Annexure-1

Business Responsibility and Sustainability Report (BRSR)

Section A
Provides a broad overview of the business, its offerings, operations footprint, employees details, related parties, transparency disclosures

Section B
Covers the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Section C
Provides indicator-wise disclosures mapped to the nine principles of NGRBC.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27101OR1961PLC000428
2	Name of the Listed Entity	Indian Metals & Ferro Alloys Limited
3	Year of incorporation	1961
4	Registered office address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
5	Corporate address	IMFA Building, Bomikhal, Rasulgarh, Bhubaneswar-751 010, Odisha
6	E-mail	mail@imfa.in
7	Telephone	0674-2611000
8	Website	www.imfa.in
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital	Rs. 53.96 crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Saunak Gupta Contact No.: 9124589200 Email id: saunakgupta@imfa.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a 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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Metal and Metal Products	99.57%

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

S. No.	Product/Service	NIC Code	% of total Contributed
1	Ferro Chrome	24104	99.57%

III. Operations

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

Location	Number of mines/ Number of factories	Number of offices	Total
National	6	7	13
International	-	-	-

19. Markets served by the entity:

a. **Number of locations**

Locations	Number
National (No. of States)	10
International (No. of Countries)	13

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

Ans. 85.47%

c. **A brief on types of customers**

Ans. IMFA's customers principally belong to the stainless-steel manufacturing value chain, where high-carbon ferro chrome is an essential raw material. The Company serves a globally diversified customer base, which can be broadly classified as:

- **Domestic stainless-steel producers –** integrated steel manufacturers in India that consume ferro chrome for the production of flat and long stainless-steel products. These relationships are long-standing, built on consistent product quality and supply reliability.
- **International stainless-steel mills –** direct sales to leading stainless steel manufacturers across key geographies including East Asia and Europe. These customers typically enter into multi-year supply arrangements, reflecting the strategic nature of ferro chrome in their operations.
- **International traders and distributors –** reputed commodity trading houses that purchase ferro chrome for onward sale to smaller mills, foundries, and specialty alloy producers in various regions. This channel extends IMFA's global reach and provides access to fragmented markets.

The Company does not serve retail or consumer markets. There have been no material changes in the composition or types of customers during the reporting year. The customer profile remains predominantly industrial, export-oriented, and centred on long-term trade relationships.

IV. Employees

20. 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)
	EMPLOYEES					
1.	Permanent (D)	860	798	92.80%	62	7.20%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**860**	**798**	**92.80%**	**62**	**7.20%**
	WORKERS					
4.	Permanent (F)	1327	1309	98.65%	18	1.35%
5.	Other than Permanent (G)	5206	4712	90.51%	494	9.49%
6.	**Total workers (F + G)**	**6533**	**6021**	**92.16%**	**512**	**7.84%**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	**-**	**-**	**-**	**-**	**-**
	WORKERS					
4.	Permanent (F)	2	2	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	**2**	**2**	**100%**	**-**	**-**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	2	-	-

To increase women's workforce participation, the Company focuses on local outreach and inclusive hiring. The Board includes two women Directors, reinforcing diverse leadership.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.36%	16.07%	14.49%	12.13%	7.32%	11.89%	11.53%	28.57%	12.12%
Permanent Workers	6.53%	5.88%	6.52%	6.90%	6.25%	6.89%	7.01%	-	6.94%

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

23. (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	IMFA Alloys Finlease Limited	Subsidiary	76.00%	No
2	Metallix Aviation Pvt Ltd	Wholly owned Subsidiary	100.00%	No
3	Ferro Chrome Producers Pvt Ltd	Associate	33.33%	No

VI. CSR Details

24.	(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	(ii)	Turnover (in ₹)	2803.70 Crores
	(iii)	Net worth* (in ₹)	2691.73 Crores

**as per the Companies Act 2013*

VII. 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) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 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 –	Yes, the company has established a structured process for receiving and addressing community feedback and grievnaces.	3	Nil	Majority of grievances related to employment, local engagement, and minor operational issues	Nil	Nil	NA
Shareholders[1]	YES : https://www.imfa.in/investors#investorscontact	156	Nil	Nil	191	Nil	Nil
Employees and workers[2] - HR	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers[3] - Marketing	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners[4] - Procurement	Yes	Nil	Nil	NA	Nil	Nil	NA

1. https://www.imfa.in/investors#investorscontact
2. Grievance redressal policy for Employees and Workers is available internally on the Company's intranet.
3. The mechanism is available with the Sales and Marketing department as part of the Sales and Marketing manual.
4. All contracts with Value Chain Partners have a clause that describes how to escalate grievances

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 -

S. No.	Material identified Issue	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	GHG Emissions / Climate Change	Risk	Increased frequency of extreme weather events such as heat, floods or droughts may disrupt mining activities, damage infrastructure, and reduce water availability - critical for product operation.	IMFA is undertaking various measures to reduce GHG emission by adopting cleaner production technologies, enhancing energy efficiency including innovative techniques and carbon capture mechanisms. These includes replacement of various motors with energy efficient motors, use of LED street lightings, monitoring of temperature of furnaces etc.	Negative
2.	Air Quality	Risk	Poor ambient air quality may attract penalties and lead to cessation of operations by statutory authorities. It may also have a negative impact on the community including adverse health outcomes	IMFA has introduced various measures and initiatives to ensure that the activities output will lead to minimal pollutants emit in the atmosphere At mines installation of air hose with nozzles for cleaning of screening plant hopper. Installation of RECD (Retrofitted Emission Control device) in each DG set. Tarpaulin fixing arrangement for dispatch truck near the truck parking yard at MMC. Installation of ventilation shafts in underground mining operations to improve air circulation, enhance removal of dust and gaseous pollutants, and maintain safe working conditions for employees. This initiative supports effective mine ventilation management, improves ambient air quality within underground workings, and helps ensure compliance with statutory safety and environmental requirements.	Negative
3.	Energy Management	Opportunity	IMFAs operations are inherently energy-intensive, requiring significant power consumption, the Company actively seeks opportunities to enhance energy efficiency. This commitment not only drives cost reduction efforts but also positions the Company on a path towards embracing green energy alternatives that are more environmentally friendly.	The Company is also fulfilling its Renewable Purchase Obligations (RPO) through procurement of Renewable Energy Certificates (RECs), involving substantial investment towards compliance with renewable energy requirements. Further, the Company has entered into long-term renewable power procurement arrangements and continues to explore opportunities for increasing the share of green energy in its operations. Also the company has a solar capacity of 4.55 MWp.	Positive

S. No.	Material identified Issue	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)
4.	Water Management	Risk	Release of wastewater may lead to statutory violations and may also have adverse impacts on the local community.	ETPs are installed at all manufacturing locations. Our Therubali location is designated as water-positive unit.	Negative
5.	Solid Waste Management	Risk converted to opportunity	Ash and slag produced during operations are environmental pollutants.	The company has a fly ash brick manufacturing plant and Low-Density Aggregate Plant that utilises the Ash. This shows the commitment of the Company towards conservation of energy.	Positive
6.	Human Rights	Opportunity	IMFA employs a large workforce, including contractual workers, and operates in regions with vulnerable communities. Any violation of human rights could lead to reputational damage, legal liabilities, and workforce unrest.	IMFA has taken various steps to protect the rights of employees, workers and vulnerable communities. IMFA has implemented a Code of Conduct, Diversity Policy, Grievance Redressal Mechanism, and Whistle Blower Policy covering human rights. Training programs are conducted on POSH, diversity, inclusivity, and workplace ethics.	Positive
7.	Occupational Health and Safety	Risk	Inadequate redressal of safety concerns may lead to employee dissatisfaction, regulatory issues, and operational risks. Addressing these gaps offers an opportunity to build a safer and more responsive work environment.	Daily toolbox talks and pre start risk checks are carried out by supervisors. Workplace inspections and safety audits are undertaken at regular intervals. Zero fatal accidents during the reporting year.	Negative
8.	Indigenous People and Cultural Heritage	Opportunity	IMFA operates in regions where Scheduled Tribes and traditional communities reside. Any industrial activity without culturally sensitive engagement may impact local heritage and social license to operate.	IMFA undertakes CSR projects in the field of Healthcare, Community education, Water & sanitation and Women empowerment to uplift the underdeveloped communities.	Positive
9.	Geopolitical and Trade tariff Risks: Exposure to global conflicts and international trade barriers.	Risk	While global volatility (e.g., West Asian conflicts or US tariffs) poses a threat, the company is strategically insulated because exports are primarily to the **Far East (China, South Korea, Japan, and Taiwan)**,	1. Strategic Market Focus: Maintaining long-term trade relationships in the Far East and utilizing eastern Indian ports (Paradip and Vizag) to avoid western belt disruptions.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Principle 1
Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable

Principle 2
Businesses should provide goods and service in a manner that is sustainable and safe

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

Principle 4
Businesses should respect the interests of and be responsive to all its stakeholders

Principle 5
Businesses should respect and promote human rights

Principle 6
Businesses should respect and make efforts to protect and restore the environment

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

Principle 8
Businesses should promote inclusive growth and equitable development

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes (Y=Yes, N= No)									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes. IMFA's policies, as detailed in the mapping below, cover each of the nine NGRBC principles and their core elements.								
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available - (Refer below table for web links)	• Whistle Blower Policy- • Code of Conduct for Directors & Senior Executives • CSR Policy • Nomination & Remuneration Policy • Policy on Materiality of Related Party Transactions • Investor Grievance Redressal Policy • Dividend Distribution Policy • Policy for Determining Material Subsidiaries • Quality, environment and occupational health & safety policy • Sexual harassment of women at workplace (Prevention, prohibition and redressal) Policy								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015- IMFA's Choudwar Ferro Alloys Business Units at Choudwar, Fly Ash Brick Unit at Choudwar, Low Density Aggregate Unit at Choudwar and Ferro Alloys Business Unit at Therubali is assessed and found confirming to the requirements of ISO 9001 : 2015.	-	Y	-	-	-	Y	-	-	Y
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		NA								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		**Environmental targets:** 1. 5% increase of renewable energy in operations by March 2026.- The Company continued to strengthen its renewable energy and sustainability initiatives during the year. While the planned increase in direct renewable energy consumption could not be fully achieved due to operational factors, the Company ensured full compliance with its Renewable Purchase Obligations (RPO). The RPO compliance achieved during the year stood at 33.01% through procurement of Renewable Energy Certificates (RECs) amounting to Rs. 12.09 crore, demonstrating the Company's continued commitment towards clean energy adoption and environmental sustainability. 2. 5% reduction annually in scope 1, 2 & 3 emissions- The Company continues to make steady progress towards long-term reduction of Scope 1, 2 and 3 emissions through operational efficiency improvements, energy optimisation initiatives, enhanced environmental management practices and increased adoption of renewable energy sources. **Social targets:** 1. Reduce workplace accidents (LTIFR) to less than 0.3 annually- Achieved. The LTIFR for the current year improved to 0.170, reflecting the Company's continued focus on workplace safety, employee awareness and implementation of robust safety practices. 2. Ensure zero instances of child labour and cases of modern slavery in the workforce- Achieved. No instances of child labour or modern slavery were reported during the year, demonstrating the Company's strong commitment towards ethical labour practices and human rights. **Governance targets:** 1. Ensure zero corruption, fraud and money laundering cases annually- Achieved. No cases relating to corruption, fraud or money laundering were reported during the year, reflecting the effectiveness of the Company's governance and compliance framework. 2. 100% resolution of identified for conflict-of-interest cases- Achieved. No conflict-of-interest cases were identified during the year, indicating adherence to the Company's ethical standards and governance policies.								

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

Sustainability is an integral part of IMFA's business strategy and operational philosophy. As India's largest ferro chrome producer, we recognise responsible growth requires balancing economic performance with environmental stewardship, social responsibility, and strong governance practices.

During FY 2025-26, the Company remained focused on strengthening its ESG framework amidst a challenging operating environment marked by evolving regulatory and stakeholder expectations, climate-related risks, and energy transition targets. As an energy-intensive industry, managing greenhouse gas emissions and improving energy efficiency are key focus areas along with ensuring occupational health & safety and responsible mining practices.

In this context, several initiatives have been undertaken to further improve environmental performance. We continue to strive to reduce emissions, incorporate renewable energy, optimise water consumption, and manage waste responsibly. During the year, the Company entered into a long term agreement to source 70 MWp hybrid renewable energy from a leading developer and is exploring additional sourcing options.

On the social front, employee safety and well-being remained a top priority. The Company achieved a Lost Time Injury Frequency Rate (LTIFR) of 0.170 during the year; regular safety audits, behavioural safety programmes, health check-ups, emergency preparedness drills, and workforce training initiatives were undertaken across various locations. IMFA also continued to uphold its commitment towards human rights, diversity, ethical conduct, and prevention of child labour and forced labour across its operations and value chain.

The Company continued its engagement with local communities through healthcare, education, sanitation, livelihood, infrastructure development, and women empowerment initiatives under the aegis of the Bansidhar and Ila Panda Foundation (BIPF) while Indian Metals Public Charitable Trust (IMPaCT) took up several philanthropic activities. A focus on sustainable socio-economic development in the local communities has served to foster goodwill and trust.

Strengthening internal controls in view of increase in scale of operations, rigorous compliance framework, risk management processes comprising identification and mitigation, and stakeholder engagement mechanisms were some of the initiatives taken up from a governance perspective. There were no reported instances of corruption, material fraud, money laundering, and conflict of interest during the year under review. The Board and its Committees continue to provide overnight on ESG-related matters through a structured governance framework; and, the Company has onboarded global reputed firms for statutory and internal audit.

Going forward, IMFA remains committed to improve its ESG performance through responsible resource utilisation, enhanced stakeholder engagement, adoption of cleaner technologies, and alignment with applicable sustainability frameworks and regulatory requirements. The Company believes sustainable business practices will continue to create long-term value for all stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Subhrakant Panda, Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board has constituted the following committees that address different aspects of sustainability: • **Audit Committee –** ensures compliance with laws, regulations, and internal controls relevant to sustainability reporting and disclosures. • **Risk Management Committee –** identifies, assesses, and mitigates sustainability linked risks, including environmental, social, and governance (ESG) risks. • **Stakeholders Relationship Committee –** addresses stakeholder concerns and grievances, including those related to sustainability matters. • **Whistle Committee –** provides a mechanism for reporting and investigating concerns related to unethical behaviour, fraud, or violations of the Code of Conduct, thereby reinforcing the Company's ethical and governance framework which supports sustainability. • **Corporate Social Responsibility (CSR) Committee –** formulates, monitors, and reviews the Company's CSR and sustainability initiatives in line with the CSR Policy and NGRBC principles. Adequate internal control systems exist to support the implementation of related policies and decisions.

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and 8 follow up action	The Senior Management regularly reviews the Company's policy performance and reports key highlights to the Board and its Committees.									On continuous basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes. The Company has established processes to monitor compliance with statutory requirements relevant to NGRBC principles and undertakes corrective actions wherever required. Any non compliance, if observed, is promptly identified and rectified.									On continuous basis								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.					No				

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)									

Web Links:-

1) Whistle blower policy- https://www.imfa.in/api/pdf/WhistleBlowerPolicySigned06022026.pdf/Whistle_Blower_Policy_Signed06022026_665db7b6c4.pdf
2) Code of Conduct- https://www.imfa.in/api/pdf/code.pdf/code_ce0a7409b2.pdf
3) CSR Policy- https://www.imfa.in/api/pdf/Importantinformation/CSR_Policy_c14bf59edc.pdf
4) Nomination and remuneration policy- https://www.imfa.in/api/pdf/Importantinformation/Nomination_Remuneration_Policy_218d0ec764.pdf
5) Policy on materiality of related party transactions- https://www.imfa.in/api/pdf/Materiality-RP-Transactions.pdf/Materiality_RP_Transactions_b117bfb5a8.pdf
6) Investor grievance redressal policy- https://www.imfa.in/investors#contact-cards
7) Dividend distribution policy- https://www.imfa.in/api/pdf/Dividend-Distribution-Policy.pdf/Dividend_Distribution_Policy_a5eec76703.pdf
8) Policy for Determining Material Subsidiaries- https://www.imfa.in/api/pdf/MaterialSubsidiaries.pdf/Material_Subsidiaries_9ef0a592da.pdf
9) Quality, environment and occupational health & safety policy- Available internally
10) Sexual harassment of women at workplace (Prevention, prohibition and redressal) Policy- Available internally

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.

Essential Indicators

1. **Percentage coverage by training and awareness programs on any of the principles during the financial year**

Segment	Total number of training and awareness 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	1	• IMFA's ESG framework, BRSR requirements, and sustainability initiatives	100%
Key Managerial Personnel	1	• Programme on IMFA's practices, systems, policies (Code of Conduct, Sexual Harassment, Quality, Occupational Health, Safety & Environment Policy, Insurance Policies), and values.	100%
Employees other than BoD and KMPs	6	• Awareness session on ethics, accountability & good governance at workplace • Navigating gender diversity & professional conduct • Session on prevention of sexual harassment at workplace • Aarambh - the new employee orientation programme 2.0 • Get - induction & orientation workshop	97%
Workers	3	• Awareness session on ethics, accountability & good governance at workplace • Navigating gender diversity & professional conduct • Session on prevention of sexual harassment at workplace	94%

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**

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

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	Principle 1	Registrar of Companies, Cuttack, Odisha, Ministry of Corporate Affairs	2,000,000	Violation of Section 197 of the Companies Act, 2013 read with Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014	No
	Principle 1	Regional Director, Eastern Region, Ministry of Corporate Affairs	33,00,000	Violation of Section 134 of the Companies Act, 2013 for financial year 2018-19 and FY 2019-20	No

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

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Ans. Yes. IMFA's anti-corruption and anti-bribery principles are embedded in its Code of Conduct, which mandates honest and ethical conduct, fair dealings, avoidance of conflicts of interest, and strict compliance with all applicable laws. The Code applies across the organisation and extends to all business relationships. The reporting and remediation mechanism is supported by the Whistle Blower Policy: any suspected bribery, corruption, or unethical conduct may be reported confidentially to the Whistle Officer or the Whistle Committee; complaints are reviewed and, if necessary, investigated in a fact-finding process; the policy guarantees protection for genuine whistle-blowers against retaliation; and confirmed misconduct leads to appropriate disciplinary or corrective action, including sanctions under the Code of Conduct.The Code of Conduct is available at: https://www.imfa.in/api/pdf/code.pdf/code_ce0a7409b2.pdf

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
KMPs	No such disciplinary action has been taken by any law enforcement agency for charges of bribery/corruption.	
Employees		
Workers		

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	No such complaints have been received.			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

Ans. Not applicable. During the reporting year, no fines, penalties, or actions were imposed by regulators, law enforcement agencies, or judicial institutions on the Company for cases of corruption or conflict of interest. Consequently, no corrective action was required or undertaken in this regard.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	51 days	60 days

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Concentration of Purchases	Purchases from trading houses as % of total purchases	19.85%	26.88%
	Number of trading houses where purchases are made from	3 nos.	3 nos.
	Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	Sales to dealers/ distributors as % of total sales	NA*	NA*
	Number of dealers/ distributors to whom sales are made	NA*	NA*
	Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	NA*	NA*
Share of RPTs in	Purchases (Purchases with related parties/total Purchases) %	3.66%	3.51%
	Sales (Sales to related parties/ Total sales) %	-	-
	Loans & advances (Loans & advances given to related parties/ Total loans & advances) %	-	-
	Investments (Investments in related parties/ Total investments made) %	-	-

**Not applicable as IMFA sells goods directly to manufactures and not to dealers/ distributors.*

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

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.

Ans. Yes, the Company has established processes to avoid and manage conflicts of interest involving members of the Board.

The Code of Conduct for Directors & Senior Executives contains an explicit clause on conflict of interest, requiring Directors to avoid any activity or financial relationship that may result in a direct or indirect conflict with the Company. Any potential conflict must be promptly disclosed and prior consent obtained; where doubt exists, clarification is to be sought from the Board through the Company Secretary.

All Directors annually affirm compliance with the Code in writing. Additionally, Directors disclose their interests in other entities, and at each Board meeting, they declare any direct or indirect interest in agenda items as required under the Companies Act, 2013.

The Policy on Materiality of Related Party Transactions further reinforces these processes, requiring that all related party transactions (including those involving Directors) be approved by the Audit Committee (and the Board or shareholders, where applicable) and be conducted at arm's length.

The Whistle Blower Policy also allows for confidential reporting of any suspected undisclosed conflicts or unethical behaviour. Together, these mechanisms ensure transparency and sound governance.

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.**

Particulars	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	13%	7%	Capital investments are being undertaken to reduce the emissions and saving of natural water resulting in increasing operational efficiency as well as improving energy optimisation.

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

   Ans. Yes, the Company operates its own captive chrome ore mines, which are compliant with all statutory requirements. For other raw materials, such as Bauxite and Quartzite, we ensure that proper mining permissions have been obtained from the respective state mining departments. Furthermore, interstate dispatch of these materials from external vendors is carried out only with the approval of the appropriate state authorities, based on a valid transit pass obtained prior to transporting the materials from the vendor to the plant.

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

   Ans. 69% of the Company's raw materials are sustainably sourced.

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.**

   Ans. As a manufacturer of ferro chrome, which serves as a raw material in stainless steel production, IMFA's product is fully consumed in downstream industrial processes. Consequently, there is no residual material available for reclamation, reuse, or recycling at end of life, making this provision not applicable to the primary product. Regarding packaging materials, tarpaulins used during chrome ore transportation are reused multiple times to minimize waste. Once deemed unusable, they are disposed of responsibly through vendors authorized by the State Pollution Control Board (SPCB) in compliance with applicable environmental regulations.

   The Company does not generate e-waste or consumer-facing plastic waste in significant quantities, and any hazardous waste generated during operations is managed as per the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, through certified handlers and disposal facilities.

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.**

   Ans. No, Extended Producer Responsibility (EPR) is not applicable to the entity's activities.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? 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 web-link
24104	Ferro Chrome		**Cradle-to-Gate** system boundary, covering raw material extraction, transportation, energy consumption, production processes, process emissions, waste management, and associated utilities up to the manufacturing stage of HC-FeCr product.	By External Agency	No

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

Name of Product / Service	Description of the risk / concern	Action Taken –
Ferro Chrome	The key environmental concern for HC-FeCr production at both the Choudwar and Therubali units is the very high contribution of electricity consumption to overall impacts, especially Global Warming Potential (GWP).	The company plans to mitigate these environmental concerns by increasing the use of renewable energy for Ferro Chrome production and reducing dependency on additional power requirements from captive thermal power plants. Additional measures include adopting energy-efficient motors and other advanced energy-efficient equipment to enhance operational efficiency and reduce overall environmental impacts.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
	NIL	NIL

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

**The material produced by the Company is used as a raw material for the manufacture of stainless steel. Therefore, there is no scope for reclaiming the product at end of life.*

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

Case Details	Reclaimed products and their packaging materials as % of total products sold in respective category
Indicate Product Category	NIL

PRINCIPLE 3:

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

Essential Indicators

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

Category	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)
Permanent employees											
Male	798	798	100%	798	100%	-	0%	-	0%	-	0%
Female	62	62	100%	62	100%	62	100%	-	0%	-	0%
Total	**860**	**860**	**100%**	**860**	**100%**	**62**	**100%**	**-**	**0%**	**-**	**0%**
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

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)
Permanent workers											
Male	1,309	1,309	100%	1,309	100%	-	0%	-	0%	-	0%
Female	18	18	100%	18	100%	18	100%	-	0%	-	0%
Total	**1,327**	**1,327**	**100%**	**1,327**	**100%**	**18**	**100%**	**-**	**0%**	**-**	**0%**
Other than Permanent employees											
Male	4,712	4,712	100%	4,712	100%	-	0%	-	0%	-	0%
Female	494	494	100%	494	100%	494	100%	-	0%	-	0%
Total	**5,206**	**5,206**	**100%**	**5,206**	**100%**	**494**	**100%**	**-**	**0%**	**-**	**0%**

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.24%	0.26%

All expenses related to staff welfare including Employee Insurance, Benefits, Rewards, Reimbursements and other staff related expenses. These expenses exclude salary/wages and contributions to PF.

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	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%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.

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. –

Ans. Yes. The Company's plants are accessible to differently abled employees and workers. Facilities provided include:

- Ramps and lifts for ease of movement
- Wheelchairs
- Dedicated accessible restrooms

These provisions are in place to ensure compliance with the Rights of Persons with Disabilities Act, 2016, and to promote an inclusive workplace.

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.

Ans. Yes, the Company has articulated its commitment to human rights under Clause No. 3.6 of the Labour and Human Rights Policy. This policy is accessible to all employees through the internal intranet system.

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

Gender	Permanent employees		Permanent employees	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

**No Parental leave availed by any of the employees and workers in FY 2025-26 & 2024-25.*

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes. The Company has a **Grievance Redressal Policy**, applicable to all employees and workers (permanent and non permanent), and accessible via the internal intranet. The policy is designed to promote healthy workplace relationships and ensure expeditious resolution of grievances. The grievance redressal process is structured in three progressive stages: 1. **First Stage –** The aggrieved individual submits the grievance to the immediate supervisor or departmental head, who attempts to resolve it at the operational level. 2. **Second Stage –** If the grievance remains unresolved, it is escalated to the Human Resources department for further examination and mediation.

	Yes/No (If Yes, then give details of the mechanism in brief)
	3. **Third Stage –** Should the matter still remain open, it is referred to a designated senior management committee. The decision of this committee is treated as final. However, any unresolved grievances that appear in monthly grievance reports are escalated to the Managing Director for a conclusive review and final decision, ensuring complete closure. This uniform mechanism covers all categories of employees and workers, reinforcing fair treatment and timely redressal across the organisation. The policy is available on intranet.

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

Ans.

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**860**	**-**	**-**	**824**	**-**	**-**
Male	798	-	-	775	-	-
Female	62	-	-	49	-	-
Total Permanent Worker	**1327**	**1268**	**96%**	**1248**	**1176**	**94%**
Male	1,309	1,253	96%	1232	1163	94%
Female	18	15	83%	16	13	81%

8. Details of training given to employees and workers: -

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (B)	% (B/A)	Number (C)	% (C/A)
					Employees					
Male	798	484	61%	730	91%	775	562	73%	710	92%
Female	62	21	34%	49	33%	49	19	39%	44	90%
Total	**860**	**505**	**59%**	**779**	**91%**	**824**	**581**	**71%**	**754**	**92%**
					Workers					
Male	1309	857	65%	984	75%	1232	535	43%	1019	83%
Female	18	6	33%	10	56%	16	4	25%	12	75%
Total	**1327**	**863**	**65%**	**994**	**75%**	**1248**	**539**	**43%**	**1031**	**83%**

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	798	798	100%	775	775	100%
Female	62	62	100%	49	49	100%
Total	**860**	**860**	**100%**	**824**	**824**	**100%**
Workers						
Male	1,309	1309	100%	1,232	1,232	100%
Female	18	18	100%	16	16	100%
Total	**1,327**	**1327**	**100%**	**1248**	**1248**	**100%**

**This information relates to employees on the direct rolls of the company and does not include contractual works.*

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?

Ans. Yes. The entity has implemented an Occupational Health and Safety Management System through its Quality, Environment and Occupational Health & Safety Policy. The system covers all operational areas, including employees, contractors, and visitors.

Additionally, an Occupational Safety and Health Policy, duly signed by the Factory Manager and Occupier,has been submitted to the Director of Factory and Boilers.

The Company also has a Labour & Human Rights Policy, which extends to all employees (full-time, part-time, and contract) as well as subcontractors.

The system is subject to regular internal review to ensure compliance and continual improvement in occupational health and safety performance.

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

Ans. The entity identifies work-related hazards and assesses risks through the following processes:

For routine activities:

- Standard Operating Procedure (SOP) / Hazard Identification and Risk Assessment (HIRA) using a 5×5 Matrix / Safety Management Plan (SMP) are conducted for all regular operations.
- Daily toolbox talks and pre-start risk checks are carried out by supervisors.
- Workplace inspections and safety audits are undertaken at regular intervals.
- Continuous monitoring of operations is carried out to identify unsafe acts and conditions through Safety Observation & Interaction (SOI), Internal Safety Audit, Housekeeping Audit, Statutory Safety meetings, and tours by frontline managers / senior management (department heads).

For non-routine activities:

- A Permit to Work (PTW) system is applied for all non-routine jobs, including maintenance, hot work, and work at height.
- Task Risk Assessment (TRA) is performed for any task not covered by an SOP, prior to commencement of work.

In addition, near-miss reporting is encouraged, and investigations are carried out to identify underlying hazards in the workplace.

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

Ans. Yes. Workers can report work-related hazards through multiple channels, including Safety Committee meetings, departmental meetings, the Field Safety Observations register in control rooms, and Job Cycle checks. Reported hazards are recorded, assessed, and corrective actions are initiated and tracked to closure. Workers are also empowered to stop work and remove themselves from situations involving imminent danger or unsafe conditions without fear. Such situations are immediately reported to the supervisor or safety department for risk assessment and implementation of necessary control measures before work resumes.

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

Ans. Yes. The entity has a system for pre-employment and periodic health check-ups for all employees and workers. The following medical examinations and investigations are carried out during the health check-up process:

- General Medical Examination (Height & Weight)
- Eye Examination (Vision)
- Respiratory System Examination (Chest Measurement)
- Circulatory System Examination (BP, Pulse)
- Abdomen Examination including Liver Tenderness
- Hernia Examination
- Hydrocele Examination
- Cardiological Assessment (ECG)
- Chest Radiograph
- Audiometry
- Pathological Investigations: Blood TC, DC, Hb, ESR, Platelets, Blood Sugar (Fasting & PP), Lipid Profile, Blood Urea, Creatinine, and Urine Routine Examination

In addition, employees and workers have access to non-occupational medical and healthcare services, which include:

- First Aid Facilities
- Nebulization
- Tetanus Vaccination
- Vital Check-up (BP, SpO_2)
- Random Blood Sugar (RBS) Testing
- Emergency Care
- Minor Suturing and Suture Removal
- Provision of Medicines (excluding chronic medications)
- Advanced Life Support Ambulance Service and referral to nearby hospitals/clinics whenever required
- Health awareness programmes

These services ensure that both occupational and non-occupational healthcare needs of employees and workers are addressed.

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

Parameter	Metrics	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.446
	Workers	0.170	0.198
Total recordable work-related injuries	Employees	-	2
	Workers	3	2

Parameter	Metrics	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Ans. The entity has implemented a range of measures to maintain a safe and healthy workplace:

- **Fire and smoke detection:** Optical smoke detectors, manual call points, and hooters integrated with fire alarm panels are installed across all electrical control centers, substations, laboratories, and stores for effective early warning.
- **Road safety:** Solar-road delineators have been placed on haul roads, traffic baton lights are used by supervisors for directing vehicles, retro-reflective road studs (cat-eyes) have been installed in underground sections, and light poles are marked with yellow-black hazard paint and retro-reflective tape to improve visibility.
- **Training and awareness:** A training kiosk with a response-based answering system is used for group and individual safety training. External experts from Draeger Safety India Pvt Ltd provided training on the use of Oxygen Self-Rescuers for underground workers. Skill development training is delivered to mining workers through the Skill Council for Mining Sector (SCMS). The 37th Road Safety Month and the 55th National Safety Week were observed with awareness programmes involving employees, contractors, families, and school children. A mass meeting is held on the first working day of every month at PBU & FABU, sharing toolbox talks, incidents, and rewarding near-miss reporting.
- **Emergency preparedness:** An off-site mock drill was conducted near Gandhi Chak Choudwar on NH-55 in coordination with the district administration.
- **Communication and monitoring:** A leaky feeder communication system with walkie-talkies has been implemented in the underground mine, and walkie-talkies are used at SMC for secure communication. CCTV monitoring with live feeds covers the 120 MW PP silo top and switchyard areas. A real-time weather monitoring system with automated data collection is in place.
- **Electrical safety:** Non-contact voltage detectors are used for low and high voltage applications. Standard electrical extension boards are provided for temporary power connections. The LDO Tanker Earthing Integrity Monitoring System ensures proper grounding and automatically stops unloading if earthing is compromised. The 6th National Electrical Safety Week was observed with the theme "Smart Energy, Save Nation."
- **Process safety:** A Permit to Work system governs non-routine jobs. SOPs and HIRA (5×5 Matrix) are in place for routine activities. Confined space identification boards have been displayed, and an oxygen analyser monitors oxygen levels near the 120 CHP tunnel. LPG gas leakage detectors with alarms are installed in the gas bank area of the 120 MW PP canteen. The liquid oxygen wall near CCP-3 cast house has been extended to prevent spatter-related hazards.
- **Ergonomics and maintenance:** A specialised lifting tool is used for handling track rollers to minimise manual handling risks. A laser shaft alignment kit has been introduced for precision alignment of rotating equipment. Bay occupancy systems with ultrasonic sensors and traffic lights ensure safe positioning at the 120 MW PP Silo. QR codes in the switchgear room grant instant access to drawings and safety procedures.
- **Lockout Tagout (LOTO) systems** have been implemented across all critical equipment and maintenance activities, ensuring complete isolation of hazardous energy sources prior to intervention, in compliance with the Company's safety management protocols.
- **Other measures:** Indication lamps and permanent track identification have been provided at the 120 CHP track hopper area. Tapping platform extensions at CCP-1, CCP-2, and CCP-3 have improved workspace accessibility. A nitrogen line has been installed for safe purging during shutdowns.

These measures, across multiple facilities and operations, collectively strengthen workplace safety and health outcomes.

In addition to this IMFA has received following awards and accolades for taking various safety initiatives.

Sl. No.	Name of the Plant/ Mines	Awarding authority	Award name
1	Mahagiri and Sukinda Mines	DGMS Bhubaneswar Regions 1 & 2	Mahagiri Chromite Mines secured the First Prize and Sukinda Chromite Mines the Second Prize in the Overall Performance category.
2	Mahagiri and Sukinda Mines	IQEMS, Bhubaneswar	Sukinda Chromite Mines, Mahagiri Chromite Mines received 5-Star ratings at the Kalinga Environment Excellence National Award 2024.
3	Choudwar Power Plant	IQEMS, Bhubaneswar	Choudwar Power Plant received 5-Star ratings at the Kalinga Environment Excellence National Award 2024.
4	Choudwar (Unit-1) Ferro Alloys Plant	IQEMS, Bhubaneswar	Choudwar Unit-1 (Ferro Alloys) earned a 4-Star rating.
5	Mahagiri and Sukinda Mines (Chromite)	Indian Bureau of Mines (Bhubaneswar Region)	Mahagiri Mines (Chromite) was awarded First Prize for Overall Performance, while Sukinda Chromite Mines clinched First Prize for Systematic & Scientific Development.
6	Mahagiri Mines (Chromite)	Federation of Indian Mineral Industries (FIMI	Mahagiri Mines (Chromite) was awarded Hindustan Zinc Health & Safety Award 2024–25 at the 59th Annual General Meeting of the Federation of Indian Mineral Industries (FIMI).
7	Mahagiri Mines (Chromite)	SPCB, Odisha	At the 42nd Foundation Day celebration of the State Pollution Control Board (SPCB), Odisha, Mahagiri Mines (Chromite) was recognised with the Pollution Control Appreciation Award 2025 in the Mines Category.
8	Mahagiri Mines (Chromite)	FICCI	At the 11th FICCI Awards for Excellence in Safety Systems, with Mahagiri Mines (Chromite) receiving special appreciation.
9	Mahagiri and Sukinda Mines (Chromite)	All India Mines Rescue Compteition	IMFA's Mines Rescue Team delivered an impressive performance at the 54th All India Mines Rescue Competition 2025, securing 1st place in First Aid and the 2nd Best Team Captain award in the individual category. Competing among 36 teams from 19 mining companies.
10	Mahagiri and Sukinda Mines (Chromite)	DGMS	IMFA's Sukinda and Mahagiri Chromite Mines delivered an outstanding performance at the DGMS Metalliferous Mines Safety Fortnight Awards. The units secured 22 awards, including 1st place in Overall Performance.
11	Mahagiri and Sukinda Mines (Chromite)	27th Mines Environment & Mineral Conservation Week 2025–26	Mahagiri Mines (Chromite) and Sukinda Mines (Chromite) secured 1st prizes across categories. Shri Madhav Panigrahi of Mahagiri Mines was also honoured with the Paryavaran Bandhu Award.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	
Health & Safety	4573	118	Reason for pending resolution-The complaints were lodged near the end of the financial year and are currently being addressed within the Company's stipulated resolution period.	3125	186	Reason for pending resolution-The complaints were lodged near the end of the financial year and are currently being addressed within the Company's stipulated resolution period.

14. Assessments for the year: FY2025-26

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

** Both the mines of IMFA i.e. Sukinda Mines(Chromite) & Mahagiri Mines (Chromite) were assessed by statutory authorities from DGMS (Directorate General of Mines Safety).*

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.

Ans. The following corrective actions have been implemented or are underway to address safety-related incidents and significant risks identified through assessments of health & safety practices and working conditions:

- No person is permitted in the operator cabin of Jumbo Drill or HEMMs such as LHD, LPDT during marching.
- Adequate height across haul roads in underground mines is ensured to prevent vehicles from hitting pipelines or cables.
- Ladders are strictly prohibited as working platforms; only certified access equipment (e.g., scissor lifts or approved platforms) is permitted for elevated tasks.
- A weekly Fire Hazard Audit Checklist is enforced, with strict compliance and inspection of hydraulic hoses near hot zones.
- Safety behavioural culture is being strengthened through a Behaviour Based Safety (BBS) drive, engaging an external BBS trainer every month for frontline managers and supervisors.
- Only certified lifting tools and tackles with valid third-party inspection (TPI) are used, and an approved lifting plan is followed for all critical lifting operations.
- Tapping screen open and close operations are now remote-controlled.
- Limit switches and interlocks have been provided with the mud gun and drilling machine.
- An automatic voice command and indicative lamp system has been installed at the tapping floor.
- A high-audible alarm has been provided at the tapping floor.

These measures address identified risks and contribute to ongoing improvements in workplace safety.

Leadership Indicators

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

Ans. Yes.

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

Ans. The Company only engages contractors that are registered with appropriate statutory authorities such as PF, ESI, etc. As the principal contractor, it is ensured that all statutory dues are deducted and deposited to the government on time by the labour contractors/civil contractors in the value chain. As per the established standard procedure, the contractor is required to submit proof of deposit along with monthly bills. In case proof is not submitted, the Company retains the amount corresponding to the amount to be deposited, from the vendor's payment. Payments are released only on submission of proof of deposit.

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: -

	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 2025-26 (Current FY)	FY 2024-25 (Previous FY)	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Employees	-	-	-	-
Workers	-	-	-	-

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)

Ans. Yes, the Company provides transition assistance to employee's post-retirement through retainership contracts, offered on a need basis.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

6. 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 of value chain partners.

Ans. The Company continues to strengthen its Occupational Health & Safety (OH&S) management systems across all operations and value chain partners, including contractors, transporters, vendors, and service providers.

During the reporting period, various corrective and preventive actions are being implemented to address safety incidents, unsafe practices, and significant risks identified through inspections, audits, safety observations, and incident investigations.

Corrective Actions for Safety-Related Incidents

- Detailed incident investigations are being conducted for all reportable incidents, near misses, and high-potential unsafe conditions to identify root causes and preventive measures.
- Immediate stoppage of unsafe work activities wherever critical deviations are being observed.
- Reinforcement of Permit to Work (PTW) systems for high-risk activities such as excavation, confined space entry, hot work, electrical isolation, work at height, and material handling.
- Mandatory Task Risk Assessment and toolbox talks implemented before commencement of the activities.
- Corrective maintenance and inspection frequency is clearly defined for critical equipment, machinery, lifting tools, pressure systems, and safety interlocks.
- Refresher safety training and competency development programs conducted for employees and contractor workmen on hazard identification, emergency response, and safe work practices.
- Deployment of additional safety signage, caution boards, demarcation, and visual controls at work locations.
- Implementation of behavioural safety initiatives and near-miss reporting systems to improve proactive hazard identification and reporting culture.
- Strengthening of emergency preparedness through mock drills, rescue arrangements, firefighting readiness, and emergency communication systems.
- Mandatory induction and refresher safety training for all value chain partner employees before site deployment.
- Conducting PME/IME for all the value chain partners engaged with us on yearly basis.
- Health Index of individual is being monitored and quarterly counselling being carried out with individual.

Ongoing and Planned Improvement Measures

To address the above concerns, the following actions are underway:

- Periodic OH&S audits and compliance reviews of contractors and vendors through strict implementation of Contractor Safety Management.
- Integration of safety performance into contractor evaluation and renewal processes.
- Mandatory induction and refresher safety training for all value chain partner employees before site deployment.
- Digital monitoring of work permits, inspection records, and compliance observations.
- Enhance Monthly safety performance review meetings with contractors and business partners.
- Strengthening of contractor safety management systems through defined KPIs and accountability frameworks.
- Increased leadership safety walkthroughs and surprise inspections across operational areas.
- Promotion of a "Zero Harm and Zero LTI" culture through continuous awareness campaigns and engagement programs.

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.

Ans. Effective stakeholder engagement is crucial for IMFA to build trust, enhance transparency and ensure alignment between its sustainability objectives and broader expectations. The key internal and external stakeholders of the Company have been identified through a comprehensive assessment conducted in consultation with the management. These stakeholder groups are integral to the organization and supports IMFA in strengthening its governance framework, enhancing credibility and maintaining a positive reputation. In alignment with this understanding, the Company maintains continuous engagement with its stakeholders to meet their expectations, identify and manage associated risks, and support informed, sustainable decision-making processes.

The identified stakeholder groups, as outlined in response to Question 2, broadly include:

Internal Stakeholders: Employees, Shareholders

External Stakeholders: Customers, Communities, Suppliers, Partners, Vendors, auditors, consultants, bankers, regulatory agencies.

Stakeholders are mapped based on their direct or indirect impact on the company operation and business.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community-	Yes (Includes land-affected families, tribal populations, economically weaker sections, and project-affected persons)	• Meetings and direct interaction • Community events • Corporate communications • Telephonic Conversation	Other- Continuous	• Addressing grievances and conflict resolution • Employment opportunities for local people • CER and community development initiatives • Land acquisition and compensation-related discussions • Environmental and safety concerns • Infrastructure and livelihood support.

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
Shareholders	No	• Emails • SMS • Newspaper prints • Websites • Press releases • Earnings call • In-person meetings • Conferences	Quarterly	• To educate shareholders about IMFA's values and business and long-term business strategy. To facilitate a platform for shareholders to voice concerns related to company policies, reporting, and strategic direction.
Employees and Workers	No	• Satisfaction surveys • Social Media • Grievance Redressal • Suggestion schemes • Open house meetings • Emails, Journals • Meetings with employee Associations and unions	Quarterly & Other – Continuous	• Facilitate career management and growth opportunities. • Identify and provide learning and development initiatives. • Engage in discussions on compensation structures and related matters.
Customers-	No	• Customer Interactive Meet • Customer Satisfaction Survey • Exhibitions Seminars • Telephonic Conversation • Video Calls	Other-Continous	• Identify opportunities for product improvement. • Understand customer needs and expectations. • Assess industry and business challenges to align offerings accordingly.
Value Chain Partners	No	• E-mails • Meetings • Telephonic conversation • Website • Video call	Other – Continous	• Ensure compliance with statutory, health, and safety requirements. • Foster long-lasting, sustainable relationships with stakeholders.

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.**

Ans. Stakeholder consultation is driven through the Company's governance framework and board-approved policies:

- The **Stakeholders Relationship Committee** addresses investor grievances and feedback as per the Investor Grievance Redressal Policy.
- The **CSR Committee** engages with local communities, especially disadvantaged groups, to identify needs and monitor social initiatives.
- The **Whistle Blower Policy** enables employees and Directors to confidentially report concerns on ethics, fraud, or non-compliance.

- The **Code of Conduct** requires fair dealings with all stakeholders and mandates reporting of unethical practices.
- The **Disclosure Policy** ensures timely communication of material information to investors and the public.

Operationally, business heads capture and act on feedback related to environment, health & safety, and other ESG matters through defined procedures. At the corporate level, the above policies and committees ensure structured stakeholder consultation aligned with NGRBC Principles 1 and 4.

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.**

Ans. Inputs on ESG topics are systematically received and recorded through Hazard Identification and Risk Assessment (HIRA) at operational sites, formal grievance channels (Whistle Blower Policy, Investor Grievance Redressal Policy), and direct feedback via emails. These inputs are analysed by the relevant functions and, where found necessary, incorporated into the review and revision of applicable policies and operational practices to strengthen ESG performance.

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

Ans. The organisation maintains outreach at every project location, where designated representatives regularly engage with and monitor vulnerable and marginalised project-affected families. Their needs are addressed through structured corporate social responsibility initiatives, primarily implemented via Indian Metals Public Charitable Trust (IMPACT) and Bansidhar & Ila Panda Foundation (BIPF). Where necessary, special considerations beyond routine programmes are also extended to provide timely assistance. This process is overseen by the CSR Committee and reported periodically to the Board.

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
			Employees			
Permanent	860	857	99.65%	824	272	33.01%
Other than permanent	-	-	-	-	-	-
Total Employees	**860**	**857**	**99.65%**	**824**	**272**	**33.01%**
			Workers			
Permanent	1327	1311	98.79%	1248	119	9.54%
Other than permanent		-	-		-	-
Total Workers	**1327**	**1311**	**98.79%**	**1248**	**119**	**9.54%**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (B)	% (B/A)	Number (C)	% (C/A)
					Employees					
Permanent	**860**	**-**	**-**	**860**	**100%**	**824**	**-**	**-**	**824**	**100%**
Male	798	-	-	798	100%	775	-	-	775	100%
Female	62	-	-	62	100%	49	-	-	49	100%
Other than Permanent	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
					Workers					
Permanent	**1327**	**-**	**-**	**1327**	**100%**	**1248**	**-**	**-**	**1248**	**100%**
Male	1309	-	-	1309	100%	1232	-	-	1232	100%
Female	18	-	-	18	100%	16	-	-	16	100%
Other than Permanent	**5206**	**2319**	**45%**	**2887**	**55%**	**4355**	**2254**	**52%**	**2101**	**48%**
Male	4712	2053	44%	2659	56%	3862	1765	46%	2097	54%
Female	494	266	54%	228	46%	493	489	99%	4	1%

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs in lakhs)	Number	Median remuneration/ salary/ wages of respective category (Rs in lakhs)
Board of Directors (BoD)				
(a) Executive Directors	3	2827.67	-	-
(b) Non-Executive Non-Independent Directors	1	20.00	-	-
(c) Non-Executive Independent Directors	1	2.60	2	12.50
Key Managerial Personnel	2	78.14	-	-
Employees other than BoD and KMP	798	9.10	62	5.99
Workers	1309	3.93	18	3.54

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to women as % of total wages	3.37%	2.47%

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).

Ans. Yes. IMFA has established dedicated internal complaint committees under its Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy and Grievance Redressal Policy to address workplace-related human rights concerns such as discrimination, bias, victimisation, and harassment. Additionally, the CSR Committee and Public Relations (PR) Department engage with communities to address broader human rights issues, including access to education, healthcare, livelihood, and basic infrastructure. These bodies ensure that both internal and external human rights impacts are identified, addressed, and monitored in alignment with IMFA's commitment to ethical and inclusive operations.

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

Ans. The organisation has established multiple policies to address human rights grievances, including the "Whistleblower Policy", "Grievance Redressal Policy", and the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy. Social Policy included labour, modern slavery, human trafficking, diversity, equity and inclusion, external stake holder, fair wages and benefit policy, workplace accessibility policy. Written complaints received from aggrieved individuals are reviewed and resolved in line with the procedures outlined in these policies, ensuring timely and fair redressal.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1	Resolution is pending at the end of the year.	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-
Other Employee Grievances	-	-	-	-	-	-

7. Complaints filed under the sexual harassment of women at workplace (Prevention, Prohibition and redressal) Act, 2013 in the following format:

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Total complaints reported under sexual harassment on of women at workplace (Prevention, Prohibition and Redressal) act 2013 (POSH)	1	-
Complaints on POSH as a % of female employees/ workers	0.20%	-
Complaints on POSH upheld	1	-

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

Ans. The Company has a zero-tolerance policy towards harassment of any kind, including sexual harassment.

As per the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Policy (the policy), in order to conduct a free and fair enquiry and avoid adverse consequences to the complainant the Internal Committee constituted under this policy may recommend any of the following to the management:

- Transfer the aggrieved woman (complainant) or respondent to any other workplace.
- Grant leave to the complainant up to a period of 3 months. Such leave shall be in addition to the leave otherwise entitled to;
- Restrain the respondent from reporting on the work performance of the complainant or writing her confidential report and assign the same to another officer.

In addition

- In case the respondent is a member of the Internal Committee, they are required to step down as a member during the enquiry of the complaint; and
- During the enquiry proceedings the complainant and/or their witnesses shall be called separately to ensure an atmosphere free of intimidation.
- In case of redressal of other grievances (related to supervision, viz bias, favouritism, etc. or victimisation, humiliation and disputes with other employees, covered under the Company's "Grievance Redressal Policy"), the policy strictly stipulates that an "aggrieved employee" shall not be victimized for raising a grievance.

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

Ans. IMFA integrates human rights requirements into all standard business agreements and contracts with vendors, suppliers, and business partners. These clauses explicitly prohibit child and forced labour, mandate compliance with applicable minimum wage laws, and require a workplace free from sexual harassment (POSH). Non-compliance entitles the Company to undertake audits, seek remediation, or terminate the agreement. Currently, all active contracts contain such provisions, and compliance is verified through self-declarations and periodic third-party assessments.

10. Assessment for the year

	% of IMFA 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.

Ans. Nil

Leadership Indicator

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

Ans. No significant human rights grievances or complaints were reported during the year that would warrant modifications to the existing grievance mechanisms or the implementation of new business processes.

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

Ans. Nil

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?

Ans. Yes, all of our plants are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of IMFA plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Refer note
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

**All value chain partners are required to comply with IMFA's suppliers terms and conditions as stipulated in the applicable purchase orders and contracts.*

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

Not Applicable

PRINCIPLE 6:
Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	20202	20658
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**20202**	**20658**
From non-renewable sources (GJ)		
Total electricity consumption (D)	434,422	349,477
Total fuel consumption (E)	18,688,536	18,263,105
Energy consumption	-	-
Total energy consumed from non-renewable sources (D+E+F)	**19,122,958**	**18,612,582**
Total energy consumed (A+B+C+D+E+F) in GJ	**19,143,160**	**18,633,240**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00068 GJ / INR	0.00073 GJ / INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.01389	0.01514
Energy intensity in terms of physical output	**71.61**	**71.61**

The IMF latest implied PPP (Purchasing Power Parity) conversion rate for India, as of 2026, is 20.34 Indian Rupees per international dollar.

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.

Ans. Yes, the Company's Choudwar unit is a designated consumer under PAT Cycle-VII. The baseline specific energy consumption was 1.2815 toe/tonne, and the notified target was 1.2287 toe/tonne. In the target year 2024-25, the unit achieved 1.2595 toe/tonne, which fell short of the target. The data has been audited by a BEE-Certified Energy Auditor and submitted to the Bureau of Energy Efficiency; confirmation and validation are awaited. As remedial action, the Company has entered into a 70 MW hybrid renewable power purchase agreement with JSW Energy. This arrangement is expected to become operational in FY 2026-27 and will support the Company's efforts to reduce specific energy consumption and meet future PAT targets.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,890,079	3,808,475
(ii) Groundwater	150,467	156,080
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	320,433	566,635
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**4,360,979**	**4,531,190**
Total volume of water consumption (in kilolitres)	**4,126,340**	**4,074,688**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00015 KL/INR	0.00016 KL/INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.00299	0.00331
Water intensity in terms of physical output	15.44 m3 / MT	15.66 m3 / MT

The IMF's latest implied PPP (Purchase Power Parity) conversion rate for India, as of 2026, is 20.34 Indian Rupees per international dollar.

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. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres) –		
(i) To Surface water	234,639	456,502
- No treatment		
- With treatment – please specify level of treatment	234,639	456,502
(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	-	-

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**234,639**	**456,502**

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

Ans. Yes. The Company has implemented a Zero Liquid Discharge (ZLD) mechanism across all its manufacturing units and mines. Industrial and domestic wastewater is treated and fully reused within operations, ensuring that no untreated effluent is discharged outside the premises.

Manufacturing Units:

- Effluent Treatment Plants (ETPs) treat industrial wastewater at all manufacturing locations. Treated water is reused for metal cooling, slag cooling, ash conditioning, and dust suppression. No industrial effluent is discharged outside.
- At **Choudwar**, two ETPs operate with capacities of **240 m³/hr and 200 m³/hr**, together with two Sewage Treatment Plants (STPs) of **150 m³/day and 3 m³/day** capacity. Treated sewage water is used for gardening and plantation in the colony area.
- At **Therubali**, the site is designated as a **water-positive unit**, equipped with extensive rainwater harvesting ponds that recharge approximately **230,000 m³** of water to the ground annually.
- The **KNR-2** plant, which was acquired under ATA (Assets transfer agreement), adheres to a Zero Liquid Discharge (ZLD) system.

Mines:

- At **Sukinda Mines (Chromite)**, an ETP with a capacity of **1,260 m³/hr** treats mine seepage and runoff water. Treated water is utilised for dust suppression and plantation activities during the non-monsoon period. During the monsoon, treated water is discharged to land outside the lease area only after confirming compliance with prescribed norms. A real-time telemetry-based monitoring system continuously tracks inlet and outlet water quality to ensure compliance. No effluent water is discharged outside the mine area untreated.

Coverage:

The ZLD mechanism covers all manufacturing plants (Choudwar, Therubali) and the Sukinda and Mahagiri chromite mines, encompassing both industrial and domestic wastewater streams.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	MT	938.35	876.75
SOx	MT	2,017.19	1,626.49
Particulate matter (PM)	MT	476.08	627.50
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify	NA	-	-

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

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	1,119,739	1,085,239
Carbon dioxide (CO_2)		1,119,739	1,085,239
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	10,427	6,667
Carbon dioxide (CO_2)		10,427	6,667
Total Scope 1 and Scope 2 emission		1,130,166	1,091,906
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 Equivalent/INR	0.000040	0.000042
A Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 Equivalent/INR Operations adjusted for PPP	0.000820	0.000887
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 Equivalent/Production	4.23	4.19

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

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

Ans. Yes, the entity has undertaken the following projects to reduce greenhouse gas emissions:

- **Renewable energy procurement:** A 70 MW hybrid renewable power purchase agreement with JSW Energy; this will become operational in FY 2026-27.
- **100% of Furnace off-gas utilisation:** CO rich furnace off gas is used for power generation, saving approximately 30,000–35,000 MT of coal per annum.
- **Fuel switching:** Off-gas is utilized in the briquetting plant dryer as a substitute for Light Diesel Oil (LDO), contributing to lower greenhouse gas emissions and improved energy efficiency.
- **Plantation drives:** 6,070 saplings at Choudwar, 8,175 saplings at Mines, and 2,500 saplings at Therubali totalling 16,745 saplings were planted to enhance carbon sequestration in the year.
- **Electric vehicles:** Electric vehicles have been deployed for transport within mines.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	163.96	43.88
E-waste **(B)**	1.12	1.95
Bio-medical waste **(C)**	0.21	0.01
Construction and demolition waste **(D)**	26.09	-
Battery waste **(E)**	16.90	16.90
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	5,671.36	6,752.96
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,265,600.87	1,995,196.90
Total (A+B + C + D + E + F + G + H)	**3,271,480.51**	**2,002,012.64**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0001167 MT/INR	0.0000787 MT/INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00237	0.00162
Waste intensity in terms of physical output	**12.24**	**7.69**
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7,165	6,587
(ii) Re-used		
(iii) Other recovery operations		
Total	**7,165**	**6,587**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	1.24
(ii) Landfilling	2,904,987.32	1,615,872.57
(iii) Other disposal operations	342,084.05	385,382.13
Total	**3,247,071.37**	**2,001,255.94**

Note:- Increase in waste generation was primarily attributable to higher overburden removal/mining activity/production levels.

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.

Ans. No

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.

Ans. The Company follows a comprehensive waste management system across all its manufacturing units and mines, adhering to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, as amended.

Manufacturing units (Choudwar, Therubali):

- **Hazardous waste** is collected, stored in designated secure areas, and disposed of through authorised recyclers or treatment, storage, and disposal facilities in compliance with applicable regulations.
- **Plastic waste** is collected, segregated, and handed over to authorised recyclers.
- **E-waste and used batteries** are disposed of through authorised recyclers or re-processors.
- **100% of the Fly ash** from the captive power plant is gainfully utilised in the Company's own brick manufacturing unit and LDA plant, as well as supplied to external brick kilns, cement industries, road construction, mine void filling, and reclamation of degraded land.
- **Slag** generated from the charge chrome plant is used for internal road construction and low-lying area filling, minimising off-site disposal.

Mines (Sukinda, Mahagiri):

- A well-established waste management system is in place at both mines. Hazardous waste is collected and stored in designated hazardous waste yards and disposed of through authorised recyclers or disposers.
- Non-mining, bio-degradable, and administrative waste is collected, stored under covered sheds, and sent to authorised recyclers or re-processors.

- E-waste and used batteries are disposed of through authorised recyclers or re-processors.
- **Overburden material** generated during mining is stored in designated areas and stabilised through reclamation measures, including plantation, coir matting, and grass thatching. Overburden from underground mining is utilised for backfilling, reducing surface footprint.
- Beneficial **utilization of non-hazardous water treatment plant sludge**, subject to quality verification and suitability assessment, supports sustainable waste management and nutrient recovery.

Strategy for hazardous and toxic chemicals:

The Company does not use any toxic chemicals in its products or processes. Accordingly, waste management practices focus on handling and disposing of hazardous waste through authorised channels and maximising reuse of solid by products such as ash, slag, and overburden.

The Company continues to advance circular economy principles across its operations through targeted waste recovery and reuse initiatives. Flue gas cleaning residues are recovered and reutilized through briquette manufacturing, converting process by-products into valuable fuel inputs. Biodegradable canteen waste is converted into compost through Organic Waste Composting facilities, which is subsequently used for greenbelt development and plantation activities across operational sites. Additionally, the Company has implemented initiatives to reduce single-use plastics, including deployment of automatic vending systems for potable water and promotion of sustainable alternatives across canteens and administrative offices. These measures collectively reinforce IMFA's commitment to resource efficiency, waste valorization, and circular economy.

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:

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	Sukinda Mines(Chromite) of M/s IMFA Ltd.	Chrome Ore Mining	Yes
2	Mahagiri Mines(Chromite) of M/s IMFA Ltd.	Chrome Ore Mining	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
Sukinda Mines(Chromite) of M/s IMFA Ltd (Chrome Ore Mining, with EC capacity 6.00 LTPA on 20.12.2020)	S.O. 1533 (E) 14.09.2006	10.10.2020	Y	Y	http://www.imfa.in/
Mahagiri Mines(Chromite) of M/s IMFA Ltd. (Chrome Ore Mining, with EC capacity 6.0 LTPA in the year 2023)	S.O. 1533 (E) 14.09.2006	10.10.2023	Y	Y	http://www.imfa.in/

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

Ans. Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder are all applicable to IMFA and the Company is compliant with all related regulations.

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
NIL				

Leadership Indicators

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

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

(i) Name of the area

(ii) Nature of operations

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

Ans. The Company does not operate in areas of water stress; hence this question is not applicable.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	45,116	16,940
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 Equivalent/INR	0.00000161	0.00000066

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.

The Company's Scope 3 emissions have not been assessed in the current or previous financial year by an external agency.

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Ans. As part of its operations near ecologically sensitive areas, the company acknowledges both direct and indirect impacts on local biodiversity. These impacts primarily arise from mining-related activities and include the following:

Significant Direct and Indirect Impacts:

- Clearing of forest cover for mining purposes.
- Displacement of wildlife from their natural habitats.
- Land disturbance and terrain modification due to mining operations.
- Air, water, soil, and noise pollution caused by excavation, transportation, and processing activities.

Prevention Activities: To mitigate and manage the ecological impacts, the company has implemented several prevention measures, including:

- Afforestation and plantation in accordance with the approved Mining Plan and Wildlife Conservation Plan.
- Installation of solar fencing around mining quarries to prevent the entry and accidental fall of wild animals into the mining areas.
- Reduction in man-animal conflict through community awareness and boundary safety measures.
- Soil conservation activities, including: Construction of check weirs Development of settling ponds Building retaining walls to manage surface runoff.
- Creation of fire lines to control and prevent the spread of forest fires.
- Maintenance of safety zones around operational areas.
- Development of green belts to serve as natural barriers and promote biodiversity.

Remediation Activities: The company also undertakes site-specific remediation activities in line with regulatory and environmental guidelines:

- Implementation of the Site-Specific Wildlife Management Plan, as approved by the Divisional Forest Officer (DFO).
- Block plantation initiatives in disturbed or reclaimed areas.
- Construction of water harvesting structures to support groundwater recharge and provide water sources for flora and fauna.
- Establishment of fire lines to mitigate the risk of forest fires.
- Formation of anti-depredation squads, in coordination with the DFO, to monitor and manage wildlife intrusions.
- Regular reporting to the Forest Department in case of any wildlife sightings or incidents.
- Organization of awareness programmes for employees and nearby communities to promote biodiversity conservation and forest protection

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Using of Fly ash/ Bottom ash for filling of Underground Stope void back filling	Using of Fly ash/ Bottom ash for filling of Underground Stope void back filling at Mahagiri Mines	The use of Bottom ash/ Fly ash for underground mines stope void back filing which ultimately reduces the consumption of conventional river sand & cement and utilization of waste from power plants. Which is a green initiative for resource utilization and waste management.
2	Installation of RECD in DG sets	Installation of Retrofit Emission Control Device (RECD) at the 9 Nos. of DG sets at its exhausts.	Reduction of harmful emissions including Particulate Matter (PM), Hydrocarbons (HC), Carbon Monoxide (CO), and Nitrogen Oxides.
3	Construction of Green Facia at toe of the open cast back filling area	Construction of Green Facia at toe of the open cast back filling area of Mahagiri Mines.	To stabilize the toe of the backfilled dump, control dust dispersion, prevent soil erosion, and improve the aesthetic and environmental condition of the mine by developing a green belt (green facia).
4	Construction of impervious garland drain using Concrete Canvas	Construction of impervious garland drain using Concrete Canvas at Mahagiri Mines.	Concrete Canvas provides a durable, erosion-resistant lining, preventing scouring of drain sides and bed during heavy rainfall. Smooth concrete surface ensures better flow of stormwater, minimizing chances of blockage and overflow around dumps and backfilled areas.
5	AI-enabled safety monitoring, process automation, and Lockout-Tagout (LOTO) systems	AI cameras installed for fugitive ash leak detection (120 MW PP silo top), steam leak detection (Deaerator floor), gas leak and fire detection (canteen). AI model for furnace shell temperature monitoring and prediction (CCP 1, 2, 3). Automation of rotary dryer with AI for energy optimisation. Additionally, comprehensive Lockout Tagout (LOTO) procedures and hardware have been implemented across critical plant equipment and high risk maintenance activities. These are integrated with the existing Permit to Work (PTW) system to ensure complete isolation of hazardous energy sources (electrical, mechanical, pneumatic, and thermal) before any intervention.	Enhanced early warning of potential equipment failures; reduced unsafe working conditions; improved energy efficiency through AI driven optimisation; systematic prevention of unexpected energization or release of stored energy during maintenance, significantly reducing the risk of injuries and ensuring workforce safety.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	Advanced process automation & remote operation	• Motorised valves, online PLC monitoring of temperature & water flow. • Remote operation of material discharge gate; motorised damper for cooling fan. • Motorised isolators for 132 kV switchyard; radio remote control for EOT crane. • Fire suppression in HT/LT panels; anti tracking painting on isolators. • Auto start diesel pumps for cooling water; common emergency fire escape.	• Improved process reliability, reduced manual intervention. • Energy savings (reported in P6 Q1). • Enhanced operator safety and reduced downtime.
7	Mine safety & operational technology	• Leaky feeder communication & SMS alerts for ventilation fan status. • Man winding extension (-95 to -145 mRL); underground workshop commissioned. • Gabion wall & green fascia (1,395 m²) for slope stabilisation; shotcreting of hang wall benches. • RECD on all DG sets; auto drain valves; anti tilt switch on tippers. • ESE lightning arrester; NGR leakage monitoring.	• Enhanced underground safety & communication. • Slope stabilisation & environmental compliance. • Reduced equipment failure risk; extended mine life.

The Company has won the following awards in FY 2025-26 pertaining to the use of innovative technologies, improvements in resource efficiency and reduction of impacts due to emission, effluent discharge or waste generated.

S. No.	Name of the Plant/Mines	Awarding Authority	Award name
1	Choudwar Plant	CII Eastern region	IMFA's Choudwar Plant emerged as the First Runner-up in the Energy Intensive Group category at the 18th Energy Conservation Award (ENCON) 2025. The recognition highlights our sustained focus on energy efficiency, operational excellence, and sustainable practices.

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

Ans. Yes, the company has developed Onsite Emergency Response Plans at all operational locations as part of its business continuity and disaster management strategy. These plans outline detailed rescue actions, communication protocols, and resource mobilization for various identified emergency scenarios. The company ensures the availability of essential resources such as fire safety equipment, rescue tools, and ambulance services, as specified in the plan. Regular mock drills are conducted in collaboration with the State Government and National Disaster Response Force (NDRF) to evaluate preparedness and response effectiveness.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

Ans. Nil

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

Ans. Nil

8. **How many Green Credits have been generated or procured:**

By the listed entity	Nil
By the top ten (in terms of value of purchases and sales respectively) value chain partners	NA

PRINCIPLE 7:

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**

Ans. In FY 2025-26, IMFA was part of 08 nos. National and International trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Utkal Chamber of Commerce and Industry (UCCI)	State
4	Federation of Indian Mineral Industries (FIMI)	National
5	International Chrome Development Association (ICDA)	International
6	Indian Ferro Alloys Producers' Association (IFAPA)	National
7	Federation of Indian Export Organisations (FIEO)	National
8	EEPC India	National

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

Ans. No adverse orders have been received from regulatory authorities related to anti-competitive conduct by the entity.

Name of authority	Brief of the case	Corrective action taken

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
No public policy positions were advocated by the entity in the current financial year.					

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.**

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
No SIA undertake for FY2025-26					

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)
1.	High Carbon Ferro Chrome Project, Kalinga Nagar-1	Odisha	Jajpur	NA	NA	1,79,07,987

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

Ans. The Company has established a structured and multi-channel Community Grievance Redressal Mechanism (CGRM) to ensure timely identification and resolution of concerns raised by local communities.

Key mechanisms include:

- Dedicated Community Liaison Officers (CLOs):

  Field-based representatives maintain regular interaction with villagers and act as the first point of contact.

- Periodic meetings are conducted to capture grievances, suggestions, and feedback directly from community members.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	15.32%	7.40%
Directly from within India	72.29%	67.29%

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	28.17%	26.85%
Semi-urban	43.69%	32.09%
Urban	20.92%	26.95%
Metropolitan	7.22%	14.10%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

*Classification is based on the RBI Guidelines and Census 2011.

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
NA	NA

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)
1.	Odisha	Rayagada	2,31,98,151

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?

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

Ans. Presently, the Company does not have any such preferential procurement policy.

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
The Company does not own and has not acquired any intellectual properties based on traditional knowledge in the current financial year and therefore, this question is not applicable.				

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

Name of Authority	Brief of the Case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	**Arogyadhara -** Healthcare Program	208,874	86%
2	**Adhayan -** Education Project	28,062	74%
3	**Sakshyam -** Infra Structure Development, Skill Development, Livelihood & Women Empoerment	14,004	87%
4	**Su-Swathya -** Water & Sanitation	39,891	90%

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.

Ans. The Company maintains a formal and structured mechanism to receive, record, investigate, and resolve customer complaints and feedback, covering both export and domestic markets.

Complaint Handling – Export Sales:

- Customers communicate any non-conformity to the Sales & Marketing (S&M) Department, which records it in the Customer Complaint Register.
- The S&M Department performs an initial analysis. If the complaint is related to product quality (chemical composition or size), it is forwarded to the plant's manufacturing, production, and quality control teams for investigation. Other complaints are examined directly by S&M.
- For issues that can be resolved at the destination as per contractual provisions (e.g., size deviation, chromium variation), the S&M Head, in consultation with the relevant business unit head, works with the customer to reach a resolution. When required, a Company representative visits the customer to assess the non-conformity; the resulting report guides the corrective and preventive actions, which are implemented as per prescribed protocols and are mutually agreed with the customer.
- All non-conformities and their resolutions are documented in prescribed formats, and corrective actions are taken to prevent recurrence.

Complaint Handling – Domestic Sales:

- Complaints may be submitted in writing or verbally at the Corporate Head Office, branches, or directly at the manufacturing works (Therubali/Choudwar).
- Complaints received at the Head Office or branches are formally acknowledged using a Customer Complaint Acknowledgement form. Complaints received at the works are forwarded to the Head Office for acknowledgement. Branches that acknowledge a complaint send a copy to S&M in Bhubaneswar.
- Upon acknowledgement, a preliminary investigation is conducted by an S&M executive, covering: (a) understanding the complaint and the customer's expectations; (b) confirming that the consignment in question is properly segregated and untampered; and (c) any other relevant aspect.
- The preliminary report is submitted to the S&M Head along with the acknowledgement. If a detailed investigation is warranted, an S&M executive carries it out. Based on the findings, the Domestic Sales in-charge resolves the complaint in line with the purchase order terms and/or a mutual agreement with the customer.
- Designated personnel implement corrective actions to prevent similar occurrences. A record of the complaint review and the "Cost of Poor Quality" is maintained in prescribed formats and shared with concerned branches. A concise history of all steps—from acknowledgement to corrective action—is kept in the S&M Department's Customer Complaint Register.

Customer Feedback:

- The Company systematically collects feedback from customers with every consignment. Customers rate IMFA's product quality, delivery, and personal interaction on a scale of 0 to 10.
- Feedback forms are either emailed to customers, hand-delivered during sales visits, or collected over the telephone.
- All feedback is compiled and analysed on a half-yearly basis to identify improvement opportunities and implement any necessary corrective measures.

This integrated mechanism ensures prompt grievance redressal, preserves customer confidence, and drives continuous improvement in product and service quality.

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

S. No.	Product/Service	% of total Turnover contributed
Not applicable		

Type	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Received during the year	Pending resolution at the end of year	Received during the year	Pending resolution at the end of year
Data privacy	-	-	-	-
Advertising	-	-	-	-
Cyber- security	-	-	-	-
Delivery of essential services	-	-	-	-
Restrictive Trade Practices	-	-	-	-
Unfair Trade Practices	-	-	-	-
Others	-	-	-	-

**No complaints have been received in any of the given categories in the current or previous financial year*

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

	Number	Reason for Recall
Voluntary recalls	-	-
Forced recalls	-	-

** Product recalls are not applicable to the company. IMFA's product Ferro Chrome is a non-hazardous, non-toxic item used as a raw material in the steel industry. It does not pose any threat to the customer, i.e. steel manufacturers and therefore, there are no product recalls on account of safety issues.*

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.

Ans. Yes. The Company has a formal Cyber Security and Data Privacy Policy, owned and maintained by the IT department. The policy establishes a comprehensive framework to identify, assess, and mitigate risks related to cyber security and the protection of personal and organisational data.

Key areas covered by the policy include:

- Governance and accountability for information security
- User access controls and data classification
- Protection of personally identifiable information (PII) and confidential business data
- Incident detection, reporting, and breach response procedures
- Periodic risk assessments and vulnerability management

The policy is hosted on the Company's internal intranet, ensuring that all employees have ready access and are regularly sensitised. The policy is reviewed and updated periodically to align with evolving regulatory requirements and industry best practices.

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.-**

Ans. Not applicable. During the reporting year, no corrective actions were required or undertaken in relation to any of the specified areas, for the following reasons:

- **Advertising and delivery of essential services:** IMFA is an industrial manufacturer supplying ferro chrome to stainless steel producers. The Company does not engage in consumer advertising, nor does it deliver essential services covered by this disclosure; therefore, no issues or corrective actions arise.
- **Cyber security and data privacy of customers:** No data breaches or privacy incidents involving customer information were reported. Accordingly, no corrective actions were necessitated.
- **Re-occurrence of instances of product recalls:** Ferro chrome is a non-hazardous, non-toxic industrial input. No product recalls have ever been required, and no re-occurrence of such events exists to report.
- **Penalty / action taken by regulatory authorities on safety of products / services:** No penalties or actions were imposed by any regulatory authority concerning the safety of the Company's products or services during the year.

Thus, there are no corrective actions to disclose under this question.

7. **Provide the following information relating to data breaches:-**

a) Number of instances of data breaches - **Nil**

b) Percentage of data breaches involving personally identifiable information of customers - **Nil**

c) Impact, if any, of the data breaches - **Nil**

LEADERSHIP INDICATORS

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

Ans. Information regarding our product can be accessed on our website- http://www.imfa.in/company/manufacturing-cycle.htm

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

Ans. IMFA's product, Ferro Chrome, is non-hazardous and non-toxic and does not require mandatory consumer labelling. To educate customers on safe and responsible usage, the Company provides a Material Safety Data Sheet (MSDS). The MSDS contains information on:

- stability and reactivity
- basic physical and chemical properties
- ecological information
- handling and storage
- exposure control
- hazard identification
- firefighting measures
- first aid

This is the sole mechanism used by the Company to inform consumers about the product's safe and responsible usage.

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

Ans. IMFA's product, Ferro Chrome, is not an essential service; therefore this disclosure is not applicable. However, in the event of any disruption or discontinuation of operations, the Company informs customers in accordance with the "Force Majeure" clause included in their contracts

4. Does the company 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)

Ans. Display of product information over and above legal mandate:

Not Applicable. Local laws do not mandate the display of specific product information on Ferro Chrome. However, the Company mentions the product name on its bags.

Consumer satisfaction survey:

Yes. While the Company does not conduct a separate, standalone customer satisfaction survey, it systematically collects feedback from customers with every consignment. Customers rate IMFA's delivery and personal interaction on a scale of 0 to 10. Feedback forms are either emailed, hand-delivered during sales visits, or collected over the telephone. All responses are compiled and analysed on a half-yearly basis, and corrective action is taken where necessary.