1	1	Nil
Health & Safety	0	0	Nil	0	0	Nil

**14. Assessment for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	65%
Working Conditions	65%

**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.**

As part of our commitment to safety and sustainability, The Company have proactively addressed gaps identified during safety audits and working conditions on-site. Specifically, The Company have:

- Revised Standard Operating Procedures (SOPs): Reviewed and updated existing SOPs to enhance safety protocols.
- Introduced New SOPs: Based on audit findings, The Company developed new SOPs to address specific gaps related to marine safety, vehicle key management, age of hired vehicles, and equipment.
- Implemented Delay Start Mechanism: To mitigate risks, The Company introduced a delay start mechanism for certain operations, ensuring proper safety checks before commencement.

**Leadership Indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death of
  - (A) Employees (Y/N) Yes
  - (B) Workers (Y/N) Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company manually track the key compliances at the time of on boarding and bill processing. The Company is in the process of digitalizing and automating the regulatory compliance framework.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particular	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 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	5*	0	0	0

\*The Company had approached the affected families for suitable employment, however, the same did not materialize.

**PRINCIPLE 4**

**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.**

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

**Essential Indicators**

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

The Company prioritize our stakeholders and their concerns. The Company analyze our operations and impacts to identify key stakeholders, which include employees, customers, shareholders, suppliers, vendors, government bodies, and regulatory agencies. The Company also take into account the impact our projects may have on local communities and actively involve them in our communication efforts. By recognizing the needs and concerns of our stakeholders, The Company can meet their expectations, mitigate potential risks, and build lasting relationships crucial to our success. This ongoing process of stakeholder identification ensures the Company remain informed, engaged, and responsive to their changing needs.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Email, SMS, Meetings, Website, social media, Circulars, etc.	Regular	Employee Engagement: Various initiatives related to employees' growth, benefits, professional development, learning & development, internal communication, etc.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, SMS, Meetings, Website, Business interactions, Advertisement	Regular	Pertaining to projects (delivery, timeline, challenges, etc.)
Shareholders and Investors	No	General Meeting, Investors Meet, Email, Website, Newspaper, Stock Exchange Filings	Annual, Periodic	Company's Performance
Suppliers & Vendors	No	Email, SMS, Business Meetings	Regular	Delivery status, supply chain issues, compliance, development
Government and Regulatory Bodies	No	Email, Meetings, Website, Annual Report, Stock Exchange Filings, Industry Body Representations	As & when required	Statutory compliance, reporting requirements, engaging with the government for the growth and benefit of the Infrastructure Industry, etc.
Local Communities	Maybe (In some cases)	Onsite Community Meetings, Direct engagement through project teams	Regular	Corporate Social Responsibilities

### 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 company has conducted a stakeholder engagement survey to grasp the significance of various impacts and perceptions regarding the company. This survey serves as a crucial mechanism for understanding stakeholder concerns and viewpoints on economic, environmental, and social matters. Feedback gathered through this survey is meticulously analysed and synthesized to provide comprehensive insights to the Board, ensuring that stakeholder perspectives inform decision-making processes effectively.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). Yes**

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.

Utilizing the survey findings, the company has identified essential areas and key performance indicators (KPIs) for monitoring. Currently, efforts are underway to analyse the current status and define targets accordingly.

**PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.**

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

**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:

Benefits	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	4,834	3,534	73.11%	5,175	0	0%
Other than permanent	11	11	100%	13	0	0%
<b>Total Employees</b>	<b>4,845</b>	<b>3545</b>	<b>73.17%</b>	<b>5,188</b>	<b>0</b>	<b>0%</b>
<b>Workers</b>						
Permanent	9,587	8,963	93.49%	10,966	0	0%
Other than permanent	9,657	8,649	89.56%	963	0	0%
<b>Total Workers</b>	<b>19,244</b>	<b>17,612</b>	<b>91.51%</b>	<b>11,929</b>	<b>0</b>	<b>0%</b>

2. Details of minimum wages paid to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	4,761	0	0%	4,761	100%	5,114	0	0%	5,114	100%
Female	73	0	0%	73	100%	61	0	0%	61	100%
<b>Total</b>	<b>4,834</b>	<b>0</b>	<b>0%</b>	<b>4,834</b>	<b>100%</b>	<b>5,175</b>	<b>0</b>	<b>0%</b>	<b>5,175</b>	<b>100%</b>
<b>Other than Permanent</b>										
Male	11	0	0%	11	100%	13	0	0%	13	100%
Female	0	0	0%	0	100%	0	0	0%	0	100%
<b>Total</b>	<b>11</b>	<b>0</b>	<b>0%</b>	<b>11</b>	<b>100%</b>	<b>13</b>	<b>0</b>	<b>0%</b>	<b>13</b>	<b>100%</b>
<b>Workers</b>										
<b>Permanent</b>										
Male	9,586	0	0%	9,586	100%	10,964	0	0%	10,964	100%
Female	1	0	0%	1	100%	2	0	0%	2	100%
<b>Total</b>	<b>9,587</b>	<b>0</b>	<b>0%</b>	<b>9,587</b>	<b>100%</b>	<b>10,966</b>	<b>0</b>	<b>0%</b>	<b>10,966</b>	<b>100%</b>
<b>Other than Permanent</b>										
Male	9,657	9,657	100%	0	0%	963	963	100%	0	0%
Female	0	0	0%	0	0%	0	0	100%	0	0%
<b>Total</b>	<b>9,657</b>	<b>9,657</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>963</b>	<b>963</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

### 3. Details of remuneration/salary/wages

#### a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	2,70,000	1	2,70,000
Key Managerial Personnel	5	3,60,00,000	0	0
Employees other than BoD and KMP	4,762	35,600	73	54,167
Workers	9,586	22,200	1	14,990

#### b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	1.25%	0.99%

### 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, The Company have the Internal Complaints Committee (ICC) as required for Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH).

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

The Company take pride in providing the Sahyog mechanism, an efficient online portal for addressing employee grievances. With Sahyog, our team members can securely and confidentially voice their concerns. Once a grievance is raised, our central HR team swiftly routes it to the respective project location for resolution. The Company is dedicated to nurturing a positive work environment where employees feel heard, valued, and respected. Additionally, to address complaints related to discrimination and harassment, The Company have established an Internal Complaints Committee (ICC) for timely redressal of such grievances. Furthermore, The Company have implemented a whistleblower policy to address malpractices, misuse of authority, fraud, violations of company rules, negligence endangering public health and safety, misappropriation of funds, and other activities impacting the company's interests, ensuring transparency and accountability.

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

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remark	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	7	3	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

### 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Policy on Prevention of Sexual Harassment at Workplace underscores confidentiality to safeguard the interests of the victim, accused, and those reporting incidents. Confidentiality will be maintained throughout the investigative process to the extent practical and appropriate. Additionally, it ensures protection against reprisals, with the company committed to safeguarding employees who raise concerns from any form of retaliation, subjecting any reprisals to disciplinary action. The company further ensures that victims or witnesses are not subjected to victimization or discrimination during the complaint resolution process. However, any abuse of the procedure, such as maliciously making untrue allegations, will result in disciplinary action.

You can access our Prevention of Sexual Harassment (POSH) policy through the following link: <https://www.grinfra.com/wp-content/uploads/2022/07/Policy-for-Prevention-of-Sexual-Harassment-at-Workplace.pdf>.

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

**10. Assessments for the year:**

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

**Policy and Training:**

- Developed and communicated clear policies on human rights, anti-discrimination, and harassment.
- Conducted regular training sessions for employees and managers to raise awareness and promote compliance with these policies.

**Reporting Mechanisms:**

- Established confidential channels for reporting incidents of harassment, discrimination, or labour violations.
- Ensured that employees feel safe reporting concerns without fear of retaliation.

**Risk Assessments:**

- Conducted periodic assessments to identify potential risks related to human rights, labour practices, and discrimination.

**Leadership Indicators**

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

The Company conducts internal audits at all operational sites to detect and mitigate human rights risks unique to each location. These audits comprehensively assess all operational facets and production facilities, ensuring human rights are prioritized throughout. Our audit teams engage with employees and contractors to gather insights that inform our processes. The Company address diverse human rights issues, including labor rights, workplace safety, non-discrimination, and respect for indigenous rights, aligning with global standards.

**2. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? (Yes/No) No**

However, steps are being undertaken to progressively enable the office premises and physical infrastructure more conducive and accessible to differently abled employees

**PRINCIPLE 6****BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.**

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	2,100.5GJ	1,901.84 GJ
Total fuel consumption (B)	0.00GJ	0.00GJ
Energy consumption through other sources (C.)	0.00GJ	0.00GJ
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>2,100.5GJ</b>	<b>1,901.84 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,49,148.63GJ*	87,625.96GJ
Total fuel consumption (E)	25,03,134.102GJ	30,93,318.88 GJ
Energy consumption through other sources (F)	0.00GJ	0.00GJ
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>26,52,282.74GJ</b>	<b>31,80,944.84GJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>26,54,040.131GJ</b>	<b>31,82,846.68GJ</b>
<b>Energy intensity per rupee of turnover</b> [Total energy consumed(in GJ) / Revenue from operations]	0.0000331249	0.0000382164
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.000757800	0.000874391
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?</b>	No	
<b>If yes, name of the external agency.</b>	Not Applicable	

\*The Company is in the process of migrating from DG set generated electricity to grid electricity in an attempt to reduce diesel consumption. Thus, the electricity consumption has increased from previous year.

**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? (Yes/No) No**

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 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	55,221	30,963
(ii) Groundwater	2,34,244.73	3,57,807.20
(iii) Third party water	1,96,505.97	1,55,859.36
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>4,85,971.70</b>	<b>5,44,629.56</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,93,616.70</b>	<b>7,10,563.16</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption in KL / Revenue from operations)	0.000004912	0.0000085317
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.000112388	0.000195206
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>	No	
<b>If yes, name of the external agency.</b>	Not Applicable	

\*The Company has calculated water consumption using an updated methodology for FY 2023-24.



## 4. Provide the following details related to water discharged:

Parameter	FY 2023-24**	FY 2022-23*
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
No treatment	0	0
With treatment – Tertiary treatment	73,254	0
(ii) To Groundwater		
No treatment	0	0
With treatment – Tertiary treatment	19,101	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>92,355</b>	<b>0</b>
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>	No	
<b>If yes, name of the external agency.</b>	Not Applicable	

\*This is the first year of reporting water discharge for the Company.

\*\*Only the water discharged via Sewage Treatment Plants has been taken to account for reporting.

## 5. Has the entity implemented a mechanism for Zero Liquid Discharge? No

If yes, provide details of its coverage and implementation. Not Applicable

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/m <sup>3</sup>	667.52	0.0564
SOx	mg/m <sup>3</sup>	151.14	0.0405
Particulate matter (PM)	mg/m <sup>3</sup>	51.98	75.07
Persistent organic pollutants (POP)	mg/m <sup>3</sup>	0.00	0.00
Volatile organic compounds (VOC)	mg/m <sup>3</sup>	0.00	0.00
Hazardous air pollutants (HAP)	mg/m <sup>3</sup>	0.00	0.00
Others – please specify	mg/m <sup>3</sup>	0.00	36.30
<b>Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)</b>	Yes		
<b>If yes, name of the external agency.</b>	1. Nakshatra Enviro Services 2. Metro Enviro Chem Associates		

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 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	1,91,275.42	2,07,208.54
<b>Total Scope 2 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	29,664.01*	19,287.93
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000027572	0.0000027195

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000063084	0.000062223
<b>Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)</b>		No	
<b>If yes, name of the external agency.</b>		Not Applicable	

\* The Company is in the process of migrating from DG set generated electricity to grid electricity in an attempt to reduce diesel consumption. Thus, the electricity consumption has increased from previous year, affecting an increase in the Scope 2 emissions.

**8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No) Yes**

If Yes, then provide details.

- 500 KW solar roof top Solar Power plant installed. Of which 40,000KWH is consumed in-house.
- The Company have developed a portable solar power source product of 400 Watts, which will replace the need for DG set for lighting at remote locations. This would result in diesel savings of 10Ltr per day.
- Sand Conservation.
- Adblue fluid to reduce/ remove carbon emissions. ADBLUE/AUS32 is a liquid used to reduce the air pollution created by a diesel engine. The Company installed a new Unit for inhouse production of AdBlue which is used with diesel to reduce emissions of the Company.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	117.28	37.28
E-waste (B)	2.31	4.22
Bio-medical waste (C)	0.01	6.56
Construction and demolition waste (D)	11,272.67	11,942.62
Battery waste (E)	113.19	61.43
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	777.32	974.57
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	<b>3,08,516.40</b>	<b>8,858.71</b>
- Food Waste	2.00	0.00
- Metal Scrap Waste	17,043.00	8,858.71
- Aggregate	2,91,469*	0.00
- Miscellaneous Waste	2.4	0.00
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3,20,799.18</b>	<b>21,885.39</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000040034	0.0000002628
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.000091597	0.000006012
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	0.00	13,054.98
(ii) Re-used	2,73,376.66	6,414.56
(iii) Other recovery operations	269.49	24.61
<b>Total</b>	<b>2,73,646.15</b>	<b>19,494.15</b>

Parameter	FY 2023-24	FY 2022-23
<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	0.00	0.06
(ii) Landfilling	0.00	1,074.42
(iii) Other disposal operations	17,775.49	1108.4
<b>Total</b>	<b>17,775.49</b>	<b>2,182.88</b>
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>	No	
<b>If yes, name of the external agency.</b>	Not Applicable	

\*The Company has included asphalt waste in the waste calculation for FY 2023-24. The same has been recycled and reused in new construction. Through this process GRIL has saved 2.031 MTCO<sub>2e</sub> Emissions.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

- 1) Plastic waste, E-waste and hazardous waste generated at operation sites are stored at dedicated warehouse and details are sent to the Head Office (HO) for further action.
- 2) In some cases the HO sells to registered vendors where reuse is not possible and in other cases, as per policy the waste is reused and recycled.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
1.	Govindpur Rajura	Construction activities	Yes	
2.	Bilaspur Urga	Construction activities	Yes	
3.	Mej River-Junction	Construction activities	Yes	

12. 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
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Not Applicable

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA). Yes

If not, provide details of all such non-compliances, in the following format

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

### Leadership Indicators

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

Parameter	Unit	FY 2023-24*	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	4,49,290.38	-
Total Scope 3 emissions per rupee of turnover		0.000005607	-
<b>Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)</b>		No	
<b>If yes, name of the external agency.</b>		Not Applicable	

\*The Company has initiated the recording and calculation of Scope 3 emission in FY 2023-24.

## PRINCIPLE 7

**BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.**

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

### Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations. 6**
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National/ International)
1	Construction Industry Development Council	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	Indian Chamber of Commerce (ICC)	National
5	National Highways Builders Federation	National
6	Confederation of Indian Industry (CII)	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

## PRINCIPLE 8

**BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.**

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

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
Not Applicable					

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

Sr. 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)
Not Applicable						

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

The Company engages with the local community through various means like onsite community meetings and direct engagement through project teams. The community members can reach out to us through letters, email and in person for any of their concerns or grievances.

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

Particular	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	22%	17%
Directly from within India	97.54%	100%

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

Particular	FY 2023-24	FY 2022-23
Rural	13%	10%
Semi-urban	23%	22%
Urban	21%	18%
Metropolitan	43%	50%

### Leadership Indicators

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	Rajasthan	Baran	50,00,000
2	Uttarakhand	Haridwar	4,65,000

2. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Contribution for construction of Indoor Unit of Shri Mahaveer Free Animal-Bird Hospital & Mobile Trauma Center at Shri Mahaveer Gaushala Kalyan Sansthan, Baran, Rajasthan	Not Available	Not Available
2.	Contribution to purchase Dry husk for Cows at Sri Krishan Gau Sewa Samiti, Churu, Rajasthan	Not Available	Not Available
3.	Contribution for purchase of Green Husk & other work at Shri Radha Krishan Gaushala, Gurugram, Haryana	Not Available	Not Available
4.	Construction of Gaushala (Shiv Gaurakshak Gaushala) at Sidhmukh, Churu, Rajasthan.	Not Available	Not Available
5.	Financial Support for education of two students at New Delhi.	Not Available	Not Available
6.	Construction of Smt. Mohini Devi Chachan Govt. College, Sahawa, Rajasthan	Not Available	Not Available
7.	Maintenance of Smt. Mohini Devi Chachan Govt. College, Sahawa, Rajasthan	Not Available	Not Available
8.	Financial Support by providing Annual Education Fees for 10 Students of Gyan Mandir Samiti, Udaipur, Rajasthan	Not Available	Not Available
9.	Construction and Establishment of Nursing College (We Care Nursing School) at Surat, Gujarat	Not Available	Not Available

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
10.	Contribution to Shri Prakhar Paropkar Mission Trust, Haridwar, Uttarakhand for installation of Solar Power Plant at "Dharm Sangh Sanskrit College, Raisinghnagar".	Not Available	Not Available
11.	Construction of Smt. Shakuntala Devi Govt. College Sidhmukh, Churu, Rajasthan	Not Available	Not Available
12.	Financial support provided to Society for Education of the Differently Abled (SEDA) for promotion of education and training of differently abled children, Udaipur, Rajasthan	Not Available	Not Available
13.	Construction of classrooms at Govt. Girls Sr. Sec. School, Udaipur, Rajasthan	Not Available	Not Available
14.	Promotion of training and educational development for ICAI members and students, Udaipur, Rajasthan	Not Available	Not Available
15.	Maintenance of Children Ward at Maharana Bhupal Government Hospital, Udaipur, Rajasthan	5,481	Not Available
16.	Maintenance of Mohini Devi Chachan Rajkiya Samudayik Kendra, Sahawa, Churu, Rajasthan	80,929	Not Available
17.	Construction of Smt. Durga Devi Jagannath Sarogi Govt. Community Health Center, Sidhmukh, Churu, Rajasthan	Not Available	Not Available
18.	Contribution to Sadbhavana Gramin Vikas Sanstha for "Conservation and Ground Water recharge Project", Nagpur, Maharashtra	Not Available	Not Available
19.	Installation of Gym Equipments at few locations (Sathedi, Makhyali, Kaul, Kheri Tappa and Daulatpur) of Muzzaffarnagar, Uttar Pradesh	Not Available	Not Available
20.	Contribution to Seva Bharti for its Matrichhaya project to provide shelters to homeless children, New Delhi	Not Available	Not Available
21.	Contribution to Swapna Vana Foundation for distribution of food packets to needy people affected by heavy rains in Chandrapur Region, Chandrapur, Maharashtra	Not Available	Not Available
22.	Contribution to Hare Krishna Movement Vrindavan, Mathura, Uttar Pradesh for providing Annadan to the underprivileged and needy peoples.	Not Available	Not Available
23.	Contribution for installation of 10Kw Solar System at Budhana, Muzzaffarnagar, Uttar Pradesh	Not Available	Not Available
24.	Contribution for installation of 3 sets of Water Cooler & RO system with boring and submersible at few locations (Biral, Molahedi and Budina Kalan) of Muzzaffarnagar, Uttar Pradesh	Not Available	Not Available

## PRINCIPLE 9

### BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

#### Essential Indicators

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

As our primary customers are government and semi-government organizations in India, our customer complaint resolution process adheres to formal procedures. Complaints, in the form of Non-Conformance Reports (NCRs), are received at the site office. Upon receipt, designated personnel promptly take necessary action within specified timelines, jointly witnessed by the customer. Monthly summaries of complaints, along with actions taken, are compiled and reviewed for any shortcomings. Any identified lapses are diligently followed up on a weekly basis until resolved.

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

\* All our infrastructure construction projects ensures appropriate signages in place as per defined norms.

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

Particular	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

Particular	Number	Reason for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) Yes

If available, provide a web link of the policy <https://www.grinfra.com/policies/>.

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

Not Applicable

7. Provide the following information relating to data breaches

- a. Number of instances of data breaches along-with impact -0
- b. Percentage of data breaches involving personally identifiable information of customers-0%
- c. Impact, if any, of the data breaches -Not Applicable

**Leadership Indicator**

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

Details regarding company's business offerings can be found on the website: <https://www.grinfra.com>

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

The company undertakes a comprehensive approach to educate its customers about safety on the roads it builds. This includes the installation of three types of signage:

warning, cautionary, and informative, which collectively provide critical information and alerts to road users. Additionally, the company employs tactile markers to aid customers in navigating safely. Reflective paints are used extensively to enhance visibility during low-light conditions, ensuring that road markings and signs are clearly seen at night. Furthermore, barricades are strategically placed to guide traffic and protect both workers and drivers in construction zones. Through these measures, the company ensures that all road users are well-informed and can travel safely.

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

Prior to road, rail and power transmission works, traffic closures and diversion during project execution, the relevant authority is duly notified, and suitable signage are erected for public convenience.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/NA) Not Applicable

a. If yes, provide details in brief.

Not Applicable

b. 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) No