

itcon 40
*Glorious
Years*

2016

CSR &
SUSTAINABILITY
REPORT



CARING FOR PEOPLE PLANET & SOCIETY

BUILDING THE FUTURE/ROAD TO SUSTAINABILITY

VISION

To be recognized, nationally & internationally, as specialized construction organization comparable with the best in field, covering the entire spectrum of construction activities & services in the infrastructure sector.



MISSION

- (i) To effectively position the Company so as to meet the construction needs of infrastructure development of the changing economic scenario in India & abroad.
- (ii) To earn global recognition by providing high quality products & services in time & in conformity with the best engineering practices.

About the Report

Introducing the annual CSR & Sustainability Report “BUILDING THE FUTURE/ROAD TO SUSTAINIBILITY” for the year 2015-16, IRCON steps into its third year of sustainability reporting. The present report displays the various sustainability initiatives undertaken by IRCON in the year 2015-16. The report is aimed towards the transparent disclosure & comprehensive understanding of our stakeholders on the road taken by IRCON towards making its projects inclusive & sustainable.

This report has been compiled for our employees, investors, customers & suppliers, business partners, regulatory authorities & every individual who desires/wishes to develop an understanding about our Corporate Social Responsibility Policy & our contribution in achieving sustainable growth in the social, economical & environmental arenas of our country.

This Annual report, highlights IRCON’s approach of making a sustainable society by establishing an alliance of its project initiatives with its CSR Policy. The Report explains IRCON’s activities during the year & the endeavors planned for its development.

We look forward to your valuable suggestions & feedback at csr.ircon@gmail.com.

Our previous Sustainability Reports:



FY 2012 – 13



FY 2013 – 14



FY 2014 – 15

From CMD's Desk



Dear Stakeholder,

It gives me great pleasure to present to you the CSR & Sustainability Report, 2016 of one of the pioneering institutes of infrastructure sector which has contributed immensely to the building of modern India. This year marks the grand completion of 40 glorious years of hard work, dedication & unwavering commitment towards all our stakeholders to deliver projects with utmost quality & precision. IRCON, as a company has seen, lived & experienced 40 years through the eyes & ears of its employees & has learnt, adapted & sustained itself through the years while growing from strength to strength. It is a testament to the enduring & everlasting commitment we have towards all the projects we have taken up & all the stakeholders we are engaged with. I would like to congratulate all our employees, customers & all the stakeholders with whom we have been engaged

with. In today's global scenario, when global warming has reached alarming levels & the depletion of natural resources is taking place rapidly the need for conducting business in a responsible & sustainable manner holds paramount importance. IRCON, strongly believes in touching lives not only through its varied social initiatives across India but also by carrying out its projects in a compassionate & sustainable manner.

The present edition highlights the social initiatives undertaken by the company in the year 2015-16. IRCON has contributed significantly in transforming the infrastructure sector of India by successfully executing 376 landmark projects in India & 120 projects across the world. The company has achieved the milestone of constructing & upgradation of 1100 kms of railway line, 1400 km of Track rehabilitation works & 350 km of gauge conversion works in India & abroad.

Railway electrification is another forte of IRCON & it has electrified more than 4900 kms of track projects in India & abroad. IRCON has successfully completed several prestigious railway line projects in Malaysia, Sri Lanka & Bangladesh. On the railway signaling front, IRCON has completed major assignments in Zambia, Iraq, Bangladesh, Sri Lanka, Iran & Malaysia. IRCON has diversified into the road sector in a major way & has established a proven track record over the years.

So far, IRCON has completed 2100 km of Highway & Expressways & 300 km of roads in rural areas under various schemes. IRCON has constructed aircraft utility buildings & runways for multiple airports of Kolkata, Indore & Bhubaneswar. It has also constructed maintenance hangers for Indian Airlines for Mumbai, Kolkata & Chennai. The company has conducted workshop modernization projects in Iraq, Jordan & South Africa. IRCON successfully completed the rail coach factory in Kapurthala & Modern Coach Factory at Lalganj with a capacity of 1000 coach per annum. During 2015-16, IRCON has achieved a turnover of `Rs 2,703 crore & profit before tax of `Rs 567 crore.

Ministry of Corporate Affairs has recently notified Section 135 & Schedule VII of the Companies Act as well as the provisions of the Companies (Corporate Social Responsibility Policy) Rules, 2014 (CSR Rules) which are effective from 1 April 2014.

During the year 2015-16, this company has spent a total amount of ` 6.15 Cr in the implemented CSR activities. We, at IRCON understand our responsibility towards the society. We are committed towards uplifting the status of living of the deprived & marginalized sections of the society & bringing about positive social changes in their lives.

IRCON is committed to its stakeholders to conduct business in an economically, socially & environmentally sustainable manner that is both

“During its journey of 40 glorious years, IRCON has emerged as a front ranking construction company of international repute having executed 376 landmark projects in India & 120 projects in 25 countries across the globe.”

transparent & ethical. IRCON believes in involving & engaging the local communities for the development of the society for it is they who know the issues best as it is being faced by them on an everyday basis. IRCON is touching & transforming many lives through its CSR initiatives in the field of Infrastructure Development, Healthcare, Education, sanitation & safe drinking water facilities, adoption of environment friendly technologies, disaster management, heritage & cultural preservation & skill development programmes for skilling of unemployed youth.

The various CSR endeavors undertaken by IRCON has been recognized & awarded on various significant platforms but the reward closest to our heart is the happy and contented expressions on the faces of our beneficiaries.

I hope this report will help you in understanding the various CSR initiatives undertaken in FY 2015-16 by IRCON.

We always look forward to your valuable feedback & suggestions.

You may send them at csr.ircon@gmail.com

--S.K. Chaudhary



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IRCON International Limited:

ABOUT THE COMPANY

Ircon International Limited (IRCON) is a government company incorporated on 28th April, 1976, in Delhi under the name 'Indian Railway Construction Company Limited' mainly for the purpose of construction of Railway Projects in India & abroad on commercially prudent lines with the help of expertise from Railways. The name of the company was changed to "Ircon International Limited" w.e.f. 17th October 1995 in tune with the international image & scope of operations of the Company.

IRCON is

- (a) a Schedule 'A' Company w.e.f. 15th May 2006;
- (b) a Mini Ratna Category-I since 1998;
- (c) an MoU signing Company since 1991-92;
- (d) an ISO certified Company for Quality Management System for the organization since 1996, Environment Management System from 2011, & Occupational Health & Safety Management System from 2012;
- (e) a profit making company since 1977-78;
- (f) a regular dividend payer from 1980-81; &
- (g) a regular foreign exchange earner from 1981-82 without any lapse in any year.

Presently the authorized share capital of the Company is ₹ 100 crores & its paid-up share capital is ₹ 19.796 crores.

The domestic operational profile of the Company includes projects like Rail-cum-road bridge across

river Ganga, Road over Bridges in the State of Rajasthan & Bihar, New Rail Coach Factory at Rae Bareilly (U.P.), Sivok-

Rangpo new rail line project, Dharam Qazigund new Railway line project, two Rail Link projects -- between Jayanagar (India)–Bijalpur (Nepal) with extension up to Bardibas on India Nepal border & another between Jogbani (Bihar) India to Biratnagar (Nepal), project of DFCCIL in Western Corridor viz. CTP-12 & CTP-13. The Company re-entered into highway sector by securing two highway projects of NHAI viz., four lining for Bikaner-Phalodi section of NH-15 in the State of Rajasthan, & Shivpuri-Guna section of NH-3 in the State of Madhya Pradesh.

In International arena, the Company is executing the following projects in various countries:

1. Bangladesh – three projects viz. (i) Construction of 2nd Bhairab Railway Bridge with Approach Rail Lines (Lot-A) [being undertaken through unincorporated JV between IRCON & AFCONS viz. IRCON-AFCONS JV], (ii) Computer based Interlocking Color Light Signaling System on turnkey basis at 11 stations between Ishurdi-Darsana section of Bangladesh, & (iii) Construction of Khulna-Mongla Port Rail Line
2. South Africa - Turn-key project of Railway electrification & signaling systems for the Majuba Rail
3. Algeria - Installation of a double track line (93 km)
4. Bhutan - Electrical project at Paro, Bhutan



The core competence of IRCON is in Railways, Highways & EHT sub-station engineering & Construction. The Company has executed projects in the areas of Railways construction including ballast less track, electrification, tunneling, signal & telecommunication as well as leasing of locos, construction of roads, highways, commercial, industrial & residential buildings & complexes, airport runway & hangars, metro & mass rapid transit system, etc.

IRCON has four subsidiaries in India, viz. (a) 'Ircon Infrastructure & Services Limited', a wholly-owned subsidiary company, incorporated on 30th September 2009 with the main purpose of undertaking infrastructure projects mainly construction of multi-functional complexes; (b) 'Indian Railway Stations Development Corporation Limited' incorporated on 12th April 2012 jointly with Rail L& Development Authority (RLDA) (shareholding of IRCON & RLDA is in the ratio of 51:49 respectively) with the main purpose of developing / re-developing the existing / new railway stations for upgrading the level of passenger amenities (c) Ircon PB Tollway Limited, a wholly-owned subsidiary company, incorporated on 30th September 2014 pursuant to the conditions of award of Bikaner Phalodi Toll (BoT) Project in the State of Rajasthan, by National Highways Authority of India (NHAI); & (d) Ircon Shivpuri Guna Tollway Limited, a wholly-owned

subsidiary company, incorporated on 12th May 2015 pursuant to the conditions of award of Shivpuri-GunaToll (BoT) Project in the State of Madhya Pradesh, by NHAI.

IRCON is also a Joint Venture (JV) partner in following six JV companies (JVC) in India:

- a) Ircon-Soma Tollway Private Limited incorporated on 19th April 2005 for executing a BOT Highway project in Maharashtra;
- b) Chhattisgarh East Railway Limited (CERL) &
- c) Chhattisgarh East-West Railway Limited (CEWRL), incorporated on 12th March 2013 & 25th March 2013 respectively, for development of two coal connectivity rail corridors in the State of Chhattisgarh;
- d) Mahanadi Coal Railway Limited (MCRL) &
- e) Jharkh & Central Railway Limited (JCRL), both incorporated on 31st August 2015 for implementing coal connectivity projects in the State of Odisha & Jharkh & respectively;
- f) Baster Railway Private Limited (BPRL), incorporated on 5th May 2016 for development of rail line between Rowghat & Jagdalpur in the State of Chhattisgarh.

MILESTONES

IRCON has established itself as one of the premier construction companies having successfully executed prestigious projects within & beyond the borders of our country over its 40 years of operation. IRCON has so far completed 369 landmark infrastructure projects in India & 116 projects across the globe in more than 20 countries like Algeria, Afghanistan, Bangladesh, Brazil, Ethiopia, Indonesia, Iran,

Iraq, Jordan, Liberia, Malaysia, Mozambique, Myanmar, Nepal, Nigeria, Saudi Arabia, Sharjah, Syria, Sri Lanka, Tanzania, Turkey, United Kingdom & Zambia to name a few.

At the moment IRCON is implementing several projects in India & abroad in Malaysia, Nepal, Algeria, Brazil, Ethiopia & Sri Lanka.



AWARDS & RECOGNITIONS

IRCON has bagged several Awards & Accolades on its course of completion of 40 years as a result of its expertise in execution of infrastructure projects from various prestigious institutions such as Dun & Bradstreet, India Pride Awards, Dainik Bhaskar, EEPC & CIDC.

Further, IRCON has been recognized for its contribution towards Corporate Social Responsibility & Sustainability by India Today group & SCOPE.

These achievements are a showcase the dedication & commitment displayed by our employees & serve as a beacon of trust and unwavering commitment towards all our stakeholders. IRCON has consistently won the “Highest Foreign Exchange Earner Award” in the construction sector during the last decade



All-India
**'Export Excellence'
Award** of EEPC INDIA
for 2011-12



**Dun & Bradstreet's
Infra Award 2014**



**SCOPE Meritorious
Award 2012-13 for
'Corporate Social
Responsibility &
Responsiveness'**



**Best PSU award
2012-13 for
'CSR &
Sustainability'**
from India
Today Group



**India Pride
Award 2013**



**'Excellence Award'
from Department
of Public Enterprises**



The **'Economics Times Infra Focus Award'** for Excellence

CIDC Vishwakarma Award 2012 for **'Best Professionally Managed Company'**



'EEPC India Award' for Special Contribution for Highest Growth in Exports as a Large Enterprise

'EEPC India National Award' for Excellence in Exports 2012-13



India Pride Award 2015

CIDC Vishwakarma Award 2015 for **'Best Professionally Managed Company'**



Dun & Bradstreet's Infra Award 2015

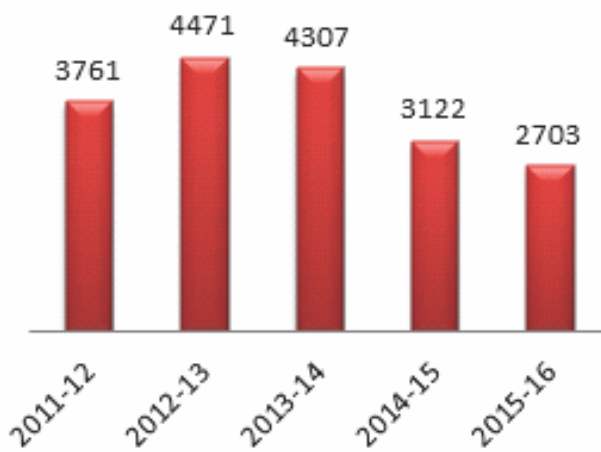
Dun & Bradstreet's Infra Award 2015 For Rail cum Road Bridge Project, Patna



COMPANY'S PERFORMANCE

During the year 2015-16, the Company has registered a total income of Rs 2,703 crores, as compared to the total income of Rs 3,122 crores earned in 2014-15. Approximately 89% of the total income i.e. Rs 2,403 crores has arisen from operations, out of which about 18% i.e. Rs 434 crores has been contributed by foreign projects.

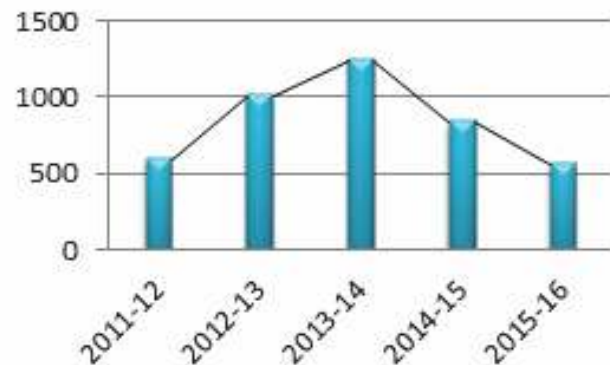
Turn Over (₹ Crore)



There had been a corresponding reduction in Profit before tax which has decreased by 32.82% from Rs 844 crores in 2014-15 to ` 567 crores in 2015-16, & Profit after Tax has also decreased by 34.54% from ` 579 crores in 2014-15 to ` 379 crores in 2015-16. Net Worth has increased by 5.27% during the year, whereas earnings per share have decreased by 34.54% from ` 292.68 in 2014-15 to ` 191.59 in 2015-16.

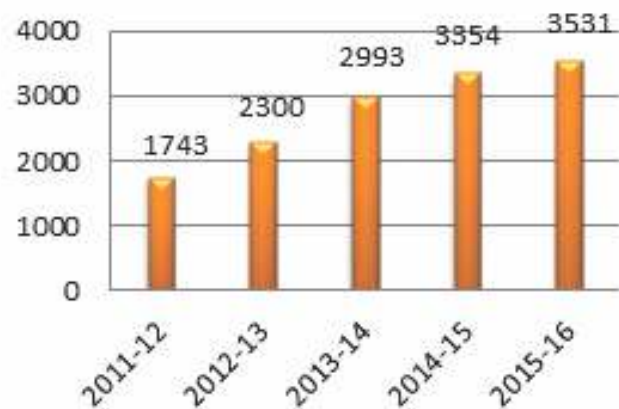
Although the turnover of the Company has shown a declining trend, the Company has secured new projects which have increased its order book by approximately ₹ 7,461 crores. Consequently, the Company is hopeful to reverse the trend & achieve turnover as per its objectives.

Profit before Tax (₹ Crore)



The Board of Directors have recommended a dividend @ ` 45 per share (450% on the paid-up share capital) for consideration & declaration by the shareholders. The Company has already paid an interim dividend @ ` 40 per share (400%) in February 2016. The dividend of ` 89.08 crores is payable after declaration at the Annual General Meeting together with the interim dividend already paid (₹ 79.18 crores) would take the total dividend pay-out for the year 2015-16 to ` 168.26 crores, which is 850% of the existing paid-up share capital of the Company.

Net Worth (₹ Crore)



SUSTAINABILITY AT IRCON

The Company has a Board of Directors approved Sustainability Development Plan for the Company. It aims to integrate environmental considerations into its business planning & decision making processes including Project Research & Development, diversifications, etc. The Company has a Board Level Committee headed by an Independent Director who finalizes its Sustainability & Corporate Social Responsibility policy. The Sustainable Development plan of IRCON aims to:

- Develop & implement a sustainable development plan for energy consumption
- Undertake initiatives to mitigate air, water, land & noise pollution.
- Ensure that all its employees understand, comprehend & become fully aware of the necessity of undertaking a sustainable model of development.
- Incorporate parameters for sustainable development in planning & design of projects & continually improve the same.
- Ensure judicious & efficient management of natural resources, material, water, & waste at project sites & offices.

In 2013-14, the Sustainability initiatives were merged with Corporate Social Responsibility as a combined set. Post issuing of the fresh guidelines by the Ministry of Corporate Affairs & Department of Public Enterprises, the CSR rules were modified by the implementation of Companies Act 2013, according to which companies with an annual turnover of Rs 1,000 crore & more, or a net worth of `Rs 500 crore & more, or a net profit of ` Rs 5 crore & more will have to set-up a CSR committee consisting of their board members, including at least one independent director. The new rules became applicable from the financial year 2014-15. The Act encourages companies to spend at least 2% of their average net profit in the previous three years on CSR activities. The ministry's rules define net profit as the profit before tax as per the books of accounts, excluding profits arising from branches outside India.

IRCON as a responsible & accountable corporate citizen, in the current financial year has continued its efforts to promote & execute sustainable development initiatives & has contributed to the same in the following manner:

SUSTAINABLE DEVELOPMENT ACTIVITIES

- Environment Friendly MOKSHDA Cremation systems:



Millions of trees are cut every year for cremation in India. Approximately, ceremony 50 to 60 million trees are burned for cremations every year in India. Apart from the excessive air pollution & deforestation caused as a result of the same, it also generates large quantities of ash which further pollutes surrounding water bodies as well.

To aid in cleaning the environment, IRCON has installed 2 units of MOKSHDA Green Cremation Systems (MGCS) at Raebareli in UP. This is a new generation improved system which consumes only 20% fire wood as compared to the conventional cremation system, thus helping in saving trees. It also supports complete fulfillment of all the rituals as per the Hindu religion. The system also helps in reduction of pollution levels caused due to the process to a huge extent.

- Environment Sustainability by Installation of LED:

India, as a country is starved for power. An estimated 300 million plus people are not connected to the grid in India & demand for power is anticipated to double by the year 2020, according to various estimates. Moreover, power in India is not cheap. A substantial portion in rural areas comes from diesel generators. For a country like India, which struggles to meet its increasing electricity demands, the biggest benefit of LED lighting would be to promote efficient & judicious use of energy resources. It would significantly reduce the lighting load, peak demand & overall energy consumption without compromising on the environment safety as it has no mercury & heavy metal content



CORPORATE SOCIAL RESPONSIBILITY

IRCON views itself as a responsible & socially accountable corporate citizen & respects its commitment towards its stakeholders. IRCON believes in building an environment for favorable growth for the communities wherein it functions. IRCON, too like other renowned Public Sector Companies views itself as a responsible & accountable corporate citizen which undertakes its commitment towards all its stakeholder with utmost efficiency & accountability. On its journey towards realizing its social commitments, IRCON strives to add value to the society as a whole & especially in the communities where it functions. In the course of fulfilling its social obligations, IRCON operates to enhance value creation to the society as a whole & particularly in the communities where it operates.

It contributes towards promoting a growth model which is sustainable in the long run both for the society & the environment.

Corporate Social Responsibility is an integral part of IRCON's core business. IRCON conducts its corporate activities with a steady focus to create long term value creation in the three dimensions i.e. people, planet & profit, & has a well-established channel of communication with all its stakeholders.

The new Companies Act, 2013 has been passed by the parliament & the Section 135 of this act has been made effective since April 2014. In view of the same, IRCON has also revised its CSR & Sustainability Policy incorporating the new provisions of the act & the same is duly approved by the Board of Directors. The Act lists out a set of activities eligible under CSR. Companies may implement these activities taking into account the

local conditions after seeking board approval. The indicative activities which can be undertaken by a company under CSR have been specified under Schedule VII of the Company Act.

"Eradication of extreme hunger & poverty....[S.No.10.1.(i) of CSR Policy]

Promoting education & skill development...[S.No.10.1.(ii) of CSR Policy]

Promoting gender equality, empowering women.....[S.No.10.1.(iii) of CSR Policy]

Ensuring environmental sustainability, ecological balance.....[S.No.10.1.(iv) of CSR Policy]

Protection of national heritage, art & culture.....[S.No.10.1.(v) of CSR Policy]

Measures for the benefit of armed forces veteran.....[S.No.10.1.(vi) of CSR Policy]

Training to promote rural sports.....[S.No.10.1.(vii) of CSR Policy]

Contribution to the Prime Minister's National Relief Fund.....[S.No.10.1.(viii) of CSR Policy]

Contributions or funds provided to technology incubators.....[S.No.10.1.(ix) of CSR Policy]

Rural development projects....[S.No.10.1.(x) of CSR Policy]

Slum area development"[S.No.10.1.(xi) of CSR Policy]

Keeping the main objective in view, IRCON has implemented its social initiatives/ drive in the following different sectors of CSR & Sustainability:

- ❖ Sanitation

- ❖ Education
- ❖ Health care
- ❖ Environment Sustainability
- ❖ Rural infrastructure Development
- ❖ Skill development & Capacity building
- ❖ Relief Measures & Others

SANITATION

1. Building Toilets in Govt. Schools

Healthy sanitary conditions are one of the most fundamental needs of the human race. IRCON recognizes the value of this need & with regard to these constructed toilets in the Govt. schools has across various blocks of Patna, Bihar. This intervention was targeted specifically towards the underprivileged & marginalized children studying in Government schools in both rural & urban areas.

The project undertook to set up deprived of sanitation facilities & urinals for boys & girls in ten government schools to ensure that the students & staff of these schools get access to health & sustainable sanitation facilities. A total no. of 30 toilets were constructed by IRCON in 8 of the targeted schools while the funds of the rest 2 schools were transferred to Bihar Education Project Council for construction of 4 toilets at the 2 schools. This initiative had a multitude of positive effects ranging from students increasing enrolment of girl students due to reduced cases of poor sanitation related diseases to helping in promotion of environmental cleanliness.

2. Contribution to Clean Ganga Fund

The National Mission being carried out by Ministry of Water Resources, River

Development & Ganga Rejuvenation, Govt. of India. The 'Clean Ganga Fund' is National Fund working towards clearing of religious Ganga River.

3. Contribution to Swachh Bharat Abhiyaan Kosh

Swachh Bharat Mission is a campaign which was launched on 2 October 2014 by our honourable Prime Minister Shri Narendra Modi. It aims to eradicate open defecation by 2019, & is a national campaign, covering 4,041 statutory cities & towns across India.

Swachh Bharat Kosh (SBK) has been set up to attract Corporate Social Responsibility (CSR) funds from Corporate Sector & contributions from individuals & philanthropists in response to the call given by Hon'ble Prime Minister on 15th August, 2014 to achieve the objective of Clean India (Swachh Bharat) by the year 2019, the 150th year of the birth anniversary of Mahatma Gandhi through Swachh Bharat Mission.

IRCON has contributed a total of Rs 1 crore & 93 lakhs to the Swachh Bharat Kosh to realize PM's vision of a clean & green India.

4. Installed Water Storage Tanks in Jammu & Kashmir

IRCON has installed water storage tanks at villages in Sumer, Jammu & Kashmir for supplying drinking water to the villagers.

EDUCATION

Education lays down the foundation for development of any society. It is a sound

investment to bring about positive change amongst the future generations of the society. It acts as the bedrock for the economic development of any nation & directs it towards growth & evolution.

Providing of better educational facilities to improve school infrastructure & learning levels of students enrolled in various govt. schools especially in rural areas of the country. The infrastructure development works of the schools includes the construction/repair/upgradation of the school buildings, construction of toilets for students especially for girls, construction of boundary walls, arrangement of safe drinking water & provision of ceiling fans, solar lights etc. While the improvement of learning levels of education includes the creation of a congenial study environment by providing school bags, benches, chairs, stationery etc.

IRCON has taken up a multitude of projects under CSR at a total cost of `Rs 95 lakhs spread over J&K, UP, MP, West Bengal & Rajasthan as part of a mission to enhance educational infrastructure in several of the impoverished backward rural areas of the country. IRCON has been engaged in construction of sanitized toilets for students of both genders across many schools since 2012-13.

Some of the major activities undertaken under the education domain include:

1. Up-gradation of school Infrastructure Works at schools of Gwalior district.

As a part of this initiative, IRCON is providing infrastructural works at schools of Gwalior for congenial study environment.

2. Provision of solar power panels at "MUSKAAN" school for PWDs

IRCON believes that the especially abled person should be given equal opportunities to grow & shine. If given the right ambience to study, their growth will have limitless possibilities. Recognizing this, IRCON has installed solar power panels at "MUSKAAN" school for differently abled adult children in Vasant Kunj, New Delhi, thus ensuring that power is no more a hindrance to their future growth.



3. Up gradation of school & other facilities in village Bhouri (Gwalior):

This initiative is being executed by Madhya Pradesh Laghu Udyog Nigam Limited (MPLUN). As part of this initiative, school infrastructure has been upgraded & other amenities such as furniture, solar lights etc have moreover been provided for creating an ambience conducive for learning and growth.

4. Development works for Govt. school Soomber (J&K):

Under this initiative, school infrastructure is upgraded by construction and repairing the boundary wall, making available safe drinking water and supplying the study material to the school management.



5. Providing school bags and stationery items in schools:

Further in the field of Education, this company has extended its support to charitable educational organizations. The company has financially supported education of children in Delhi & running its schools at Sagarpur & Khichripur locations. IRCON has also provided them with school bags and stationary items.



HEALTH CARE

During the course of the year, the company has spent an amount of ` Rs 51 lakhs on health related initiatives. The implementation was conducted around the three project site locations. Further, Eye & Health check-up camps were also organized for the students.

1. Organizing Eye & Health Camps:

Preventive check-ups go a long way in detecting curable eye & health diseases & pave the path to leading a healthy lifestyle. IRCON in collaboration with M/s Mahavir International conducted eye & health checkup camps in various schools of Delhi. Four camps were held wherein a total number of 1326 patients were served. A total number of 6 camps were held in the previous year 2014-15 by the organization.

This NGO is running 6 fully equipped charitable hospitals in different parts where patients get free treatment, medicines & spectacles.

2. Water supply for villages at J & K

In line with the CSR & Sustainability policy of the company to take CSR initiative around project sites reframed to construct water storages tanks at villages in Sumer, Jammu and Kashmir for supplying water facilities to the villages.



3. Operation of Health Units at Project Sites

Access to basic health facilities is still a dream across many semi urban & rural parts of our country. IRCON is running a primary Health Centre in Banihal, Jammu & Kashmir wherein it is providing basic medical facilities, checkups & medicines to the underprivileged groups

free of cost. The local people who have used this facility have acknowledged that this facility has been benefitting them highly as they had to earlier visit Anantnag or Srinagar for basic medical treatment but now they can easily avail the facilities at this post free of cost resulting in saving of money, time & lives of the local residents.

The health units are operational at Banihal (J&K), Lalganj (Raebareli) (UP) & Sivok (West Bengal) in India. As a responsible corporate citizen, IRCON has continued this facility for foreigners of Sri Lanka & Algeria thus going beyond these boundaries of this country & serving mankind



4. Supply of Artificial Limbs to differently abled persons through ALIMCO (Govt. undertaking).

Every individual despite his or her background or physical abilities & disabilities has the right to grow, develop & live a respectful & dignified Human Right.

IRCON recognizes this right & it has in collaboration with M/s Artificial Limbs Manufacturing Corporation of India (ALIMCO), a non-profit making organization, working under the aegis of Govt. of India, under Ministry of Social Justice & Empowerment conducted assessment camps in Roop Nagar, Jammu & identified a total of 384 Persons with Disabilities (PWDs) requiring Aids & Appliances & distributed a total of 500 appliances to improve their living standard.

The appliances distributed includes tricycles, motorized tricycles, wheelchairs, tablets, smart canes, MR Kits, Braille kits, ADL kits, cellphones etc which has helped in transforming the lives of the beneficiaries & making them independent & self-sufficient. It was also recognized by the newspaper 'Himalayan Mail' for its efforts in helping PWDs'.





RURAL INFRASTRUCTURE DEVELOPMENT

IRCON has undertaken a multitude of initiatives on upgrading the rural infrastructure near its project sites. IRCON being a construction company itself has incorporated its skills & expertise in execution of the projects.

During the year, this company has taken many initiatives for the development of infrastructures by providing safe drinking water, concrete paths, & contribution for the sanitation, bus shelter, & provision of solar lights in the rural areas.

1. Upgradation of Infrastructure at Patna & Guwahati Railway Stations

IRCON believes in creating a favorable atmosphere & enhancing customer experience for passengers travelling in Indian Railways. In accordance with this, it has upgraded infrastructural facilities in the Patna & Guwahati railway stations.

IRCON has in Patna & Guwahati railway stations provided ambulances for transporting patients to nearby hospitals, drinking water facilities to provide the passengers with safe potable water free of cost, golf carts for ease of movement of physically disabled person & dustbins to promote cleanliness in the railway premises. This helps in the optimum utilization of resources, saves time & ensures quality of the end products.





2. Up gradation of pathways and Rural infrastructure.

The roads in the rural parts of our country, especially the internal roads are often highly neglected as they mostly lie in a dilapidated condition. Upgradation & refurbishment of these roads goes a long way in ensuring free, easy & uninterrupted movement in turn aiding in saving time thus enhancing efficiency as well as improving the living standards of the local populace.

Details of some activities for construction of Roads/pathways are indicated below:

- Providing infrastructure facilities in Dullhapur village (UP).

- Construction of concrete pathway from Kaskoot village to the West side boundary wall of the Banihal Stations yard in J&K.

SKILL DEVELOPMENT

IRCON believes that skilling people is key to create livelihood opportunities for people which in turn provides dignity in living. It helps people not only in financial terms but also in becoming independent & creating an identity of their own. Our esteemed Prime Minister Shri Narendra Modi has initiated 'Skill India' Mission on 15th July 2015 which has a target of skilling 500 million Indians by the year 2022. IRCON in accordance with this has undertaken various initiatives to skill people in various trades so as to empower them shape their future. The training imparted has been in accordance with the demands prevalent in the social sector.

IRCON has undertaken the following initiatives for the skill development of the unemployed youths to create income generating opportunities for them:

- Training of women in tailoring & embroidery at Bankoot, Banihal (J&K).
- Vocational cum skill development training for the unemployed youths of the Dholpur district of Rajasthan. Based on the survey for the requirement in the market, following courses of short term duration were selected for skill development training: -
 - ❖ Mobile Phone Repairing
 - ❖ Computer Hardware
 - ❖ Basic Computer Knowledge
 - ❖ Fabrication Welding

Employment is often seen as an important step towards the rehabilitation & empowerment of a

person who belongs to SC/ST/OBC/EWS of society including women, because it provides a sense of belonging, importance & independence.

The skills are improving to productivity, increase adaptability for deal with change & crisis, & facilitate to the diversification of livelihoods to manage risks are rarely accessible for the local targeted population.

1. Skill Entrepreneurship Development Programmes in J & K through NITCON.

IRCON believes in imparting skills amongst people which would help them training to the marginalized group to open their own business or securing employment. In the times that we live in, computers & mobiles comprises of core part of everyone's lives. IRCON has thus in collaboration with M/s NITCON implemented Computer Hardware & Networking & Mobile Repair & Maintenance courses in Banihal, Jammu & Kashmir. A total of 120 candidates have been trained with every batch having a total of 30 students. They were also provided with toolkits.



2. Vocational training centers for women at Bankoot (Banihal) for tailoring & embroidery

Skilling women is one of the most potent needs of our country today. IRCON has opened up Vocational training centre for women on tailoring & embroidery trades. It has been

primarily targeted to benefit the local underprivileged community. The Skill Development Programme courses helped the participants to find employment, understand their rights, as well as in improving their overall confidence.

The trainees expressed their overall satisfaction for the training & acknowledged IRCON for providing such an opportunity free of cost for their development & growth. They expressed their gratitude for providing training which in their opinion would be handy in starting their professional career as a self-employed person or joining a job requiring skilled manpower.



RENEWBLE ENERGY

In India, there are abundant renewable sources of energy which can be extracted from the wind, sun, water, sea, biomass & even wastes. These sources if used, emits zero pollution producing clean energy.

IRCON believes that renewable energy is the future across spectrums to not

only provide energy to all but also in an environmentally sustainable manner. Indian

Government has been advocating the use of solar energy as an alternate energy source because it not only cheaper but also requires minimum maintenance. This source of renewable energy is thus both feasible & justified for a sustainable growth.

1. Provision of solar power panels at "MUSKAAN" school for PWDs

IRCON believes in giving back to the society for a sustainable environment for future generation & thus has install solar power panels at "MUSKAAN" school for differently abled adult children in Vasant Kunj, New Delhi, with an aim to reduce operation cost of the school & thus benefitting the children and ensuring environmental sustainability.



Corporate Governance & Compliance



Composition of Board of Directors

As on 31st March 2016, the strength of Board of Directors was six comprising of four whole-time Directors & two government nominated directors. The details are as follows:

1	Mr. Mohan Tiwari Chairman & Managing Director [DIN 00191363]	w.e.f. 01.02.2009
2	Mr. K. K. Garg Director Finance [DIN 01495050]	w.e.f. 03.11.2009
3	Mr. Deepak Sabhlok Director Projects [DIN 03056457]	w.e.f. 16.04.2010
4	Mr. Hitesh Khanna Director Works [DIN 02789681]	w.e.f. 07.03.2011
5	Mr. Anjum Pervez Part-time (official) Director [DIN 06682287]	w.e.f. 15.07.2013
6	Mr. H K Kala Part-time (official) Director [DIN 07200108]	w.e.f. 02.06.2015

The following Directors have joined IRCON's Board after the close of the year 2015-16:

1	Mr. Sanjay Kumar Singh Part-time non-official Director [DIN: 00003695]	w.e.f. 05.04.2016
2	Mr. Avineesh Matta Part-time non-official Director [DIN: 00011749]	w.e.f. 08.04.2016
3	Prof (Ms.) Vasudha V. Kamat Part-time non-official Director [DIN: 07500096]	w.e.f. 22.04.2016
4	Mr. M. K. Singh Director Finance [DIN:06607392]	w.e.f. 01.05.2016

The following Directors ceased to hold office during 2014-15:

1	Mr. K. K. Garg Director Finance [DIN 01495050]	Ceased to be Director due to his superannuation on 30.04.2016
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COMPANY'S PHILOSOPHY ON CORPORATE GOVERNANCE & KEY VALUES

The Code of Corporate Governance at IRCON is "To be professional, Profitable & Accountable with excellence in every sphere of activity of the Company".

The key values of the Company formally adopted by the Board of Directors are:

- Constructive approach
- Working as a team
- Excellence in performance
- Probity in work & dealings
- Being responsible & accountable

Code of Conduct for Board members & senior management of the Company & key values for entire organization

The Company has in place a Code of Conduct for Board members & for Senior Management (i.e. Directors, Chief Vigilance Officer, Additional General Managers & above, & Project/ Functional Heads) & also Key Values for the Company as a whole. These codes came into effect from 1st April 2005 & have been posted on the website of the Company.

Fraud Prevention & Detection Policy

The corporate policy for fraud prevention & detection is established to facilitate the development of controls which will aid in the detection & prevention of fraud against the Company. It is the intent of the Company to promote consistent organizational behavior by providing guidelines & assigning responsibility for the development of controls & conduct of

investigations to oversee the best practices of Corporate Governance.

DISCLOSURES

- The Company has followed the Accounting Standards issued by the Institute of Chartered Accountants of India in the preparation of Financial Statements. Deviations from Accounting Standards have been explained in self-explanatory notes of the Financial Statements & also in Directors' Report of IRCON for 2013-14.
- The Company periodically informs the Board about the risks associated with its projects in risky areas & foreign exchange management.
- The Company has in place a BoD approved Fraud Prevention, Detection, & Control Policy so as to provide a system for detection & prevention of fraud, reporting of any fraud that is detected or suspected & fair dealing of matters pertaining to fraud.
- The Company has in place a BoD approved Whistle Blower Policy under which there is a mechanism for employees to report to the Management, concerns about unethical behavior, actual or suspected fraud, or violation of the Company's Code of conduct or ethics policy. The Policy also provides for adequate safeguards against victimization of employees who avail the mechanism. It provides for direct access to the Chairman of the Audit Committee in exceptional cases. Both these Policies are available on IRCON's website.
- The Company has a Board approved Training Policy for Board Members. According to the Policy, the Company has a practice of imparting

introductory training to new Board Members. They are also given documents about the Company which includes Memorandum & Articles of Association, Brochure, Annual

Report, latest unaudited financial results, Corporate Plan with MoU targets & achievements, & related provisions on Duties, Responsibilities, etc. of Directors.



HUMAN RESOURCE MANAGEMENT



Human Resource Management

In 2015-16 HRM took up many new activities & introduced new welfare measures to keep up the employee motivation & to build employee knowledge base. HRM undertook the following steps to efficiently manage & nurture the Human Resources in the organization.

- Taking e-recruitment process, a step further, e-call letters are issued to candidates, which can be easily downloaded by the candidates. Also, The quiz was conducted as a three step process with preliminary round (written) which was organized at the project/office level through online mode, held on 15.04.2015.
- Taking the quiz format forward, IRCON also started the first ever quarterly quiz. So far, two rounds of quarterly quiz have been organized. Topics for the said quiz were Quality & OHSAS.
- In terms of human resource development, during the year 2015 – 16 IRCON nominated

104 officials for 39 workshops, seminars & conferences in external institutes & 14 In – house training were arranged covering 779 participants in 1405 man- days.

information regarding eligibility, schedule of interview/written test are being sent to candidates via SMS & E-mails on their registered phone nos. & email addresses.

- IRCON organized first ever corporate IRCON Inter Project Quiz in FY 2015-16, covering a wide range of topics, as a tool for employee learning & engagement. A total of 32 teams from various projects participated in the preliminary round.
- First ever International Yoga Day was celebrated at IRCON's Corporate Office on 21st June, 2015, to further the idea & practice of a healthy & sustainable lifestyle.
- International Women's day was also celebrated with gusto at IRCON's Corporate

Office with talks & workshops being organized on issues ranging from wellness, women's health to self-defense. Experts from medicine, health & lifestyle were invited to deliver the lectures. A team of Delhi Police was invited to conduct workshop on self-defense for female employees working in IRCON's corporate office & projects in Delhi-NCR region.

Further, extending the ambit of welfare schemes at IRCON, FY 2015-16 saw introduction of a new category of awards for

meritorious wards of IRCON employees, who secured gold medal in professional courses during the year.

IRCON defined contribution superannuation pension scheme has also been approved for implementation in the past year. The effective date of start of pension scheme is 01.04.2009.

In terms of human resource management, the year 2015-16 was of many firsts at IRCON.



Environment, Health & Safety

IRCON's Environmental, Health, & Safety (EHS) Guidelines/manual are technical reference documents with general & construction specific examples of Good International Industry Practice (GIIP). The EHS Application of the EHS Guidelines to existing projects may involve the establishment of site-specific targets, with an appropriate time for achieving results of an environmental assessment in which site-specific variables.

Safety taken as a key element of our safety program for over 10 years. IRCON eager to educate their employees in safety compliance, reduce their accident rate & insurance costs. To fulfill these, the training program "Safety First is Safety Always" conducted at offices & projects that will can encourage & show the importance of following safety rules & precautions.

IRCON's Quality Management Cell established the objectives for all the projects to ensure control procedures Guidelines contain the performance levels & measures that are generally considered to be achievable by existing technology at reasonable costs.

them. The applicability is tailored to the hazards & risks established for each project on the basis of the of significant environmental impacts due to their construction activities & reporting accident/ incident/near miss. The set objectives are 100% achieved.

IRCON has already established Environmental Management System & accomplished ISO 14001:2004 certification & preparing for new updated code ISO 14001:2015 along with Occupational Health & Safety Management System as per OHSAS 18001:2007.

RESPONSIBILITY TOWARDS PRODUCTS & SERVICES



QUALITY & SAFETY

IRCON's working environment is monitoring for Quality, Safety, Health, Environmental & occupational hazards for the specific project / Monitoring Quality, Health & safety of employees from Environmental & Occupational Hazards forms an intrinsic part of IRCON's work culture & environment. Certified auditing professional's

whole the internal auditing of the company/ Internal auditing is designed & implemented by certified professionals, as part of an occupational health & safety monitoring program. It is conducted by recording & analyzing the number & type of occupational accidents, diseases & other dangerous occurrences that happen at work sites &

offices of the company /during the /maintained by record of occupational accidents, diseases, & dangerous occurrences & other accidents. Further assistance & guidance on occupational health & safety is communicated at regular intervals to all the project sites/. Additional guidance on occupational health & safety monitoring programs is communicated time to time to all projects.

IRCON's Quality Management department has suggested adoption of new & improved ways of construction of bridges which has been incorporated. /has initiated their responsibility towards improvement in construction of bridges. Latest Information, know how & techniques as per the latest amendments of BIS/IRC etc regarding construction of bridge foundations & superstructure has been passed on to all the project sites & offices. / Knowledge about Bridge foundation & superstructure (PSC) with latest amendments BIS/IRC etc. is shared among all. Moreover, detailed information on/regarding construction/fabrication of Railways steel bridges & Foot over Bridge (FOB) fabrication guidelines have been /are prepared & circulated to all concerned to improve/enhance quality of the final/end product.

IRCON has also commenced QUIZ competitions amongst its various project units to create an atmosphere for successful incorporation &

imbibing new knowledge, techniques & know how. have started QUIZ with inter project unit for increasing awareness & responsibility among the staff & healthy competitiveness. In addition, a Refreshment course module (reading material) has been prepared & uploaded on intranet, in order to aid refreshment of memory regarding latest techniques & know how. These measures have aided in increasing the affectivity & efficiency of the company's employees which in turn has led to creation of better end/final products. which helps in refreshing knowledge & awareness about latest techniques.

R&D & DESIGN

IRCON by itself does not undertake any pure research project but takes the help of consultants & firms to innovate & develop methods & techniques to execute projects in a cost effective manner, with requisite quality, to enhance the technological competence & efficiency.

The Company has a Plan which aims to establish R&D system for items pertaining to core areas with an objective to improve project delivery, to reduce costs, & for general business sustainability, with a specific focus on adoption of cutting edge technology &/in order to improve the technical skills of its manpower.

We have stringent policies & practices governing suppliers & transporters' registration, evaluation & selection. Further we evaluate their performance at periodic intervals. We also practice periodic evaluation of their performance.

The evaluation includes parameters/indicators of cost effectiveness, quality delivery, health & safety practices & compliances, amongst others. We strongly prefer procurement of materials required at the project sites from locations in proximity. This has aided in not only

creating jobs & opportunities for enhancing livelihood but also has helped in promoting the growth of the local industrial bases to supply quality raw materials for IRCON's end products. Not only will this create opportunities for livelihood during the project duration, but will also help the local suppliers to upgrade & maintain quality of products to cater to IRCON's quality standards. While we continue to define all procurements within India as local, we make every attempt at procuring most materials from in & around the project sites.



IMPACT OF INITIATIVES

RCON has a well-established monitoring mechanism for all its initiatives that it itself takes part in or provides funds to third parties/railways /NGOs/for implementation. Moreover, it undertakes a third party assessment for evaluating the efficacy, efficiency & target population satisfaction of its CSR initiatives. It has undertaken the same via M/s SATHEE in the year 2015-16 which has exemplified the initiatives & the impact that it has had amongst the target beneficiaries across the locations of its various initiatives.

EDUCATION & SKILL DEVELOPMENT

- Under the “MUSKAAN” Initiative IRCON has provided solar lights to specially abled adult children’s school in Vasant Kunj, New Delhi and through this initiative IRCON create a environmental change in their life and also promoted saving the electricity for our future generation.
- Up gradation of school infrastructure in Janta Adarsh Andh Vidyalaya through providing solar lights has facilitated the students & the school management as it has benefitted them financial too by lowering their electricity consumption.

- Initiative for provision of school infrastructure in schools of Soomber (J&K) has facilitated the students for a better educational environment & aided facility for the students.
- By providing Skill training in Computer Hardware & Networking & Mobile Repair & Maintenance in Banihal, Jammu & Kashmir and through this initiative a total of 120 candidates have been trained having a total of 30 students. were also provided with toolkits.
- Furthermore, IRCON has extended its support to GODHULI, a dedicated NGO working for education of street children in Delhi wherein it runs its schools at Sagarpur & Khichripur locations. The support also includes provision of School bags, station item etc. Thus supporting for enhancement of education of underprivileged children.



- Through provision of skill training in tailoring & embroidery in Bankoot (Banihal), J&K has made the women to earn for their living & has provided the skilled manpower to the industries developing in the region.

HEALTH CARE

- The health units at Banihal, Rae Bareilly & Sivok provided basic medical facilities for the local populace and provided them with an alternative which is time, effort & cost efficient in comparison to the distant district hospitals that they had to travel to even to avail the most basic medical facilities prior to this initiative being undertaken. Operating the health units at Banihal, Raebareilly & Sivok, where free medical facilities are provided to needy villagers for access to primary health service in nearby areas rather than going to hospitals at far off places.
- IRCON firmly believes in promoting Right to adequate living standards & Right to equality as our human rights & so has collaborated with M/s Artificial Limbs Manufacturing Corporation of India (ALIMCO), a non-profit making organization, working under the aegis of Govt. of India, under Ministry of Social Justice & Empowerment & conducted assessment camps in Roop Nagar, Jammu & identified a total of 384 Persons with Disabilities (PWDs) requiring Aids & Appliances & distributed a total of 500 appliances to improve their living standard.
- IRCON believes in creating a Healthy environment for the Human life and so has collaborated M/s Mahavir International and organized eye & health checkup camps in various schools of Delhi.

RURAL INFRASTRUCTURE DEVELOPMENT

- Construction of water tanks for supply of safe drinking water facilities in rural areas of Jammu and Kashmir and this CSR Intervention has impacted many lives in the locality in terms of their health and socio-economic development.



- IRCON has constructed toilets in the Govt. Schools at different block of Patna, Bihar. The above CSR work has benefited the Government school students in terms of following aspects-effective learning, Enrolment of girls, reduced disease and worm infestation, environmental cleanliness and Implementing child rights.



- IRCON believes in creating a favorable atmosphere & enhancing customer experience for passengers travelling in Indian railways. In accordance with this it has upgraded infrastructural facilities in the Patna & Guwahati railway stations.





PERSISTENCE TOWARDS GLOBAL GOALS

IRCON is committed to the national endeavor cause of reducing extreme poverty & setting out a series of time bound targets, with a deadline of 2015 that have become known as the Millennium Development Goals. In line with these objectives, IRCON has set out a forward path for meeting a sustainable development as per needs & aspirations of its stakeholders.

THE GOALS (MDGS) ARE:

- Achieve Universal Primary Education.
- Promote Gender Equality & Empower Women.
- Improve Maternal Health.
- Ensure Environmental Sustainability
- Develop a Global Partnership for Development.

The Millennium Development Goals set time bound targets, by which progress in reducing income poverty, hunger, disease, lack of adequate shelter & exclusion – while promoting gender equality, health, education & environmental sustainability – can be measured. They also embody basic human rights – the rights of each person on the planet to health, education, shelter & security.

HUMAN RIGHTS

- We support & respect the protection of internationally proclaimed human rights; &
- We make sure that they are not complicit in human rights abuses.

LABOUR ST & ARDS

- We uphold the freedom of association & effective recognition of the right to collective bargaining
- The elimination of all forms of forced & compulsory labour;
- The effective abolition of child labour, and
- The elimination of discrimination in respect of employment & occupation.

ENVIRONMENT

- We should support a precautionary approach to environmental challenges;
- Undertake initiatives to promote greater environmental responsibility;
- Encourage the development & diffusion of environmentally friendly technology.

ANTI-CORRUPTION

- We work against corruption in all its forms, extortion & bribery.

UN GLOBAL COMPACT'S TEN PRINCIPLES

The UN Global Compact's ten Principles in the areas of human rights, labour, the environment & anti-corruption enjoy universal consensus & are derived from:

- The Universal declaration of Human Rights
- The International Labour Organization's Declaration
- The RIO Declaration on Environment & Development
- The United Nations Convention Against Corruption.

IRCON embraces supports & enacts, within its sphere of influence, a set of core values in the areas of human rights, labour standards, the environment & anti-corruption.



WE SUPPORT UN GLOBAL COMPACT



UN GLOBAL COMPACT

The Global Compact is a worldwide contract between private industry, institutions & other groups in society. Participating members join forces around the world to master the challenges of globalization. Since its launch in 2000, the Global Compact has become the world's largest initiative for sustainable development. IRCON will comply with the ten principles of the UN Global Compact & renewed our pledge to put these principles into practice. We will disclose our compliance status with these Global Compact Principles in our Sustainability Report every year.

Cat.	Principle	Activity & Performance Index
Human Rights	1. Businesses should support & respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> Implemented training for human rights protection & ethical management Implemented training for the prevention of sexual harassment Employee Training Code of Conduct, Personnel Policy
	2. Businesses should make sure that they are not complicit in human rights abuses	<ul style="list-style-type: none"> Fair & equitable HR policies Gathering Residents Opinions
Labour	3. Businesses should uphold the freedom of association & the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> Free to join or withdraw from the union Prompt notification to the union in advance of important changes to its business operations Ombudsman's Committee
	4. Businesses should uphold the elimination of all forms of forced & compulsory labor	<ul style="list-style-type: none"> Compliance with the Labor Standards Law, the ILO, collective agreement
	5. Businesses should uphold the effective abolition of child labor	<ul style="list-style-type: none"> Compliance with the Labor Standards Law, the ILO, collective agreement
	6. Businesses should uphold the elimination of discrimination in respect of employment & occupation	<ul style="list-style-type: none"> Respect for Diversity Employment of Local Residents Development of Locally Based Experts
Environment	7. Businesses should support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> Environmental Management Principles Green Management Committee for an Enterprise Wide Response to Climate Change Training in Environmental Management
	8. Businesses should undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> Ecosystem Impact Assessments Recycling of Resources Biological Diversity Protection Policy Establishment of Green Purchasing Guideline
	9. Businesses should encourage the development & diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> Construction of Green Buildings & Cities Operated with New & Renewable Energy Considering Ecosystems from the Design Stage Produce Eco Friendly Nuclear Energy
Anti Corruption	10. Businesses should work against all forms of corruption, including extortion & bribery	<ul style="list-style-type: none"> Ethical Management System Self Compliance Program Internal & External Auditing System Code of Conduct.

IRCON's Board Level Committee of CSR & Sustainability
As on 31st March 2016



Chairman
Prof. Vasudha V. Kamat
Independent Director



Member
Deepak Sabhlok
Director (Projects)



Member
Avineesh Matta
Independent Director



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