



इरकॉन इन्टरनेशनल लिमिटेड  
नवरत्न कम्पनी  
(भारत सरकार का उपक्रम)  
**IRCON INTERNATIONAL LIMITED**  
NAVRATNA COMPANY  
(A Govt. of India Undertaking)



IRCON/SECY/STEX/124

25<sup>th</sup> August, 2025

<b>BSE Limited</b> Listing Dept./ Dept. of Corporate Services Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001 <b>बीएसई लिमिटेड</b> लिस्टिंग विभाग / कॉर्पोरेट सेवा विभाग पी. जे. टावर्स, दलाल स्ट्रीट, मुंबई- 400001 Scrip code / ID: <b>541956 / IRCON</b>	<b>National Stock Exchange of India Limited</b> Listing Department Exchange Plaza, Plot no. C-1, G Block, Bandra –Kurla Complex, Bandra (East), Mumbai – 400051 <b>नेशनल स्टॉक एक्सचेंज ऑफ इंडिया लिमिटेड</b> लिस्टिंग विभाग एक्सचेंज प्लाजा, प्लॉट नं सी-1, जी ब्लॉक, बांद्रा-कुर्ला कॉम्प्लेक्स, बांद्रा (पूर्व), मुंबई-400051 Scrip Code: <b>IRCON</b>
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**Sub: Business Responsibility & Sustainability Report for the FY 2024-25**

**Dear Sir/ Madam,**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25, which also forms part of the Annual Report for Financial Year 2024-25.

कृपया उपरोक्त जानकारी रिकार्ड पर ले।

Thankyou/धन्यवाद,  
Yours faithfully/भवदीया,

(प्रतिभा अग्रवाल)/ (Pratibha Aggarwal)  
कंपनी सचिव एवं अनुपालन अधिकारी/ Company Secretary & Compliance Officer  
सदस्यता क्र./ Membership No.: F8874

# Business Responsibility and Sustainability Report

## Section A

### General Disclosure

#### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the listed entity</b>	L45203DL1976GOI008171
2.	<b>Name of the Listed Entity</b>	Ircon International Limited
3.	<b>Year of Incorporation</b>	28.04.1976
4.	<b>Registered Office Address</b>	C-4, District Centre, Saket, New Delhi – 110017
5.	<b>Corporate Address</b>	C-4, District Centre, Saket, New Delhi – 110017
6.	<b>E-mail</b>	investors@ircon.org
7.	<b>Telephone</b>	011-26530266
8.	<b>Website</b>	www.ircon.org
9.	<b>Financial year for which reporting is being done</b>	2024-25
10.	<b>Name of stock Exchange(s) where shares are listed</b>	1) National Stock Exchange of India Limited (NSE) 2) BSE Limited (BSE)
11.	<b>Paid-up Capital</b>	INR 1,88,10,31,480
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. S.V.Satyanarayana Rao GM (Civil) +91 9560595089 svs.rao@ircon.org
13.	<b>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 that form a part of its consolidated financial statements, taken together)</b>	The disclosures made under this report are on a standalone basis.
14.	<b>Whether the company has undertaken assessment or assurance of the BRSR Core?</b>	No. The company does not fall among the top 250 listed entities on either the NSE or the BSE as on 31 <sup>st</sup> March 2024.
15.	<b>Name of assessment or assurance provider</b>	Not applicable
16.	<b>Type of assessment or assurance obtained</b>	Not applicable

#### II. Products/Services

##### 17. 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.	Construction	Roads, Railway and utility projects.	99.42%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Construction & maintenance of Railways & Rail Bridges.	42102	81.25%
2.	Construction & maintenance of motorways, streets, roads, other vehicular & pedestrian ways, highways, bridges, tunnels and subways.	42101	18.75%

### III. Operations

#### 19. Number of locations where plants and/or operations/offices of the entity are situated

S. No.	Location	Number of Plants	Number of Office	Total
1.	National	NA	63	63
2.	International	NA	6	6

#### 20. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	6

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

3.33%

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

IRCON primarily undertakes Public Sector Infrastructure Projects on a Turnkey basis, operating under the Engineering, Procurement, and Construction (EPC) model. The company demonstrates strong capabilities in delivering comprehensive, end-to-end solutions. IRCON has a proven track record of executing a diverse array of high-impact projects, both within India and internationally, with a steadfast commitment to quality, timely delivery, and stakeholder satisfaction.

In India, most of its projects are being executed for prominent government agencies such as: Ministry of Railways, National Highways Authority of India (NHAI), National High-Speed Rail Corporation Limited, Chennai Metro Rail Limited, Dedicated Freight Corridor Corporation of India Limited, Airports Authority of India, Rail Land Development Authority, National Capital Region Transport Corporation, Delhi Metro Rail Corporation. This portfolio highlights IRCON's pivotal role in shaping the nation's infrastructure landscape. Internationally, IRCON has ongoing projects in Algeria, Sri Lanka, Nepal, Malaysia and Myanmar.

Till date, IRCON has successfully delivered numerous domestic and international projects across a wide range of sectors such as railway, highway, bridges, tunnels, electrical and mechanical works, signalling & telecommunication, production units, station building. Its persistent commitment to executing turnkey EPC (Engineering, Procurement, and Construction) projects—particularly in the Public Sector—underscores its reputation for technical excellence and a strong client-centric approach, which remain Central to its operational philosophy.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### IV. Employees

#### 21. 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)	834	779	93.40%	55	6.59%
2.	Other than permanent (E)	348	338	97.12%	10	2.87%
3.	Total Employees (D + E)	1182	1117	94.50%	65	5.49%
WORKERS						
4.	Permanent (F)	Not Applicable				
5.	Other than permanent (G)					
6.	Total Workers (F + G)					

##### 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)	6	5	83.33%	1	16.67%
2.	Other than permanent (E)	0	0	0	0	0
3.	Total differently abled employee (D+E)	6	5	83.33%	1	16.67%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	Not Applicable				
5.	Other than permanent (G)					
6.	Total differently abled workers (F+G)					

#### 22. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	1	50%

#### 23. Turnover rate for permanent employees and workers

Particulars	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.96%	0	8.40%	5.99%	8.13%	6.10%	8.78%	13.79%	9.06%
Permanent Workers	Not Applicable								

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### V. Holdings, Subsidiaries and Associate Companies (including joint ventures)

#### 24. 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	Ircon Infrastructure & Services Limited	Subsidiary	100%	No
2	Ircon Shivpuri Guna Tollway Limited	Subsidiary	100%	No
3	Ircon PB Tollway Limited	Subsidiary	100%	No
4	Ircon Davanagere Haveri Highway Limited	Subsidiary	100%	No
5	Ircon Vadodara Kim Expressway Limited	Subsidiary	100%	No
6	Ircon Gurgaon Rewari Highway Limited	Subsidiary	100%	No
7	Ircon Haridwar Bypass Limited	Subsidiary	100%	No
8	Ircon Ludhiana Rupnagar Highway Limited	Subsidiary	100%	No
9	Ircon Bhoj Morbe Expressway Limited	Subsidiary	100%	No
10	Ircon Akloli-Shirsad Expressway Limited	Subsidiary	100%	No
11	Ircon Renewable Power Limited	Subsidiary	76%	No
12	Chhattisgarh East Railway Limited	Joint Venture	26%	No
13	Chhattisgarh East-West Railway Limited	Joint Venture	26%	No
14	Mahanadi Coal Railway Limited	Joint Venture	26%	No
15	Jharkhand Central Railway Limited	Joint Venture	26%	No
16	Bastar Railway Private Limited	Joint Venture	26%	No
17	Indian Railway Stations Development Corporation Limited	Joint Venture	26%	No
18	Ircon-Soma Tollway Private Limited	Joint Venture	50%	No

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## VI. CSR Details

### 25. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR is applicable to Ircon International Limited.

#### FY 2024-25

(ii) Turnover (in ₹)

10193.14 Cr

(iii) Net worth (in ₹)

6237.43 Cr

(iv) Total amount spent on CSR for Current Year (in ₹)

14.15 Cr

## VII. Transparency and Disclosure Compliances

### 26. 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 2024-25			FY 2023-24		
		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. <a href="https://pgportal.gov.in/cpgoffice/">https://pgportal.gov.in/cpgoffice/</a>	78	0	-	117	0	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes  <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a>	3	0	-	5	0	-
Employees & Workers	Yes. <a href="https://pgportal.gov.in/cpgoffice/">https://pgportal.gov.in/cpgoffice/</a>  IRCON's Internal Grievance System <a href="https://intranet.ircon.org/">https://intranet.ircon.org/</a>  Whistle blower Complaints	0 (CPGRAMS)  5 (Internal Grievance System)  0	0	-	2	0	-
Customers	NA	-	-	-	-	-	-
Value Chain Partners	Yes. <a href="https://samadhaan.msme.gov.in/MyMsme/MSEFC/MSEFC_Welcome.aspx">https://samadhaan.msme.gov.in/MyMsme/MSEFC/MSEFC_Welcome.aspx</a>	0	0	0	11	0	5 complaints have been closed and the replies have been submitted for the remaining 6.
Other (Please specify)	-	-	-	-	-	-	-



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 27. Overview of the entity's material responsible business conduct issues

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change and Action	Risk	<b>Risk:</b> Climate change poses a significant material risk to IRCON, given the increasing frequency of extreme weather events, rising sea levels, and evolving regulatory landscapes. These factors can adversely impact infrastructure development, causing operational delays, project cost escalations, and potential asset damage. In addition, disruptions across the supply chain and construction timelines may affect project delivery and financial performance. Growing stakeholder expectations and the emphasis on long-term sustainability further necessitate proactive climate risk management.	Implementing energy audits, adopting energy-efficient technologies, and carrying out regular risk assessments.	Negative Implication
2.	Water Management	Risk/ Opportunity	<b>Risk:</b> IRCON acknowledges the material risks associated with water scarcity, the impacts of climate change on water availability, and the need to comply with evolving regulatory frameworks. These factors can lead to operational disruptions, cost escalations, and reputational risks, especially in water-stressed regions where infrastructure development is planned or underway.  <b>Opportunity:</b> Optimizing water use across operations presents a strategic opportunity for IRCON to reduce operational costs and reinforce its environmental responsibility. Proactive compliance with water-related regulations helps ensure uninterrupted project execution, minimizes the risk of penalties or delays, and strengthens stakeholder trust in IRCON's sustainable project delivery approach.	Ensuring compliance with statutory provisions and incorporating judicious use and re-use of water.	Positive/Negative Implication

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Waste Management	Risk/ Opportunity	<p><b>Risk:</b> IRCON recognizes waste management as a key environmental and operational risk, particularly in the context of responsible disposal, recycling, and mitigation of ecological impacts. Ineffective waste handling or non-compliance with applicable regulations can result in project delays, legal liabilities, and reputational harm. Ensuring adherence to waste management standards is essential for maintaining operational continuity and community trust.</p> <p><b>Opportunity:</b> Adopting a strategic approach to waste management presents IRCON with the opportunity to innovate, minimize waste generation, and enhance resource efficiency. These practices not only support the organization's sustainability objectives but also reinforce its leadership in responsible infrastructure development.</p>	Incorporating an efficient waste collection and disposal mechanism, with regular record keeping.	Positive/Negative Implication
4.	Environment Management & Compliance	Risk	<p><b>Risk:</b> IRCON acknowledges that non-compliance with environmental regulations poses a material risk, potentially resulting in regulatory penalties, project delays, and reputational damage. Upholding environmental compliance is integral to maintaining stakeholder confidence, ensuring operational continuity, and demonstrating IRCON's commitment to responsible and sustainable infrastructure development. Proactive adherence to applicable environmental standards enables smoother project execution and reinforces trust among regulatory bodies and local communities.</p>	Ensure compliance to all statutes as and when required and keeping updated with respective changes made on the same	Negative Implication
5.	Sustainable Construction & Technological Innovation	Opportunity	For IRCON, integrating sustainable eco-friendly practices into operations presents a strategic opportunity to enhance brand reputation, appeal to environmentally conscious clients, and minimize environmental	Incorporating reduce, reuse and recycle strategies whenever applicable and switching	Positive Implication



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			impact. Leveraging innovative and sustainable technologies enables improved operational efficiency, optimized resource utilization, and strengthens IRCON's competitive positioning in the infrastructure sector.	to efficient technology to bridge gaps.	
6.	Sustainable Supply Chain	Opportunity/Risk	<p><b>Risk:</b> IRCON recognizes that supply chain disruptions and engagement with non-compliant suppliers can adversely affect project timelines, cost efficiency, and stakeholder confidence. Such risks may lead to operational setbacks and reputational damage, particularly if suppliers fail to meet environmental or social compliance standards. Strengthening supplier due diligence and ensuring alignment with sustainability expectations are essential for resilient and responsible project delivery.</p> <p><b>Opportunity:</b> Promoting sustainable procurement and supply chain practices offers IRCON the opportunity to reduce environmental impact, foster innovation, and attract clients and investors who prioritize responsible business conduct. By collaborating with like-minded partners and embedding sustainability across the value chain, IRCON can drive industry best practices and reinforce its position as a leader in sustainable infrastructure development.</p>	Ensuring safe and quality procurement of goods.	Positive/Negative Implication
7.	Health & Safety	Opportunity/Risk	<p><b>Risk:</b> IRCON acknowledges that inadequate attention to health and safety can result in workplace accidents, legal liabilities, project delays, and reputational harm. Such incidents not only disrupt operations but also undermine stakeholder trust and organizational credibility. Ensuring strict adherence to health and safety standards is critical for maintaining operational integrity and safeguarding workforce well-being.</p>	Ensuring the smooth functioning of the Safety protocols and updating the ISO45001 as and when required.	Positive/Negative Implication

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<b>Opportunity:</b> By prioritizing robust health and safety practices, IRCON can foster a safe and supportive work environment, minimize incidents, and attract skilled professionals. Compliance with occupational safety regulations also enhances operational efficiency and stakeholder confidence. Proactive investment in health and safety systems contributes to IRCON's long-term resilience and sustainable growth.		
8	Human Rights, Diversity & Inclusion	Risk	<b>Risk:</b> If IRCON fails to adequately address human rights, diversity, and inclusion, it may face risks such as reputational harm, legal challenges, reduced employee productivity, and weakened stakeholder relationships. On the other hand, actively fostering human rights, diversity, and inclusion helps create a positive workplace culture, attracts skilled talent, drives innovation, and reinforces our dedication to social responsibility. Embedding these principles within our core values and daily operations strengthens organizational resilience and sustainability, ultimately supporting long-term success.	Incorporating human rights trainings and awareness programs into the system. Working on improving the assessments regarding human rights issues within the organization.	Negative Implication
9	Employee Engagement & Wellbeing	Opportunity	<b>Opportunity:</b> Employee engagement and well-being offer valuable opportunities for IRCON. Prioritizing these aspects leads to a motivated and committed workforce, resulting in increased productivity, efficiency, and overall success. Supporting employee well-being creates a positive work environment, reduces turnover, and enhances physical and mental health, contributing to improved performance and safety.	-	Positive Implication

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Community Development	Opportunity	<b>Opportunity:</b> Addressing the needs and expectations of local stakeholders not only enhances IRCON's reputation but also supports smoother project execution and long-term business sustainability. These initiatives are material because they directly impact both the company's operational success and its social license to operate. By prioritizing community development and stakeholder engagement, IRCON aligns its strategy with key material ESG issues, strengthening stakeholder trust and contributing to sustainable growth.	-	Positive Implication
11.	Data Privacy & Cybersecurity	Opportunity	<b>Opportunity:</b> Focusing on the protection of sensitive data and strengthening cybersecurity is identified as a material opportunity for IRCON. These actions reinforce IRCON's position as a reliable partner and foster trust among clients and stakeholders. Adhering to data privacy and cybersecurity regulations minimizes legal risks and increases operational efficiency.	-	Positive Implication
12.	Risk Management	Risk/ Opportunity	<b>Risk:</b> Inadequate risk management is identified as a material concern for IRCON, as it can lead to project delays, cost overruns, and reputational damage. Through its materiality assessment, IRCON recognizes that a proactive and structured approach to risk management helps mitigate threats, capitalize on opportunities, and support informed decision-making.  <b>Opportunity:</b> Strengthening risk management practices is material for IRCON's long-term resilience and sustainable growth, as highlighted in its BRSR disclosures.	Ensuring the risk register is updated regularly.	Positive/Negative Implication

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13.	Business Ethics, Accountability & Transparency	Opportunity	<b>Opportunity:</b> IRCON's materiality assessment highlights that adopting ethical practices strengthens its reputation, builds stakeholder trust, and appeals to socially responsible clients and investors. Accountability and transparency foster a positive work environment, enhance risk management, and ensure regulatory compliance. Stakeholders value organizations that uphold these principles, supporting long-term relationships and unlocking future business opportunities.	–	Positive Implication
14.	Disaster Management	Risk	<b>Risk:</b> Disaster management has been identified as a material risk for IRCON due to the significant operational, financial, and reputational impacts that natural disasters and emergencies can cause. The materiality assessment highlights that inadequate preparedness could lead to project delays, increased costs, and potential harm to employees and communities. Recognizing this risk allows IRCON to prioritize investments in resilience, contingency planning, and safety measures, thereby safeguarding business continuity and reinforcing stakeholder trust.	Incorporating a disaster management strategy as a part of the organizational SOP.	Negative Implication
15	Corporate Governance	Opportunity	<b>Opportunity:</b> IRCON's materiality assessment identifies corporate governance as a key opportunity, as it drives operational efficiency, strengthens stakeholder trust, and ensures regulatory compliance. By fostering a culture of accountability and ethical conduct, IRCON supports long-term business success and sustainable value creation.	–	Positive Implication

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## Section B

### Management and process disclosures:

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

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Link to Safety, Health and Environment Policy: <a href="https://www.ircon.org/images/file/cosecy/SHEPOLICYENGLISH.jpg">https://www.ircon.org/images/file/cosecy/SHEPOLICYENGLISH.jpg</a> Link to CSR and Sustainability Policy: <a href="http://ircon.org/images/file/cosecy/Revised_CSR_Policy_Oct_2022.pdf">http://ircon.org/images/file/cosecy/Revised_CSR_Policy_Oct_2022.pdf</a> Link to other policies: <a href="https://www.ircon.org/index.php?option=com_content&amp;view=article&amp;id=212&amp;Itemid=606&amp;lang=en">https://www.ircon.org/index.php?option=com_content&amp;view=article&amp;id=212&amp;Itemid=606&amp;lang=en</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	-	-	ISO 45001: Occupational Health and Safety Management Systems	-	-	ISO 14001: Environment Management Systems	-	-	-
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	IRCON is committed to establishing clear commitments, goals, and targets in line with the NGRBC principles, as part of its BRSR framework. The company has aligned its initiatives with key national targets and schemes, particularly in the areas of energy efficiency, community development, and environmental sustainability. IRCON also maintains a strong focus on quality management, environmental stewardship, and worker safety, ensuring that its ISO certifications (ISO 9001, ISO 14001, ISO 45001) remain updated in accordance with any changes by relevant authorities. This dedication to best practices reinforces IRCON's leadership in responsible construction and sustainable development, supporting both ongoing business success and meaningful contributions to a sustainable future.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

### Governance, leadership and oversight

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
7.	<b>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)</b>	<p>At IRCON International Limited, our unwavering focus remains on building infrastructure that is not only robust and future-ready, but also aligned with the highest standards of sustainable and ethical conduct. Guided by the National Guidelines on Responsible Business Conduct (NGRBC) and aligned with global ESG frameworks, we strive to ensure that sustainability is embedded across all aspects of our business—from project planning and execution to stakeholder engagement and value creation.</p> <p>Over the past year, we have made meaningful strides in improving our ESG performance. This includes strengthening our environment management systems, reinforcing workplace safety through ISO 45001-aligned protocols, enhancing transparency in our operations, and advancing diversity and inclusion across the organization. We continue to prioritize energy efficiency, resource conservation, and responsible supply chain management while executing critical infrastructure projects nationally and globally.</p> <p>We recognize the material risks posed by climate change, resource scarcity, and social inequities—and we are committed to addressing these proactively. At the same time, we view ESG integration not only as a compliance obligation but as a strategic opportunity to create lasting value for all stakeholders. Our growth journey is underpinned by strong governance, stakeholder trust, and a steadfast commitment to ethical leadership. By aligning our operational excellence with sustainability imperatives, IRCON aims to be a catalyst for inclusive and environmentally responsible development, contributing to a more resilient future for India and beyond.</p>								
8.	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>	<p>Director (Finance) – Smt. Ragini Advani Nodal Officer – Shri S.V.Satyanarayana Rao, GM (Civil)</p>								
9.	<b>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</b>	<p>Yes, IRCON accomplishes its decision-making on sustainability issues through the Corporate Social Responsibility &amp; Sustainability Committee. The following are the members of the committee as of 31.03.2025:</p> <ol style="list-style-type: none"> <li>Chairperson: Smt. Ragini Advani, Director (Finance)</li> <li>Member: Shri Varadharajan T., Independent Director</li> <li>Member: Shri Anupum Singh, Government Nominee (Part-Time Official) Director.</li> </ol>								

### 10. Details of Review of NGRBCs by the Company:

Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by the Director / Committee of the Board / Board								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)

Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	As and when required								



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, by VMC Management Consulting Pvt Ltd									

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

Questions	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)									

### Section C

#### Principle wise Performance Disclosure

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

**Principle 1: Businesses should conduct and govern themselves with integrity, in a manner that is Ethical, Transparent and Accountable.**

#### Essential Indicators

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

Segment	Total no. of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	3	1. Directors' Certification Master Class 2. International Technical Seminar of IPWE 2024 3. Training on disclosure requirements under IND-AS.	50%
Key Management Personnel	5	1. Project Financing of renewable projects with emphasis on Tax Computation and methods to save tax adopted while Financial Modeling. 2. Training on disclosure requirements under IND-AS. 3. Personal Investment for Employees 4. Related party transaction 5. Internal Finance Control	100%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Segment	Total no. of training and awareness programs held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Employees other than BOD and KMPs	9	1. Imperative of ethics in Management 2. Red Flags in Procurement 3. Vigilance in Construction Industry and General Observation 4. Internal Finance Control 5. Prohibition of Insider Trading 6. Human Rights 7. Health Talk on Air Pollution & Smoking Cessation 8. Health Talk on Work Ergonomics 9. Basics of ISO:9001/14001/45001 & Content related to Quality & SHE	29%
Workers	NA	NA	NA

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):

	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/Fine		NIL			
Settlement					
Compounding fee					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
<b>Non-Monetary</b>					
Imprisonment		NIL			
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
NIL	

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

IRCON follows the comprehensive Central Vigilance Manual (CVM), which serves as its guiding framework for ensuring integrity and ethical conduct within IRCON. As a result, while it does not have a separate anti-bribery or anti-corruption policy, its adherence to the CVM effectively addresses these principles by promoting transparency, accountability, and zero tolerance for corrupt practices.

The CVM is a comprehensive guide that outlines principles, procedures, and best practices for preventing and controlling corruption and bribery. It provides a framework for IRCON employees and officers to avoid corruption, ensure ethical conduct, and follow disciplinary protocols. The manual focuses on transparency, integrity, and accountability, and guides the implementation of anti-corruption measures and internal controls. It covers various

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

risk areas, such as procurement and financial management. By following the CVM, IRCON aims to build a strong anti-corruption framework, foster public trust, and uphold a culture of integrity within the organization.

In addition, IRCON has implemented a Fraud Prevention and Detection Policy to address any suspected fraud by employees, vendors, suppliers, contractors, or consultants. This policy applies to anyone conducting business with IRCON. The company also has a Whistle Blower Policy, which allows employees to report any ethical concerns.

IRCON has also adopted a Code of Conduct for all Board Members and Senior Management. The company is considering the introduction of a formal anti-bribery policy to further strengthen its commitment to ethical practices.

As a listed Public Sector Enterprise, IRCON complies with the Ethics, Transparency, and Accountability policies outlined by SEBI Regulations, the Companies Act, Department of Public Enterprises (DPE) Guidelines, and other relevant government directives. These policies apply to IRCON and its subsidiaries. Joint Venture Companies associated with IRCON have their own set of principles and procedures, which are generally in line with government policies.

Relevant Web-links:

- Central Vigilance Manual: <https://cvc.gov.in/vigilancemanual.html>
- Fraud Prevention and Detection Policy: <https://www.ircon.org/images/file/cosecy/FPDC%20Policy%20CMD.pdf>
- Whistle Blower's Policy: <https://www.ircon.org/images/file/cosecy/Whistle-Blower-Policy.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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Directors</b>	NIL	NIL
<b>KMPs</b>	NIL	NIL
<b>Employees</b>	NIL	2
<b>Workers</b>	NIL	NIL

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remark	Number	Remark
<b>Number of complaints received in relation to issues of Conflict of Interest of the Directors</b>	NIL	NIL	NIL	NIL
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>				

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

Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	51	30

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	–	–
	b. Number of trading houses where purchases are made from	–	–
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	–	–
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	–	–
	b. Number of dealers/ distributors to whom sales are made	–	–
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	–	–
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.09%	0.087%
	b. Sales (Sales to related parties/ Total Sales)	82.01%	83.13%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	98.67%	–
	d. Investments (Investments in related parties/ Total investments made)	57.96%	29.72%

### Leadership Indicators

#### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same.

Yes, IRCON has established processes to avoid and manage conflicts of interest among Board members, as outlined in its Code of Business Conduct and Ethics for Board Members and Senior Management. The Code requires Board members to act in the company's best interests, avoid situations where their personal interests could conflict with those of IRCON, disclose any potential conflicts, and refrain from using their position or company information for personal gain. These measures ensure transparency, integrity, and ethical decision-making at the Board level.

Weblink: [https://www.ircon.org/images/file/cosecy/CODE\\_OF\\_BUSINESS\\_CONDUCT\\_AND\\_ETHICS\\_FOR\\_BOARD\\_MEMBERS\\_AND\\_SENIOR\\_MANAGEMENT.pdf](https://www.ircon.org/images/file/cosecy/CODE_OF_BUSINESS_CONDUCT_AND_ETHICS_FOR_BOARD_MEMBERS_AND_SENIOR_MANAGEMENT.pdf)

### 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.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	NA	NA	NA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

No

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

NA

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.

a) Plastic waste	NA
b) E- waste	NA
c) Hazardous Waste	NA
d) Other waste	NA

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.

Not Applicable.

### 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 the web-link.
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Not Applicable

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
---------------------------	-----------------------------------	--------------

Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year

Not Applicable

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

Indicate input material	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA			NA		
E-waste						
Hazardous waste						
Other waste						

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	779	779	100%	779	100%	NA	NA	779	100%	NIL	NIL
Female	55	55	100%	55	100%	55	100%	NA	NA	NIL	NIL
Total	834	834	100%	834	100%	55	6.59%	779	93.40%	NIL	NIL
<b>Other than Permanent employees</b>											
Male	338	338	100%	338	100%	NA	NA	0	100%	NIL	NIL
Female	10	10	100%	10	100%	0	0%	NA	NA	NIL	NIL
Total	348	348	100%	348	100%	0	0%	0	0%	NIL	NIL

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	Not Applicable										
Female											
Total											
Other than Permanent workers											
Male	Not Applicable										
Female											
Total											

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
	Re-Used	Recycled
Cost incurred on well-being measures as a % of total revenue of the company	0.107%	2.40%



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Benefits	FY 2024-25			FY 2023-24		
	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%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	NA	NA	NA	NA	NA	NA
Others: Retirement Benefits like NPS, Medical, etc.	100%	NA	Y	100%	NA	Y

### 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.**

Yes, IRCON complies with the Rights of Persons with Disabilities Act, 2016 by designing its office spaces to support accessibility and inclusivity for employees and workers with disabilities. The company has introduced several features to achieve this objective.

The following are notable features:

1. **Sensor-equipped Automated Doors:** IRCON has installed automated doors with sensors, facilitating easy access for individuals with mobility challenges. These doors automatically open when triggered by the presence of a person, ensuring convenience and smooth entry.
2. **Lift Facilities:** To ensure vertical accessibility, IRCON has installed lifts that adhere to accessibility standards. These lifts enable employees and workers with mobility limitations to effortlessly access different floors of the office building, promoting ease of movement and convenience.
3. **Provision of Wheelchairs:** IRCON provides wheelchairs for employees and workers with mobility challenges. These wheelchairs are available within the office premises and can be used by individuals who require them to move around the workplace comfortably. This provision promotes inclusivity and ensures that employees with mobility limitations can navigate the office environment with ease. A provision for a liaison is made at the premises as per the requirements of the employee.

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, IRCON has a dedicated Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016 (including subsequent amendments thereafter). This policy guarantees that all employees, regardless of race, gender, age, disability, religion, or any other protected attribute; are provided equal access to employment opportunities, benefits, and career advancement. It strictly prohibits discrimination, harassment, or bias in any aspect of employment, including recruitment, hiring, training, promotions, compensation, and termination. The policy also ensures that employees with disabilities receive necessary accommodations and support to access job opportunities and perform their roles effectively. Additionally, a strong grievance redressal mechanism is in place to address any discrimination concerns raised by individuals with disabilities within the organization.

Web Link – [https://www.ircon.org/images/file/cosecy/Equal\\_Opportunity\\_Policy\\_pdf.pdf](https://www.ircon.org/images/file/cosecy/Equal_Opportunity_Policy_pdf.pdf)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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	No
Other than Permanent Workers	No
Permanent Employees	<p>Yes, IRCON has robust mechanisms in place to receive and address grievances from employees and workers. The organization utilizes CPGRAMS (Centralized Public Grievance Redress and Monitoring System), a government initiative for the effective resolution and tracking of public grievances. Each grievance submitted through CPGRAMS is thoroughly reviewed by the relevant department to ensure timely redressal.</p> <p>Additionally, IRCON provides a dedicated grievance redressal mechanism on its intranet, featuring a specific link and an escalation matrix for employees. This internal platform allows employees to submit grievances directly, monitor the progress of their complaints, and ensures that concerns are escalated and resolved efficiently. These systems reflect IRCON's commitment to transparency and prompt grievance resolution for all categories of employees.</p>
Other than Permanent Employees	<p>Yes, IRCON has robust mechanisms in place to receive and address grievances from employees and workers. The organization utilizes CPGRAMS (Centralized Public Grievance Redress and Monitoring System), a government initiative for the effective resolution and tracking of public grievances. Each grievance submitted through CPGRAMS is thoroughly reviewed by the relevant department to ensure timely redressal.</p> <p>Additionally, IRCON provides a dedicated grievance redressal mechanism on its intranet, featuring a specific link and an escalation matrix for employees. This internal platform allows employees to submit grievances directly, monitor the progress of their complaints, and ensures that concerns are escalated and resolved efficiently. These systems reflect IRCON's commitment to transparency and prompt grievance resolution for all categories of employees.</p>

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

Category	FY 2024-25			FY 2023-24		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

Not Applicable

### 8. Details of training given to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health & safety measures		On skill upgradation		Total (D)	On health & safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	1117	94	8.41%	539	47%	813	63	7.75%	119	14.63%
Female	65	32	49.23%	50	77%	48	12	25%	26	54.16%
Total	1182	126	10.66%	589	49%	861	75	8.71%	145	16.84%
WORKERS										
Male	Not Applicable									
Female										
Total										

Not Applicable

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES*</b>						
Male	779	485	62.25%	813	811	99.75%
Female	55	35	63.63%	48	48	100.00%
Total	834	520	62.35%	861	859	99.76%
<b>WORKERS</b>						
Male	Not Applicable					
Female						
Total						

\* This data includes the permanent employees and whole-time directors.

### 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 of such system?**

Yes, IRCON has established and implemented an Occupational Health and Safety (OHS) Management System in accordance with ISO 45001:2018, valid until 27.12.2027. The organization has identified and defined the necessary processes and their application across all functions, including determining the inputs and outputs for each process and developing an Inter-relation Matrix to illustrate their relationships. The sequence and interaction of these processes have been established, and appropriate criteria and methods-such as monitoring, measurement, and performance indicators-are utilized to ensure effective operation and control. Resources have been allocated, and roles and responsibilities have been clearly assigned. Risks and opportunities are systematically addressed, and processes are regularly evaluated and improved to achieve their intended outcomes. IRCON maintains documented information to support process operations and retains documentation to ensure adherence to planned processes in line with the ISO standards of ISO 45001:2018.

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

IRCON employs a structured approach to identify work-related hazards and assess risks for both routine and non-routine activities. This is achieved through the implementation of a well-defined Occupational Health & Safety (OH&S) Manual, which outlines systematic procedures for hazard identification and risk assessment. The core process involves Hazard Identification and Risk Assessment (HIRA), where hazards are regularly identified, evaluated, and prioritized based on their potential impact.

In addition, safety inspections are conducted at defined intervals to proactively detect and address hazards in the workplace. Comprehensive training programs are organized at project sites to ensure that all employees and contractors are aware of potential risks and safe work practices. Compliance with all relevant legal and regulatory requirements is strictly maintained and forms an integral part of the risk assessment process.

These processes are continuously monitored and improved to ensure their effectiveness, with all procedures and controls supported by the OH&S Management System, which is valid until 27.12.2027.

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

Yes, such dedicated processes are present for workers. Following any incident or accident, the Person in Charge of Health and Safety (PH/SO) initiates an investigation in coordination with the subcontractor's safety officer and other site staff to determine the causes and recommend corrective actions. The incident/accident report form is completed, and the PHSO identifies the necessary remedial steps. The Safety Officer then presents the findings to the Safety Committee and also shares the report during the Project Quality Council Meeting.

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

Yes, IRCON ensures that employees have access to non-occupational medical and healthcare services. The company offers a comprehensive range of benefits to both permanent and non-permanent staff, including reimbursement for outdoor and indoor medical treatments, approval for medical advances, ambulance charges, and complete health checkup benefits. Additionally, IRCON has established a medical trust to provide further assistance to employees in various situations

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 11. Details of safety related incidents

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

\*IRCON does not have any workers on its pay-roll, we only have workers through contractors.

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

IRCON implements a comprehensive and structured approach to workplace health and safety by regularly identifying hazards, conducting risk assessments, and organizing safety drills for various scenarios. Stringent safety measures, including the enforcement of Safety related Standard Operating Procedures (SOPs) and comprehensive training programs, are in place at project sites to safeguard employees and workers. Scheduled medical checkups monitor employee health, while the company follows the Industrial Safety Hierarchy-prioritizing elimination, substitution, engineering controls, and administrative controls to systematically mitigate risks. Hazards are first eliminated or replaced with safer alternatives when possible; engineering and administrative controls are then applied, and personal protective equipment (PPE) is provided as needed. Through consistent application of these measures, IRCON fosters a strong culture of safety and responsibility, ensures regulatory compliance, and supports the long-term well-being of its workforce.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

### 14. Assessment for the year

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	90%
Working Conditions	90%

### 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.

The following are the corrective actions taken to address safety-related incidents:

- 1) Slope Stabilization and Protection: Implemented slope stabilization measures in hilly areas to enhance the safety and stability of execution zones during the movement of workers and machinery. This has significantly reduced the risk of fatalities and contributed to safer working hours.
- 2) Awareness and Competency Enhancement: Conducted targeted safety awareness programs and competency mapping/appreciation sessions to ensure that all personnel are adequately trained and aware of safe work practices.
- 3) Sensor-Based Wagon Usage: Introduced sensor-based wagons for loading and unloading ballast, minimizing manual handling and reducing the risk of accidents during these operations.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

- 4) Staging for Pile Driving Operations: Adopted and implemented staging around every liner during pile driving activities at project sites, effectively preventing cave-in incidents and ensuring the safety of workers during piling work.
- 5) Deployment of Automated Track Machines: Deployed new track machines for automated rail and sleeper laying, which has reduced manual intervention and associated hazards, thereby improving overall site safety.
- 6) Bi-Directional Static Load Test of Piles: To minimize on-site risks related to safety and execution of work.

### Leadership Indicators

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

(A) Employees – Yes

(B) Workers – NA

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

IRCON has instituted multiple mechanisms to ensure that statutory dues such as Provident Fund (PF), Employees' State Insurance (ESI), and other applicable levies are duly deducted and deposited. Key measures include:

1. Measures to ensure deduction of statutory dues is duly incorporated in the General Conditions of Contract (GCC) and Special Conditions of Contract (SCC), in accordance with applicable laws.
2. Labour-related compliance details—including PF, ESI, safety measures, and workforce particulars—are submitted and monitored through the Shramik Kalyan Portal, which facilitates real-time oversight and documentation of statutory compliance.
3. IRCON ensures compliance with applicable central and state government statutory regulations through periodic internal audits.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>Employees</b>	NIL	NIL	NIL	NIL
<b>Workers</b>	NA	NA	NA	NA

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

No, IRCON currently does not have a designated transition assistance program.

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 actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## 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.

The process of identifying key stakeholder groups at IRCON begins with clearly defining the company's purpose and role within the industry. Both internal and external stakeholders are then identified, considering their interests and concerns. Primarily engaged in the infrastructure sector, IRCON engages with a diverse range of stakeholders, including investors, shareholders, employees, workers, clients, employers, vendors, sub-contractors, consultants, the community, and end users of infrastructure. The selection of clients or employers is typically based on business interests, while vendors, sub-contractors, and consultants are chosen according to project requirements and contract terms. Responsibility for the end use of infrastructure usually lies with the client or employer, unless otherwise specified in the contract.

IRCON emphasizes building constructive relationships with all stakeholders through ongoing engagement, transparency, and accountability. By understanding and addressing stakeholder needs and concerns, IRCON is able to foster trust, enhance client satisfaction, collaborate effectively with government agencies, and generate value for both shareholders and other stakeholders, ultimately driving better project outcomes.

#### 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
Shareholder	No	<ul style="list-style-type: none"> <li>- Annual reports</li> <li>- Press releases &amp; shareholder meetings</li> <li>- Stock exchange intimations</li> <li>- Emails, SMS, newspapers, postal services, and website.</li> </ul>	Annual, Periodic, Quarterly	<p>The focus is on creating shareholder's wealth.</p> <p>Key topics:</p> <ul style="list-style-type: none"> <li>i) Financial Performance</li> <li>ii) Payment of Dividend</li> <li>iii) Business Performance</li> <li>iv) Corporate Governance</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>- Internal HR communications, web portals, circulars and office orders</li> <li>- Meetings, emails, calls, notice board</li> <li>- Training and appraisals</li> <li>- Cultural events</li> </ul>	Regularly	<p>Key topics:</p> <ul style="list-style-type: none"> <li>i) Information</li> <li>ii) Events,</li> <li>iii) Training,</li> <li>iv) Business activities</li> </ul>
Vendors/ Contractors	No	<ul style="list-style-type: none"> <li>- Meetings</li> <li>- Procurement portals</li> <li>- Emails</li> </ul>	As and when required	-
Clients	No	<ul style="list-style-type: none"> <li>- Meetings</li> <li>- Procurement portals</li> <li>- Emails</li> </ul>	Need-based	Business activities
Community	Yes	<ul style="list-style-type: none"> <li>- Onsite community meetings</li> <li>- Local campaigns</li> </ul>	Need-based	Feedbacks



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## 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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	834	112	13.43%	861	861	100%
Other than permanent	348	3	0.86%	340	340	100%
Total Employees	1182	115	9.73%	1201	1201	100%
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

#### 2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	779	-	-	779	100%	813	-	-	813	100%
Female	55	-	-	55	100%	48	-	-	48	100%
Other than permanent										
Male	338	-	-	338	100%	328	-	-	328	100%
Female	10	-	-	10	100%	12	-	-	12	100%
Workers										
Permanent										
Male	Not Applicable									
Female										
Other than permanent										
Male	Not Applicable									
Female										

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

##### a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	INR 7511304	1	INR 6989743
Key Managerial Personnel*	1	INR 5380533	1	INR 2477420
Employees other than BoD and KMP	761	INR 1889518	53	INR 11811434
Workers	NA	NA	NA	NA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

\*NOTE:

1. KMP includes CS and CFO (ED/Finance).
2. BOD includes CMD and Whole Time Directors only as on 31.03.2025.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	5.69%	5.00%

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. ED (P/HRM) is responsible.

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

IRCON has put in place robust mechanisms to address human rights-related grievances, guided by its dedicated Human Rights Policy and statutory requirements. Employees and stakeholders can submit and track grievances through CPGRAMS or directly to the relevant department's Competent Authority. The company strictly prohibits discrimination, child or forced labour, and ensures fair payment, freedom of association, and safe, accessible workplaces. Specialized committees, such as the Internal Complaints Committee for sexual harassment, further support grievance redressal. All complaints are handled confidentially, with protection against retaliation, and IRCON regularly reviews and improves these processes to uphold a culture of respect, inclusivity, and accountability.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Sexual Harassment</b>	NIL	NIL	-	NIL	NIL	-
<b>Discrimination at workplace</b>	NIL	NIL	-	NIL	NIL	-
<b>Child Labor</b>	NIL	NIL	-	NIL	NIL	-
<b>Forced Labour/Involuntary Labour</b>	NIL	NIL	-	NIL	NIL	-
<b>Wages</b>	NIL	NIL	-	NIL	NIL	-
<b>Other human rights related issues</b>	NIL	NIL	-	NIL	NIL	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

To safeguard complainants in cases of discrimination and harassment, IRCON employs several measures. These include maintaining strict confidentiality of complainants' identities and details, enforcing strong non-retaliation policies, and providing whistleblower protection for anonymous reporting. The company also conducts independent and unbiased investigations, offers disciplinary action and support for complainants as needed, and

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

provides ongoing training and awareness programs. Additionally, external reporting mechanisms are available, and regular reviews and evaluations are conducted. Through these steps, IRCON ensures a safe and supportive environment for reporting complaints, addressing issues effectively, and protecting complainants from adverse consequences.

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

Yes

### 10. Assessments for the year:

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

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

As per the General Contract Conditions terms 'Claim on Account of Violation of Labour Law', provisions are established.

#### Leadership Indicators

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

NA

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

NA

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

The premises of IRCON International Limited is designed to ensure easy accessibility to differently-abled visitors.

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

#### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	340.13 GJ	4775.29 GJ
Total fuel consumption (B)		
Energy consumption through other sources (C)		
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>340.13 GJ</b>	<b>4775.29 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	35,807.51 GJ	1,09,942.897 GJ
Total fuel consumption (E)	5,67,552.23 GJ	10,75,757.51 GJ

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Parameter	FY 2024-25	FY 2023-24
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	6,03,359.74 GJ	11,85,700.41 GJ
<b>Total energy consumed (A+B+C+D+E+F)</b>	6,03,699.87 GJ	11,90,475.7 GJ
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.000006 GJ/Cr	0.0000099 GJ/Cr
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	27654.03	52026.73
<b>Energy intensity in terms of physical output</b>		
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</b>		
No assurance by an external agency		

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

Not Applicable, as IRCON is not identified as designated consumers (DCs) as per Carbon Credit Trading Scheme (CCTS), 2023.

3. Provide details of the following disclosures related to water

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	732396	134681.8
(ii) Ground water	3354520.8	2840520.18
(iii) Third party water	1463.6	4242.35
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>4088380.40</b>	<b>4188364.33</b>
<b>Total volume of water consumption (in kilolitres)</b>	3834140.6	3350691.464
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.0037 KL/mn INR	0.0029 KL/mn INR
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</b>		
No assurance by an external agency		

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

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	1055	-
- With treatment – please specify level of treatment	94969	-
(ii) To Ground water		
- No treatment	-	-

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Parameter	FY 2024-25	FY 2023-24
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	23529	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>119553</b>	<b>670138.29</b>

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

Yes, IRCON has implemented a Zero Liquid Discharge (ZLD) system at its corporate office in New Delhi. Under this system, all wastewater generated is treated through Sewage Treatment Plant (STP), and the same is reused in flushing and horticulture work.

**6. Please provide details of air emissions (other than GHG emissions) by the entity**

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	µg/m <sup>3</sup>	21.80	29.50
SOx	µg/m <sup>3</sup>	13.26	25.10
Particulate matter (PM)	µg/m <sup>3</sup>	101.95	103.42
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

No assurance by an external agency

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	52849.92	88232.94
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6744.06	21835.88
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.0000006	0.0000009
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		4933.75	4810.28
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output.</b>		NA	NA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Parameter	Unit	FY 2024-25	FY 2023-24
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**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 assurance by an external agency

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

IRCON is committed to reducing its Greenhouse Gas emissions through various innovation technologies i.e., use of New Track Laying & Linking Machine, etc., in the execution of works, which reduces overall greenhouse gas emissions. Furthermore, IRCON has been using renewable energy at its corporate office.

### 9. Provide details related to waste management by the entity

Parameter	FY 2024-25	FY 2023-24
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#### Total Waste generated (in metric tons)

Plastic waste (A)		
E-waste (B)	0.3	1
Bio-medical waste (C)		
Construction and demolition waste (D)	9	0.56
Battery waste (E)	0.26	0.43
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Paper, Cardboard Waste	1.5	1.5
Ply Wood	5	1.0
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>16.06</b>	<b>4.49</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>15.75 MT/Cr INR</b>	<b>3.575 MT/Cr INR</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>0.656 MT/mn</b>	<b>0.196 MT/mn</b>
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (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 tons)**

<b>Category of waste</b>		
(i) Recycled		
(ii) Re-used	0.96	2.93
(iii) Other recovery operations		
<b>Total</b>	<b>0.96</b>	<b>2.93</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)**

<b>Category of waste</b>		
(i) Incineration		
(ii) Landfilling	15.1	1.56
(iii) Other disposal operations		
<b>Total</b>	<b>15.1</b>	<b>1.56</b>

**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 assurance by an external agency



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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.

IRCON is committed to minimizing environmental impact by adopting practices focused on optimal resource use, waste segregation, recycling, and responsible disposal of hazardous materials. The company operates a fully functional water treatment plant at its corporate office to ensure proper treatment of wastewater before discharge. Continuous improvement and strict regulatory compliance are central to IRCON's approach, underscoring its dedication to sustainability and safety.

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

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
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Not Applicable

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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EIA of projects have been done before awarding of project to IRCON. EIA related monitoring has been done by IRCON during the execution of work, as per the frequency defined.

13. 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances.

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

### Leadership Indicators

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

Yes, IRCON has a robust Disaster Management Plan for its corporate office, aligned with statutory requirements and best practices (ISO 45001). The plan encompasses risk assessment, prevention, preparedness, response, and recovery for natural (floods, earthquakes) and man-made (fire, terrorism) disasters. It details emergency response teams, evacuation—including for persons with restricted mobility—resource inventories, and regular mock drills. Command structures and communication protocols are clearly defined to ensure coordinated action and minimal operational disruption. The plan is periodically reviewed and updated, with ongoing training to maintain high readiness.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

### Essential Indicators

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

S. No.	Name of the trade and industry chambers/ Associations	Reach of trade and industry chambers/ associations (State/national)
1	Confederation of Indian Industry (CII) Northern Region	National
2	National Real Estate Development Council (NAREDCO)	National
3	PHD Chamber of Commerce & Industry (PHDCCI)	National
4	Standing Conference of Public Enterprises (SCOPE)	National
5	Project Export Promotion Council of India (PEPC)	National
6	National Highways Builders Federation of India (NHBF)	National

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

Name of authority	Brief of the case	Corrective action taken
NIL		

**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
SIA of projects have been done before the awarding of project to IRCON.					

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable					

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

CPGRAMS, the Centralized Public Grievance Redress and Monitoring System, is a key initiative by the Indian central government to improve governance through efficient resolution of public grievances. IRCON uses this online platform to promptly address community grievances, monitor their status, and ensure each case is thoroughly reviewed by the relevant department. Timely and appropriate actions are taken to resolve issues, reflecting IRCON's commitment to responsive and effective public engagement via the CPGRAMS portal.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	26.56%	59.39%
Sourced directly from within the district and neighboring district	NA	NA

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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 2024-25	FY 2023-24
Rural	0%	0.5%
Semi-urban	0.08%	0.2%
Urban	0.61%	5.70%
Metropolitan	1.38%	2.60%

### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments

Details of negative social impact identified	Corrective action taken
Not Applicable, as SIA of projects have been done before the awarding of project to IRCON	

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	Assam	Barpeta	3137000
2	Chhattisgarh	Korba	2832000
2	Haryana	Mewat	2256000
3	Jammu & Kashmir	Kupwara	2500000
5	Jammu & Kashmir	Baramulla	2000000
6	Madhya Pradesh	Chattarpur	1500000
7	Odisha	Kalahandi	3000000
8	Odisha	Raygada	2058000
9	Rajasthan	Jaisalmer	3701000
10	Rajasthan	Karauli	876000
11	Rajasthan	Dholpur	1800000
12	Rajasthan	Baran	1175000
13	Uttar Pradesh	Chitrakoot	11951000
14	Uttar Pradesh	Baharich	1747000
15	Uttarakhand	Udham Singh Nagar	5739000

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

Yes.

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

Procurement is done from MSE owned by SC/ST and Women Entrepreneurs.

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

3.67%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 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

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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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
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Not Applicable

### 6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	% of beneficiaries from vulnerable and marginalized groups	
1	Providing education through 113 EKAL Vidyalayas in Dharmanagar district of Tripura by M/s Friends of Tribal Society.	400	100.00%
2	Supporting by promoting pre-primary Education of around 160 underprivileged children in Nangloi, Delhi other such locations by M/s Godhuli(1 Year Activity)	160	100.00%
3	Skill development training for 145 women in Khora Colony Ghaziabad by M/s BSGSS.(1 Year Activity)	145	100.00%
4	Providing quality education to 150 tribal student of Bhubaneswar, Orissa by M/s Kalinga.(1 Year Activity)	150	100.00%
5	Providing skill development training to 80 women's of Chitrkoot district Uttar Pradesh by M/s Matribhoomi Vikas Parishad	80	100.00%
6	Construction of two sheds in East Champaran district(Motihari) of Bihar by M/s Kaushalya Foundation	100	100.00%
7	Providing Skill training / income generation program for 300 poor women at Supaul district bihar by M/s Bhartiya Navdeep Samiti (BNS)	300	100.00%
8	Distribution of 40 Thella Cart to unemployed poor persons for Chitrakoot, Uttar Pradesh	40	100.00%
9	Installation of 4 Mini Science centre in 4 Govt Schools at Udham Singh Nagar district of Utrakhnad	687	100.00%
10	Proposal on Self-Defence Training to empower & self-protection with the distribution of Nirbhaya Defence Kit and T-shirts to 500 girls in Government schools, colleges, Universities in the Korba district of Chhattisgarh by M/s Sports, Physical Education, Fitness & Leisure Skills Council (SPEFL-SC)	500	100.00%
11	Skill development training to 110 underprivileged girls in 3 trades like web designing, Digital Marketing, Beauty & Wellness at Rawatsar Block of Rajasthan by M/s Anmol Multipurpose activities and Social Services Society	110	100.00%
12	Knowledge on Wheels program(Library Programme) at Palghar district of Maharashtra by M/s Keshav Shrusthi.	813	100.00%
13	Project NEEV for Building Moral and educational fundamentals of more than 200 kids and requested for learning space, Smart Board,Furniture,Setting up of Class rooms, Rent, Transportation, Fooding,Stationery,Aarogram,Misc by M/s Khwaahish	200	100.00%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	CSR Project	% of beneficiaries from vulnerable and marginalized groups	
14	Continue supporting and promoting pre-primary education for approximately 160 underprivileged children in Nangloi, Delhi, and other similar locations by M/s Godhuli	160	100.00%
15	Provide 2 hours of after-school education to the underprivileged children a supportive and learning environment for the holistic development of a minimum of 200 Children at East Godavari, Andhra Pradesh by M/s Pragathi Association for Rural Development	200	100.00%
16	Installation 5 Mini Science Centre set up in 5 Government Schools at Patna District of Bihar by M/s Aroh Foundation	3958	100.00%
17	Providing quality education to 150 tribal student of Bhubaneswar, Orissa by M/s Kalinga Institute of Social Sciences (KISS)	150	100.00%
18	Proposal for awareness programme for cleanliness of Yamuna river through conducting different types of Nukkad Natak, Really, quiz Competition, cultural events at New Delhi by M/s DRAUPDI.	25000	100.00%
19	Proposal for learning enhancement in 5 Govt. Primary schools by renovation and providing furniture, Smart Board and other equipment for children's at Udham Singh Nagar of Uttarakhand by M/s WARDS	3000	100.00%
20	Proposal – Chalo School Kit Distribution for Rural 10,000 School Kids in West Champaran, Bihar by M/s Akhandjyoti Foundation.	10,250	100.00%
21	Proposal for Farmers' Awareness Program to promote the adoption of organic farming a cost-effective, chemical-free, and environmentally friendly technology to increase farmers' income at Newada, Kaushambi, UP by M/s Shri Ganeshdeen Shiksha Samiti	500	100.00%
22	IRCON-supported vocational training programme for women in Khora Colony, Dist. Ghaziabad by M/s Bisnouli Sarvodaya Gramodyog Sewa Sansthan (BSGSS)	290	100.00%
23	Techno-Entrepreneurship Training Program for 100 Underprivileged Students under CSR Program at IIT Delhi Sonipat Camps by I-Hub Foundation for Robotics(IHFC)	50	100.00%
24	Request for 1 Solar Plant of 20 KVA at Old Age Home Gurgaon, Haryana by M/s The Earth Saviours Foundation	1500	100.00%
25	Providing 1 Walk in Freezer at Rajiv Gandhi Hospital Shadhra, New Delhi	Not Quantifiable	Not Quantifiable
26	Installation of Sanitary Napkin Dispensing Machines and incinerators for providing of free Sanitary Napkins at 2 Girls Schools in location of Jaisalmer district of Rajasthan by M/s Women Children Welfare and Rural Development Society. (1 Year Activity)	1900	100.00%
27	Providing Nutrition food to 50 underprivileged children's at Valsad District Gujarat by M/s Swadhyay Mandal.	50	100.00%
28	Providing Nutritious food to visually impaired girls at Bundelkhand, UP by M/s DRISHTI	2000	100.00%
29	Tribal Health Improvement Programme at Chitrakoot district of Uttar Pradesh by M/s Mahila Jagrati Mandal.	1000	100.00%
30	Proposal for Setting up a Jan Arogyam Kendra at Meerut District Uttar Pradesh by M/s BSGSS.(1 Year Activity)	1000	100.00%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	CSR Project	% of beneficiaries from vulnerable and marginalized groups	
31	Providing Nutritional suppliments and development of 4 Anganwadi centers at Siwan district of Bihar by M/s Matrix society for social services	5000	100.00%
32	Distribution of first aid Box & First AID training camps in Pauri district of Utrakhand by M/s Futureicons Foundation	1500	100.00%
33	Distribution and training on First-Aid skill training to the SC and ST women of Morigiaon Dist Assam by M/s North Eastern Development Council for Human Resource	350	100.00%
34	Construction of Primary Health Care Centre at kapsiyama Village Hilsa Block,Nlaanda district of Bihar by M/s Women Entrepreneurs Association.	700	100.00%
35	Providing awareness on malnutrition and anaemia to specially to pregnant women's and also provision of Kitchen gardens by M/S PPHF	2000	100.00%
36	Providing Sanitary Napkins to 3000 girls, distributing Nutritional Supplements tablets to 2500 girls and distribution of 4000 shalls to deprived mothers and also conducting 10 health check ups camps in 10 schools in Dholpur district Rajasthan by M/s WARDS	1000	100.00%
37	Providing health services through setting up a Jan Arogyam Community Healthcare at Karauli District District Bharatpur Division Rajasthan by M/s BSGSS.	1200	100.00%
38	Providing Health services by Distribution of Nutritional supplements to 500 children's and conducting Anaemia prevention camps for girls at Kaushabhi district Uttar Pradesh by M/s GANESHDEEN	500	100.00%
39	Proposal for Mobile Health and Nutrition Care Unit for SC ST Peoples at Aspirational District Barpeta, Assam by M/s North Eastern Development Council for Human Resource.	8250	100.00%
40	Proposal for Setting up a Jan Arogyam Kendra at Kanwarsikha village district Nuh Haryana by M/s BSGSS.	17856	100.00%
41	Running of Vision Centre (Primary Eye Care Facility) under this project providing 8000 OpD services and free cataract surgery for 200 and distribution of 240 eye glasses to students at Jaisalmer District Rajasthan by M/s PCB Trust.	8000	100.00%
42	Supporting the project "Arogya Resource Centre and Telemedicine (TEA) in 2 Sanchs located in state of Assam and Tripura by M/s Arogya Foundation of India	30,000	100.00%
43	Request for Organising 7 Medical Camps for distribution Medicines and Health Check Up for underprivileged peoples of Aspirational district Baharich, Uttar Pradesh by M/s Grameen Evam Shahri Welfare Sansthan	7811	100.00%
44	Project for Health oriented funding of "Ashraya" home for the destitute most of these women are mentally disturbed by different types of capex at Farukhnagar Gurgaon by M/s Sisters of the Destitute Manav Seva Society	40	100.00%
45	Proposal for Distribution of Sanitary pads & medicine health awareness program for 50 girls school (High School and Intermediate level) at Dist Raebareli UP by M/s World Welfare Organization	7500	100.00%



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	CSR Project	% of beneficiaries from vulnerable and marginalized groups	
46	Proposal for Conducting 5 Medical Camps for 10 Villages of Pratapgarh district of Uttar Pradesh by M/s Jai Ghushmeshwar Lok Sewa Sansthan	1000	100.00%
47	Eye check-up camp and distribution of spectacles/required medicines to the 6000 people of SC/backward/poor sections at remote areas of aspirational district Chitrakoot, UP by M/s by M/s Bhartiya Nav Nirman Sansthan	6000	100.00%
48	Providing CSR funds for distribution of 225 Wheelchair in Mangolpuri, New Delhi by M/s Bhartiya Sarw Samaj Mahasangh (BSSM India)	225	100.00%
49	Installation of 2 drinking water machines in Haridwar in Uttarakhand by M/s Pecific Creative Society	Not Quantifiable	Not Quantifiable
50	Proposal for Health Awareness Camps (Health Mela) to protect poor people from chronic diseases like cancer, TB, and diabetes, and to provide referral services for serious patients through 1 ambulance services. Chitrakoot, Bundelkhand, Uttar Pradesh by M/s Matribhoomi Vikas Parishad	500	100.00%
51	Promoting Health by Sponsorship of 100 nos. Cleft surgeries to children and young adults in Aspirational district Assam and Meghalaya by M/s Mission Smile	100	100.00%
52	Installation of 25 Sanitary Pad and 25 Vending Machines and Incinerators for Girls in 25 Government Schools in the Aspirational District of Kupwara, Jammu & Kashmir by M/s Manav Vikas Sanstha	4000	100.00%
53	Proposal for Undertaking Activities Relating to Health, Nutrition, and Skill Development of Rishikumars: Food Expenses for Rishikumars (Students) by M/s SWADHYAY MANDAL	100	100.00%
54	Provision for a Health Care Centre to provide facilities for children mostly from the BPL sector at Delhi by M/s Society for the Rehabilitation of Physically Handicapped & Mentally Backward SRPM	400	100.00%
55	Requirement is to install 5 solar R.O water coolers at 5 schools in Kalahandi, Odisha by M/s Manorath Foundation	1000	100.00%
56	Screening of Cervical Cancer and Nutritional Deficiencies for Approximately 300 Women from Underprivileged Societies in Delhi/NCR by M/s Savera Foundation Trust (SFT)	300	100.00%
57	Proposal for home based palliative care of people living with cancer in Gurugram dist. Haryana by M/s CAN SUPPORT	235	100.00%
58	Construction of High School Toilets 8Urinal 2WC sheet for Boys and Girls at Nalanda dist Bihar by M/s Shri Gyan Gangotri Vikas Sanstha	500	100.00%
59	Distribution of 25 Motorised Tricycles to persons with Disabilities under the CSR Initiative by M/s National Divyangjan Finance and Development Corporation (NDFDC)	25	100.00%
60	Proposal on "Tribal Health Improvement Programme" for Manikpur (Chitrakoot), Uttar Pradesh, including the distribution of 200 cycles per year to underprivileged girls by M/s Mahila Jagriti Manadal.	200	100.00%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	CSR Project	% of beneficiaries from vulnerable and marginalized groups	
61	Project Proposal: Women's Right to a Healthy Life to inform 500 pregnant women about malnutrition and anemia, provide necessary medicines at Chattarpur Madhya Pradesh by M/s Muskan Soni Foundation	500	100.00%
62	The Hunger Project (Sai Ki Rasoi) to provide healthy and nutritious food to school-going girls and to support underprivileged communities at Patna district of Bihar by M/s NAV ASTITWA FOUNDATION	200	100.00%
63	Providing Employment to Rural Women by Establishing a Provision for Hygienic, Cost-Effective Sanitary Napkins. With the above infrastructure and provisions for raw materials and wages, the agency manufactures an average of 40,000 napkins per month at Baramulla Jammu & Kashmir by M/s Vatsalya Foundation	1000	100.00%
64	Proposal for Health and Nutrition Awareness and Distribution of Nutritious Food to Needy Women in the Largest Slum of Bhubaneswar, Odisha by M/s Parichay Foundation.	1,50,000	100.00%
65	Setting up of Block Primary Health Unit at Rambhi, Kalimpong by Sivok Rangpo Office	Not Quantifiable	Not Quantifiable

### 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

Not Applicable

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

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

##### 3. Number of consumer complaints

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL		NIL	NIL	
Advertising	NIL	NIL		NIL	NIL	
Cyber-security	NIL	NIL		NIL	NIL	
Delivery of essential services	NIL	NIL		NIL	NIL	
Restrictive Trade Practices	NIL	NIL		NIL	NIL	
Unfair Trade Practices	NIL	NIL		NIL	NIL	
Other	NIL	NIL		NIL	NIL	

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

### 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.

Yes, IRCON has a comprehensive framework and a dedicated policy for managing cyber security and data privacy risks. The policy outlines different categories of cyber incidents, assigns associated roles and responsibilities, and establishes procedures for identifying, exchanging information about, responding to, and remediating malicious cyber incidents that could impact critical business functions and processes. The framework emphasizes the need for a coordinated and thorough approach to address cyber security incidents and breaches.

IRCON's policy is based on the 'Cyber Crisis Management Plan for countering cyber-attacks and cyber terrorism' developed by CERT-In, MeitY, Government of India. This plan recognizes the evolving nature of cyber threats, including the emergence of new vulnerabilities that require regular policy updates and response strategies. It includes regular assessments of threats and risks to critical business functions and services, and it determines suitable response and mitigation measures accordingly. The policy covers all organizational units within IRCON, such as corporate offices, regional offices, and project offices, and extends to key business functions like finance, accounts, human resources, operations, procurement, plant maintenance, contract management, and IT.

Additionally, IRCON follows the Railway Board's IT Security Policy to further strengthen its cyber security framework.

For more details, the policy can be accessed at:

[https://www.ircon.org/images/file/cosecy/IRCON-Data\\_Privacy\\_Policy\\_V2.pdf](https://www.ircon.org/images/file/cosecy/IRCON-Data_Privacy_Policy_V2.pdf)

### 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.

- Issues relating to advertising – NIL
- Delivery of essential services – NA
- Cyber security and data privacy of customers- NIL
- Re-occurrence of instances of product recalls – NA
- Penalty / action taken by regulatory authorities on safety of products / services – NIL

### 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

For and on behalf of the Board of Directors

Sd/-

(Hari Mohan Gupta)

Chairman & Managing Director & CEO  
(DIN: 08453476)

Date: August 21, 2025

Place: New Delhi