

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Financial Year 2023-24*

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* The NWML BRSR Report has been created despite the company not being in the top 1000 listed companies, and it not being a SEBI requirement. Once BRSR becomes mandatory for all companies, this report will be subject to an audit and assurance.

**BRSR Report prepared by consultant – Dr. Priti Mastakar, and team - Ananya Sharma, Deboleena Nasker, Isha Nagpurkar, Shreeya Patil.

BUSINESS REPORTING & SUSTAINABILITY REPORT

NASHIK WASTE MANAGEMENT PVT. LTD.

SECTION A: GENERAL DISCLOSURES

I. Details of the entity

1	Corporate Identity Number (CIN) of the Listed Entity	U74999PN2016PTC167318
2	Name of the Entity	Nashik Waste Management Pvt. Ltd.
3	Year of incorporation	2016
4	Registered office address	14 Vishrambag HSG Socy, S.B Rd, Pune, Maharashtra, India, 411016
5	Corporate address	Ground Floor, Dhananjay Plaza, 21, Old Mumbai-Pune Hwy, Bavdhan, Pune, Maharashtra 411021. INDIA
6	E-mail	info@nwmpl.co.in
7	Telephone	+91 9372738232
8	Website	https://nwmpl.co.in
9	Financial year for which reporting is being done	2023-2024
10	Name of the Stock Exchange(s) where shares are listed	N/A
11	Paid-up Capital	INR. 8,10,00,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name	Mr. Sameer Rege
	Phone	sameerrege@nwmpl.co.in
	Email	+91 9373339159
13	Reporting Boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis

II. Product/ Services

14. Details of business activities (*accounting for 90% of the turnover*):

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Waste Processing	Managing Nashik City's Municipal Solid Waste (MSW) by ensuring complete waste segregation and scientifically accurate, appropriate waste processing, and resource recovery. Organic waste is processed into compost and supplied to fertilizer companies, while enterprises, biomass is converted into biomass briquettes, for non-fossil fuel energy use. Leachate is utilised for biomethanation, and plastic waste is segregated for plastic-to-fuel conversion. Additionally, large waste materials are processed through a ballistic separator and used for Refuse-Derived Fuel (RDF), ensuring minimal landfill disposal and maximum sustainability.	More than 90 %

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

S.No.	Product/ Service	NIC Code	% of Total Turnover contributed
1	Tipping Fee	N/A	More than 90%

III. Operations

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

Location	Number	Number of offices	Total
National	1	2	3
International	0	0	0

17. Markets served by the entity:

a. Number of location

Locations	Number
National (No. of States)	1
International (No of Countries)	0

- b. What is the contribution of exports as a percentage of the total turnover of the entity?
N/A, as an organisation, NWML is not directly involved with any export of goods or services.
- c. A brief on types of customers
The following are the types of customers:
- Nashik Municipal Corporations
 - Fertilizer Companies
 - Boiler/ Cement Industries

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	19	18	18/19	1	1/19
2.	Other than Permanent (E)	3	0	0	3	3/3
3.	Total employees (D+E)	22	18	99%	4	1%
WORKERS						
4.	Permanent (F)	105	105	105/105	0	0
5.	Other than Permanent (G)	22	22	22/22	0	0
6.	Total workers (F+G)	127	127	100%	0	0

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0

19. Participation/ Inclusion/ Representation of Women

	Total (A)	No. and percentage of Female	
		No. (B)	% (B/A)
Board of Directors	0	0	0
Key Management Personnel	2	2	100%

20. Turnover rate for permanent employees and workers
(Disclosure trends for the past 3 years)

	FY 2023-2024 (Turnover rate in current FY)			FY 2022- 2023 (Turnover rate in current FY)			FY 2021- 2022 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	125	1	0.8%	124	1	23.7%	100	1	0%
Permanent Workers	30	0	0%	30	0	7.14%	28	0	2.9%

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

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

S.No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Nashik Green	Holding/ Listed Entity	99.99%	No
2	Nashik Plastic to Fuel Pvt. Ltd.	Associate	29.99%	No
3	Bhopal Green Gas Pvt. Ltd.	Subsidiary	51%	No

VI. CSR Details

22. CSR details :

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	No
(ii)	Turnover (in Rs.)	N/A
(iii)	Net worth (in Rs.)	N/A

VII. Transparency and Disclosures Compliance:

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

NWMP L has a strong grievance redressal mechanism in place that is applicable to all our stakeholders. It is an online form that is available to all stakeholder groups to voice their concerns that is recorded and directly accessible by the concerned authorities to ensure transparency and accountability: <https://form.typeform.com/to/TtROt692>

Stakeholder group whom compliant is received	Grievance Redressal Mechanism in Place(Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-2024 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Stakeholder group whom compliant is received	Grievance Redressal Mechanism in Place(Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-2024 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other	Yes	0	0	-	0	0	-

(please specify)

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Complete collection of waste	R	If the entire waste is not collected, revenue is directly impacted as tipping fees depend on total waste processed.	Implement satellite hotspot mapping using geospatial technology for environmental mapping and better tracking.	Negative: Revenue loss due to uncollected waste and reduction in tipping fees.
2	Transportation of the waste collected : waste lost in process (illegal sale to scrap collector s)	R	Waste loss during transportation leads to revenue loss. While not an environmental hazard, it affects business profitability.	Implement stricter tracking mechanisms and accountability measures to prevent illegal diversions.	Negative: Direct revenue loss from waste being sold outside the official system.
3	Fires due to unsegregated waste containing burning embers (cigarette s/tandoor s, methane	R	Significant environmental hazard leading to air and soil pollution, particularly in biomass and Refuse-Derived Fuel (RDF) sections.	Invest in advanced fire safety measures such as photo-optic cameras and fire suppression systems; ensure better segregation practices to minimize fire risks.	Negative: Increased expenditures on fire safety equipment and higher fire insurance premiums. Loss of material due to fires also adds to financial strain.

	emission s)				
4	Utilizati on of RDF	R	RDF must be properly utilized to avoid accumulation, which can lead to fire hazards. Additionally, the government has identified RDF as a coal alternative.	Develop partnerships with industries that can use RDF efficiently and ensure proper stock management to prevent build-up.	Negative: If not properly managed, accumulation can lead to additional storage costs and fire risks. External factors such as weather or human errors can exacerbate the situation.
5	Leachate formatio n	R	Mixed waste leads to leachate production, which depends on the Sewage Treatment Plant (STP) and drainage capacity. Overflowing leachate can contaminate the environment.	Invest in advanced leachate treatment technology beyond standard STP systems to handle overflow and prevent environmental damage.	Negative: If STP capacity is exceeded, financial strain arises due to higher treatment costs and potential environmental penalties.

SECTION B: MANAGEMENT AND PROGRESS DISCLOSURE

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

Principles	Description
PI	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive towards all stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect, and make efforts to restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a responsible and transparent manner.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
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	https://nwmp.co.in/about/policies/								
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)	Not Yet	Not Yet	Not Yet	Not Yet	Not Yet	Not Yet	Not Yet	Not Yet	Not Yet
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.	NWMP has not applied for any national and international codes/ certifications/ labels/ standards that have been mapped to each principle yet, but will apply for these in the next Financial Year								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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Governance, leadership and oversight

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

Statement by Director Sameer Rege:

“This is the first time that we are attempting to set targets and try to achieve these goals for ESG in our company, Nashik Waste management Pvt Ltd. We thank the support we have received from Dr. Priti Mastakar and her team in helping us set these goals and we will make an all-out effort to achieve them.”

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Sameer Rege, Director Phone: 9373339159 Email: sameerrege@nwmp.co.in
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, it does the Board of Director serves as a specified Committee of the Board/ Director responsible for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/									Frequency										
	Any other Committee									(Annually/ Half yearly/ Quarterly/ Any other – please specify)										
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9		
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually for all 9 Principles									The company has performed review for performance against above policies and follow up action through a third party to comply with ESG and governance standards

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually for all 9 Principles	The company has performed review for compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances through a third party to comply with ESG and governance standards							
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.											P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The independent assessment/ evaluation of working of the policies is checked by Dr. Priti Mastakar, Consultant											Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total Number of Training & Awareness Programmes Held	Topics/Principles Covered Under Training & Impact	% of Persons in Respective Category Covered by Awareness Programmes
Board of Directors	Sustainability and ESG training programs, modelled after Swachh Sarvekshan, are planned for implementation.	The programs are scheduled to commence shortly	Currently participation stands at 0%
Key Managerial Personnel (KMPs)	None	None	0%
Employees (excluding BoD & KMPs)	NWMP conducts fire safety training across all centres, including RDF, for all employees. Additionally, various safety week programs are organized in compliance with factory regulations.	The training covers fire safety in a waste management facility, proper operation of all plant equipment, and preparedness for handling various hazardous situations as part of Safety Week initiatives as per factory norms.	100%
Workers	None	None	0%

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):

This is not applicable to NWMPL.

Monetary					
	NGRBC Principle	Name of the Regulatory/Enforcement Agencies/Judicial Institutions	Amount (INR)	Brief of the Case	Has an Appeal Been Preferred? (Yes/No)
Penalty/Fine		N/A	N/A	N/A	N/A
Settlement		N/A	N/A	N/A	N/A
Compounding Fee		N/A	N/A	N/A	N/A
Non-Monetary					
	NGRBC Principle	Name of the Regulatory/Enforcement Agencies/Judicial Institutions	Brief of the Case	Has an Appeal Been Preferred? (Yes/No)	
Imprisonment		N/A	N/A	N/A	
Punishment		N/A	N/A	N/A	

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
N/A	N/A

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.

NWMPL works with the highest standards of transparency, and compliance and does not collude with corruption activities.

NWMPL has drafted and implemented the anti-corruption/ anti-bribery policy aligned with ESG parameters and regulatory requirements.

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

This is not applicable to NWMPL as there are no cases filed till date.

	FY 2023-2024 (Current Financial Year):	FY 2022-2023 (Previous Financial Year):
Directors	N/A	N/A
KMPs	N/A	N/A
Employees	N/A	N/A
Workers	N/A	N/A

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

This is not applicable to NWMPL for the current and the previous Financial Year (FY).

Conflict of Interest Complaints				
Category	FY 2023-2024 (Current Financial Year)	Remarks	FY 2022-2023 (Previous Financial Year)	Remarks
Directors	N/A	N/A	N/A	N/A
KMPs	N/A	N/A	N/A	N/A
Employees	N/A	N/A	N/A	N/A
Workers	N/A	N/A	N/A	N/A
Conflict of Interest Complaints Received				
Issue	FY 2023-2024 (Current Financial Year)	Remarks	FY 2022-2023 (Previous Financial Year)	Remarks
Complaints related to Conflict of Interest – Directors	N/A	N/A	N/A	N/A
Complaints related to Conflict of Interest – KMPs	N/A	N/A	N/A	N/A

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, as no cases have been filed till date.

Leadership Indicators

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

The company regularly conducts audits and inspections of all value chain activities and partners to ensure compliance with the Principles, promoting transparency and accountability. However, programmes directly connected to the Principles are not explicitly conducted.

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

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.

NWMP L, as it is a family-run organization and currently lacks formal processes to prevent or manage conflicts of interest involving Board members. However, NWMP L plans to implement policies and procedures soon to align with ESG and governance standards.

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 2023-2024 Current Financial Year	FY 2022-2023 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Rs. 2,02,06,968	Rs. 1,09,70,170.4	None
Capex	Rs. 10,10,34,840	Rs. 5,48,50,852	None

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

NWMPL works with input waste materials like biomass and MSW, converting it to non-fossil fuel in the form of briquettes, and fertiliser in the form of compost, the same is true for all other waste processing done at the NWMPL plant. These are in synch with the ESG framework.

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

Since all the material sources is MSW and all of it is converted from waste to sustainable forms of non-fossil fuel, and reusable by-products, we can say that all inputs, 100%, in the short run are sustainably sourced.

In the long run, with CAPEX, the sustainability percentage would be reduced.

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.

Plastics (Including Packaging)	Plastic-To-Fuel (PTF), Granulation, Recycling, Refuse Derived Fuel (RDF)
E-Waste	Not Applicable, but in the works to set up a process for e-waste
Hazardous Waste	Not Applicable as NWMPL receives domestic solid waste
Other Waste	Not Applicable

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.

Yes, Extended Producer Responsibility (EPR) is applicable to the entity's activities. The entity

has applied for EPR approval, and it is yet to be received. Once obtained, the waste collection plan will be aligned with the EPR plan submitted to Pollution Control Boards.

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?

This is not applicable to NWMPL, as they have a 30-year contract with Nashik Municipal (NMC) from 2021, and EPR was not mandated back then.

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.
N/A	N/A	N/A	N/A	N/A	N/A

2. If there are any significant social, 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
Leachate	Treated as per environmental norms according to CPCB and MSW Rules India, otherwise hazardous, smelly, and pollutes rivers and causes soil pollution.	LTP has to function properly; frequent lab testing.
Biomass	Must be shredded into briquettes, pellets, or biochar; if not, it poses a fire hazard.	All capacity is increased to avoid accumulation.
RDF	Ideal replacement for coal in boilers. No backlog - the sale of RDF must be done entirely. If supply exceeds demand and is not sold, accumulation leads to fire hazard. It contains plastic, so wind may create land pollution.	A waste-to-energy plant for self-consumption of RDF is in the planning stage.
Dead Animals (Carcass)	Dead animal incineration—reduces to ash; if not incinerated, it oozes leachate, spoils soil, causes foul odour, and releases airborne pathogens.	To check if the machine works-machine maintenance.

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).

NWMPL recycles, reuses and processes 100% of input material. Entire amount of MSW is either composted, or made into RDF, Plastic to Fuel (PtF), Briquettes, Biogas, SLF, etc. During the process of composting, leachate to biogas, etc., there is a reduction in the weight of the output to the input.

This is indicated in the following table:

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-2024 Current Financial Year	FY 2022-2023 Previous Financial Year
Municipal Solid Waste	-Compost (8%)	-Compost (10%)
	-RDF (21%)	-RDF (23%)
	- PtF (0%)	-PtF (0.5%)
	-Thermocol (1%)	-Thermocol (1%)
	-Biomass Briquettes (3%)	-Biomass Briquettes (3.5%)

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:

Not Applicable as NWMPL does not calculate products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of. It does not receive e-waste or hazardous waste. They also do not quantify the amount of plastic going to each section.

	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N/A	N/A	N/A	N/A	N/A	N/A
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other Waste	N/A	N/A	N/A	N/A	N/A	N/A

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

Not Applicable as NWMPL does not calculate reclaimed products and their packing materials (as percentage of products sold) for each product category, as all are used in different categories and forms.

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

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		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C/ A)	Number (D)	% (D / A)	Number (E)	% (E/ A)	Number (F)	% (F / A)
Permanent employees											
Male	18	18	100%	18	100%	18	100%	18	100%	0	0%
Female	1	1	100%	1	100%	1	100%	1	100%	0	0%
Total	19	19	100%	19	100%	19	100%	19	100%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	3	3	100%	3	100%	3	100%	3	100%	3	0%
Total	3	3	100%	3	100%	3	100%	3	100%	3	0%

b. Details of measures for well-being of workers

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C/ A)	Number (D)	% (D / A)	Number (E)	% (E/ A)	Number (F)	% (F / A)
Permanent workers											
Male	105	105	100%	105	100%	105	100%	105	100%	0	0%
Female	0	0	0%%	0	0%%%	0	0%%%	0	0%%%	0	0%
Total	105	105	100%	105	100%	105	100%	105	100%	0	0%
Other than Permanent workers											
Male	22	22	100%	22	100%	22	100%	22	100%	0	0%
Female	0	0	0%%%	0	0%%%	0	0%%%	0	0%%%	0	0%
Total	22	22	100%	22	100%	22	100%	22	100%	0	0%

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

Benefits	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No of employees covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	86%	82%	N/A	85%	81%	N/A
Gratuity	86%	82%	N/A	85%	81%	N/A
ESI	86%	82%	N/A	85%	81%	N/A
Other - Please specify	N/A	N/A	N/A	N/A	N/A	N/A

3. Accessibility of workplaces

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

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

NWMPL cannot employ people with visual or hearing impairment due to the nature of the work-heavy machines and vehicles. They require all limbs, no heart problems and vertigo. They can accept people with missing digits (missing fingers or toes). But they are regardless trying to install changes and infrastructure to make the offices/premises accessible to differently abled people.

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.

Not Applicable (N/A). NWMPL cannot employ people with visual or hearing impairment due to the nature of the work-heavy machines and vehicles. They require all limbs, no heart problems and vertigo. They can accept people with missing digits (missing figures or toes). According to the above, it is not possible to recruit people for the same.

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

Male and Female employees and workers both get paternal and maternal leave. Males get 3 days of paternity leave, while Females get 3 months of maternity leave before the due date and 3 months post the due date.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	97%	100%	100%
Female	100%	100%	100%	100%
Total	100%	98.5%	100%	100%

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

Yes, there is a grievance redressal mechanism in place that is applicable to all our stakeholders including all employees and workers. It is an online form that is available to voice their concerns that is recorded and directly accessible by the concerned authorities to ensure transparency and accountability: <https://form.typeform.com/to/TtROt692>

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
- Male	N/A	N/A	N/A	N/A	N/A	N/A
- Female	N/A	N/A	N/A	N/A	N/A	N/A
Total Permanent Workers						
- Male	N/A	N/A	N/A	N/A	N/A	N/A
- Female	N/A	N/A	N/A	N/A	N/A	N/A

8. Details of training given to employees and workers:

All necessary training for the safety of the employees, safety of the plant, for the use of new technology, for the use of new machinery and for the safety of the plant environment is given to the employees and workers.

To quote from the employees:

“Rohit Bhamare, heading CPAs mentioned how processes were continuously improved, he works with the laboratory too, there are constant improvements, feedback is constantly on – so changes keep happening. Mr. Viraj Kop – Dy General Manager Operations, shared how the leadership is excellent and genuine. Leaders have a very good heart – the reason for NWMP being a great project.”

Category	FY 2023-2024 Current Financial Year					FY 2022-2023 Previous Financial Year				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	18	18	100%	16	89%	17	17	100%	0	0
Female	1	0	0	0	0	1	0	0	0	0
Total	19	19	100%	16	89%	18	17	100%	0	0
Workers										
Male	106	106	100%	0	0	106	106	100%	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	106	106	100%	0	0	106	106	100%	0	0

9. Details of Performance and career development reviews of employees and worker.

Performance and career development initiatives are implemented in the organisation. To quote from employees, "...the monthly reviews where all targets are checked, 'Operator Sammelan' – every three months in March, July, September and December where all are present, there is a discussion of problems to improve operations, how to develop further. There is assessment of competencies of all employees and certifications are given. Innovative ideas of employees are adopted. In short, efficiency is at the heart of all operations at NWMPL.

... the monthly reviews where all targets are checked, 'Operator Sammelan' – every three months in March, July, September and December where all are present, there is a discussion of problems to improve operations, how to develop further. There is assessment of competencies of all employees and certifications are given. Innovative ideas of employees are adopted. In short, efficiency is at the heart of all operations at NWMPL.

Category	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Total (A)	No.(B)	% (B/A)	Total(C)	No. (D)	%(D/C)
Employees						
Male	18	18	100%	N/A	N/A	N/A
Female	1	1	100%	N/A	N/A	N/A
Total	19	19	100%	N/A	N/A	N/A
Workers						
Male	106	106	100%	N/A	N/A	N/A
Female	0	0	100%	N/A	N/A	N/A
Total	106	106	100%	N/A	N/A	N/A

10. Health and safety management system:

The ESI scheme, other medical leave perks and safety standards have been put in place for the health and safety of the personnel.

Mediclaime, financial help, incentives, facilities like canteen, good leadership from their superiors where mistakes are taken care of amicably.

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

Yes, an occupational health and safety management system has been implemented by NWMPL, but not under OHSAS.

Facilities like canteen, good leadership from their superiors where mistakes are taken care of amicably; safety training – provision of safety shoes/sanitizer/masks per month/caps/ gum boots – twice and thrice safety training every year. Job security and systematic, organised work, and consciousness of the betterment of employees keeps all employees happy.

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

HIRA studies need to be done if OHSAS is certified for process used to identify work-related hazards and assess risks on a routine and non-routine basis. It covers men material machines and quarterly assessment by Chief Safety Authority.

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

Yes, every section has to person to report to : fire, medical and mechanical and assembly points. There are display boards in the premises and operators conferences for suggestion.

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

Yes, NWMPL has a tie. Up with an ESI hospital for this, along with annual health check-ups every year for all employees and workers.

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

Safety training is given to all employees. There is provision of safety shoes/sanitizer/masks per month/caps/ gum boots – twice and thrice safety training every year.

Safety Incident/Number	Category	FY 2023-2024 Current Financial Year	FY 2022-2023 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

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

- Aggress entry and exit points w/o obstruction
- Ventilation
- Illumination
- Internal air circulation
- Markers for people and vehicles
- Danger signs
- Workplace space management
- Track machines repairing have additional safety
- RDF area has barricades to maintain safe distance from the machines
- All vehicles in the premises have an alarm alert while in operations

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

	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	N/A	N/A	N/A	N/A	N/A	N/A
Health & Safety	Regarding Soap	Resolved	Availability of soap was resolved	N/A	N/A	N/A

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Bi-annual visit by PCB and Swachh Sarvekshan: 50%
Working Conditions	Bi-annual visit by PCB and Swachh Sarvekshan: 50%

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.

- Aggress entry and exit points w/o obstruction
- Ventilation
- Illumination
- Internal air circulation
- Markers for people and vehicles
- Danger signs
- Workplace space management
- Track machines repairing have additional safety
- RDF area has barricades to maintain safe distance from the machines
- All vehicles in the premises have an alarm alert while in operations

The above are to ensure environmental safety, and are corrective actions 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.

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).

Yes. For employees and workers the organisation has Life Insurance, Group Mediclaim, Group Personal Accidents.

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

The measures undertaken by NWMPL to ensure that statutory dues have been deducted and deposited by the value chain partners are through: Monthly PF and ESI challans. Monthly bills of the value chain partners are paid only after PF and ESI challans are attached.

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.

Not Applicable, since nothing of such has occurred at NWMPL.

	Total number of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<i>Employees</i>	N/A	N/A	N/A	N/A
<i>Workers</i>	N/A	N/A	N/A	N/A

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.

5. Details on assessment of value chain partners

Not Applicable, as assessment has not been conducted for value chain partners.

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

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.

Not Applicable, as no corrective actions have been taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. It is not done.

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.

Based on the nature of the company that NWMPL is: a waste management company, following are the key stakeholder groups that are involved in the company:

- Govt officers
- Labour
- Contract labour
- Vendors
- Employees

Level at which local stakeholder consultation is undertaken Stakeholders are all those persons, foreign or Indian, citizens, government, businesses - both within and outside of their supply chain, institutions of research and academia, NGOs, employees, in short, all those who are affected by the activity of NWMPL, positively or negatively. NWMPL has demonstrated all round stakeholder engagement at POA level right from the foreigners that have visited the plant to the citizens, schools, colleges, research institutions, supply chain collaborators, employees, NGOs and government officials., the feedback indicated that NWMPL is an ideal example of a well-maintained integrated waste management plant that employs innovative technology and most contemporary methods of waste management. What has struck some is that all this activity has been done with financial viability.

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
Government Officials	No	Meetings, E-mail, Others	NWMPL engages with this stakeholder group monthly	The purpose of meeting with this stakeholder group is to resolve any concerns/issues if any such exist
Labour	No	Meetings, Others	NWMPL engages with this stakeholder group monthly	The purpose of meeting with this stakeholder group is to resolve any

				concerns/issues if any such exist
Contract Labour	No	Meetings, E-mail, Others	NWMPL engages with this stakeholder group monthly	The purpose of meeting with this stakeholder group is to resolve any concerns/issues if any such exist
Vendors	No	Meetings, E-mail, Others	NWMPL engages with this stakeholder group monthly	The purpose of meeting with this stakeholder group is to resolve any concerns/issues if any such exist
Employees	No	Meetings, E-mail, Others	NWMPL engages with this stakeholder group monthly	The purpose of meeting with this stakeholder group is to resolve any concerns/issues if any such exist, for training/awareness programmes, for any employee meetings

Leadership Indicators

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

NWMPL facilitates stakeholder consultation by submitting monthly environmental reports along with billing to government offices. Feedback from authorities and stakeholders is reviewed internally, with critical insights escalated to the Board for strategic decision-making, ensuring alignment with ESG commitments.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

No, stakeholder consultation is not actively used by NWMPL for identifying and managing environmental and social topics. However, inputs are considered in cases of non-compliance with environmental regulations, prompting necessary corrective actions.

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

NWMPL has no such engagement with vulnerable/marginalized stakeholder groups.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

NWMPPL staff is aware of human rights issues, and though no specific training has been conducted, the entity ensures their rights are protected at the workplace. The company will conduct training on this topic in the next Financial Year 2024-25 to ensure it is in accordance with ESG and Social parameters.

Category	FY 2023-2024			FY 2022-2023		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Employees	0	0	0	0	0	0
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

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

Category	FY 2023-2024 Current Financial Year					FY 2022-2023 Previous Financial Year				
	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	19	0	0	19	100%	19	0	0	19	100%
Male	18	0	0	18	100%	18	0	0	18	100%
Female	1	0	0	1	100%	1	0	0	1	100%
	3	0	0	3	100%	3	0	0	3	100%

Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	3	0	0	3	100%	3	0	0	3	100%
Workers										
Permanent	106	6	5.60%	100	94.30%	106	0	0%	106	100%
Male	106	6	5.60%	100	94.30%	106	0	0%	106	100%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	1.5-2 lakh rupees	0	0
Key Managerial Personnel	3	75,000-1.5 lakh rupees	0	0
Employees other than BoD and KMP	21	30,000-1.1 lakh rupees	1	30,000-1.1 lakh rupees
Workers	106	15,000-50,000	0	0

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

Yes – the directors at NWMPL are directly responsible for human rights impact. They serve as a focal point instead of a committee responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

Yes, NWMPL has the following internal mechanisms:

- Sexual Harassment – We have imparted trainings under Vishaka Act.
- Discrimination at Workplace – We imbibe a culture that “all religions are equal, no caste or creed system, no North – South India divide” –and we will be putting up such posters to raise awareness.
- Child labour not allowed boards put up and we don’t recruit anybody below 21 years.
- Forced Labour – We strictly don’t allow child labour at our company.
- Wages – We pay above the Minimum Wages Act

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

	FY 2023-2024 Current Financial Year			FY 2022-2023 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

NWMPL has had no complaints/cases in discrimination and harassment cases, so there are no mechanisms in place to prevent adverse consequences, but it plans on placing such mechanisms in the near future.

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

No, it is not for NWMPL.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% assessed
Forced/involuntary labour	Not assessed
Sexual harassment	No complaints
Discrimination at workplace	No complaints
Wages	No complaints
Others – please specify	None

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

We conduct quarterly worker “Sammelans” or a gathering/meeting to address labour and staff concerns, implement suggested improvements, and take corrective actions as needed to address any significant risks / concerns arising.

Leadership Indicator

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

Currently, no business processes have been modified or introduced in response to human rights grievances or complaints. However, NWMPL plans to implement necessary changes in the future as part of its commitment to human rights and ethical business practices.

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

No human rights due diligence has been conducted yet; however, NWMPL plans to implement it in the future to ensure compliance with ethical and regulatory standards.

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?

Currently, the premises are not fully accessible to differently-abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. However, plans are in place to install ramps and improve accessibility in key areas.

4. Details on assessment of value chain partners:

NWMPL has not assessed their value chain partners on these parameters yet, but will for the next financial year.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	None
Discrimination at workplace	None
Child Labour	None
Forced Labour/Involuntary Labour	None
Wages	None
Others – please specify	None

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

Currently, no corrective actions have been taken. However, we plan to implement necessary measures in the future as risks and concerns are identified.

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

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

Parameter	FY 2024 (Current Financial year)	FY 2023 (Previous Financial year)
Total electricity consumption (A)	2,612	2,511
Total fuel consumption (B)	127	81
Energy consumption through other sources (C) (GJ)	None	None
Total energy consumption (A+B+C)	2,739	2,592
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.000011	0.000014
Energy intensity (optional) - the relevant metric may be selected by the entity	N/A	N/A

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: Third Party- Dr. Priti Mastakar

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.

No, the entity does not have any sites or facilities identified as Designated Consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme. However, if applicable in the future, necessary steps will be taken to meet the set targets.

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	N/A	N/A
(ii) Groundwater	N/A	N/A
(iii) Third party water*	125 kilolitres	125 kilolitres
(iv) Seawater / desalinated water	N/A	N/A

(v) Others	N/A	N/A
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	125 kilolitres	125 kilolitres
Total volume of water consumption (in kilolitres)	62.5 kilolitres	62.5 kilolitres
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000026125861828434	0.00000033589045572859
Water intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A

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: Third Party- Dr. Priti Mastakar

*There is no metering of the water provided by the Nashik Municipal Corporation to the NWMPL plant, hence the tanker water has been considered in the table.

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

Yes, the entity has implemented a Zero Liquid Discharge mechanism. A leachate treatment plant is in place, where 75% of treated water is reused internally, and the remaining 25% is sent to a government effluent treatment plant, ensuring no discharge into rivers or nalas.

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

Parameter	Please specify unit	FY 2024 (Current Financial year)	FY 2023 (Previous Financial year)
No _x	µg/m ³	42.74	24.67
SO _x	µg/m ³	2.9	14
Particulate matter (PM)	µg/m ³	61.77	104.34
Persistent organic pollutants (POP)	N/A	N/A	N/A
Volatile organic compounds (VOC)	N/A	N/A	N/A
Hazardous air pollutants (HAP)	N/A	N/A	N/A
Others - please specify	N/A	N/A	N/A

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: Third Party- Dr. Priti Mastakar

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

Parameter	Unit	FY 2024 (Current Financial year)	FY 2023 (Previous Financial year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PECs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	68,193.30	85,164.53
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PECs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	N/A	N/A
Total Scope 1 and Scope 2 emissions per rupee of turnover	N/A	0.000285	0.000458
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A	N/A

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: Third Party- Dr. Priti Mastakar

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

Yes, the entity is a municipal solid waste management plant, it processes the entire municipal solid waste into alternative non-fossil fuels and reusable by-products. In this capacity it is an entity that reduces greenhouse gas emissions to a very large degree, making it a carbon negative green enterprise. The entity has projects aimed at reducing greenhouse gas (GHG) emissions. Through its waste treatment processes such as composting, RDF manufacturing, leachate biomethanation, briquetting, Plastic to fuel and Incineration. The company significantly minimises methane emissions that would otherwise be generated from untreated waste in landfills. Composting ensures controlled decomposition of organic waste, reducing methane emissions from landfill disposal. RDF manufacturing and briquetting convert waste into alternative fuels, minimizing reliance on fossil fuels. Leachate biomethanation captures methane from liquid waste, utilizing it as an energy source rather than releasing it into the atmosphere. The plastic-to-fuel process recovers energy from non-recyclable plastics, contributing to resource efficiency. Additionally, incineration is used for the safe disposal of animal carcasses, preventing uncontrolled

decomposition and potential environmental hazards. These initiatives contribute to a circular economy and support the company's commitment to sustainable waste management and emission reduction. Furthermore, the entity has implemented two key GHG reduction projects:

1. Capping of legacy waste to trap landfill gases and prevent their release into the atmosphere.
2. Biogas plant to capture and convert methane and CO₂ into electricity, further reducing emissions.

These initiatives contribute to a circular economy and align with the company's commitment to sustainable waste management and emission reduction.

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

Parameter	FY 2023-2024 (tonnes) (Current Financial year)	FY 2022-2023 (tonnes) (Previous Financial year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	21,513	19,595
E-waste (B)	N/A	N/A
Biomedical waste (C)	N/A	N/A
Construction and demolition waste (D)	794.5	2625.45
Battery waste (E)	N/A	N/A
Radioactive waste (F)	N/A	N/A
Food, food waste, beverages and tobacco (other than sludge)	1,60,648	1,50,300
Garden, yard and park waste	2,820	3,778
Pulp, paper and cardboard (other than sludge)	23,339	22,947
Glass, metal, other inert waste	14,805	20,491
Textiles	55,312	47,442
Other Hazardous waste. Please specify, if any. (G)	6,581	6,734
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	N/A	N/A
Total (A+B + C + D + E + F + G+ H)	2,85,812.26	2,73,912.06
For each category of waste generated, total waste recovered through recycling, re using or other recovery operations (in metric tonnes)		

Category of waste		
(i) Recycled	2,40,690	2,22,333
(ii) Re-used	N/A	N/A
(iii) Other disposal operations	N/A	N/A
Total	2,40,690	2,22,333
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1,178	582
(ii) Landfilling	57,086	54,738
(iii) Other disposal operations	2,27,549	2,18,592
Total	2,85,812	2,73,912

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: Third Party- Dr. Priti Mastakar

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

Our company is fully dedicated to waste management, ensuring compliance with the Solid Waste Management (SWM) Rules, 2016. The entire plant operates with a focus on efficient waste processing and sustainable disposal practices.

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

Not applicable, as our operations are not located in eco-sensitive areas.

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	N/A	N/A	N/A

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

There are no environmental impact assessments (EIA) projects undertaken by NWMPL.

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
Air, water and soil quality tests have been conducted from the inception of the production activity to assess the quality of these parameters	All tests have been conducted multiple times annually, and the records have been maintained.	Multiple	Yes	Yes	Nwmppl - Nashik Waste Management

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

NWMPL is compliant with air, water and solid waste. We have also received a MPCB authorisation certificate to comply with the same, and are compliant with the applicable environmental law/ regulations/ guidelines in India. There is no such non-compliance.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
N/A	N/A	N/A	N/A	N/A

Leadership Indicator

- Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
From renewable sources		

Total electricity consumption (A) (Biogas + Solar)	167.71763 GJ	173.4836 GJ
Total fuel consumption (B)	8672	0
Energy consumption through other sources (C)	N/A	N/A
Total energy consumed from renewable sources (A+B+C)	8839.72	173.48
From non-renewable sources		
Total electricity consumption (D)	2612	2511
Total fuel consumption (E)	127	81
Energy consumption through other sources (F)	N/A	N/A
Total energy consumed from non-renewable sources (D+E+F)	2739	2511

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: Third Party- Dr. Priti Mastakar

2. Provide the following details related to water discharged:

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(ii) To Groundwater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iii) To Seawater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iv) Sent to third-parties	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
treatment	N/A	N/A

(v) Others	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
Total water discharged (in kilolitres)	N/A	N/A

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: Third Party- Dr. Priti Mastakar

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

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

NWMP is not located in areas of water stress, and does not have any facility/plant located in areas of water stress either.

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

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	N/A	N/A
(ii) Groundwater	N/A	N/A
(iii) Third party water	N/A	N/A
(iv) Seawater / desalinated water	N/A	N/A
(v) Others	N/A	N/A
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv)	N/A	N/A
Total volume of water consumption (in kilolitres)	N/A	N/A
Water intensity per rupee of turnover (Water consumed / turnover)	N/A	N/A
Water intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(ii) Into Groundwater	N/A	N/A

- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iii) Into Seawater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iv) Sent to third-parties	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(v) Others	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
Total water discharged (in kilolitres)	N/A	N/A

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: Third Party- Dr. Priti Mastakar

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

Not applicable, as NWMPL does not account for/calculate Scope 3 emissions.

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	N/A	N/A
Total Scope 3 emissions per rupee of turnover	N/A	N/A	N/A
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A	N/A

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: Third Party- Dr. Priti Mastakar.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

There are no significant direct or indirect impacts on biodiversity, as the entity does not operate in ecologically sensitive areas.

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

NWMPL has undertaken multiple initiatives and innovative technology / solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated in the current financial year.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Improved CO ₂ capture in production processes	Nwmp - Nashik Waste Management	Increased efficiency, use of non-fossil fuel energy
2	Improved heat recovery in processing		

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Disaster Management Plan: Currently not in place, but needs to be developed for emergencies such as earthquakes and floods.
 - Business Continuity Plan (BCP): The entity is registered under the Maharashtra Essential Services Management Act (MESMA), ensuring that solid waste management remains a continuous essential service.

There is currently no web link available for these plans, but it is in place.

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

None

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

None.

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

Essential Indicators

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

NWMPL has three affiliations with trade and industry chambers/ associations.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	FICCI: The Federation of Indian Chambers of Commerce & Industry	SouthEast Asia (International)
2	CII: Confederation of Indian Industry	Pan India (National)
3	Impact Council	Global (International)

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.

None, as no corrective action has been 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
None	None	None

Leadership Indicators

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

There are no public policy positions advocated by the entity.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
None	None	None	None	None	None

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.

No SIA of projects have been 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
None	None	None	None	None	None

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

There are no projects for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by NWMPL.

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
None	None	None	None	None	None	None

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

The entity has established mechanisms to receive and redress grievances of the community through a dedicated portal on its website, allowing the community to submit complaints and feedback.

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

	FY 2023-2024 Current Financial Year	FY 2022-2023 Previous Financial Year
Directly sourced from MSMEs/ small producers	95%	95%
Sourced directly from within the district and neighbouring districts	5%	5%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

No action has been taken to mitigate any negative social impacts identified in the Social Impact Assessments as SIA has not been conducted by any projects by NWMPL.

Details of negative social impact identified	Corrective action taken
None	None

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

No CSR projects have been undertaken by NWMPL in designated aspirational districts as identified by government bodies as it does not qualify under CSR.

S. No.	State	Aspirational District	Amount spent (In INR)
None	None	None	None

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

No, there is no preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups.

(b) From which marginalized /vulnerable groups do you procure?

We procure plastic from ragpickers.

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

It constitutes less than 5% of the total procurement.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
None	None	None	None	None

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
None	None	None

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
None	None	None	None

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.

NWMPL has a link prepared on our website for complaints and feedback:
<https://form.typeform.com/to/TtROt692>

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	75%
Safe and responsible usage	5%
Recycling and/or safe disposal	20%

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

	FY 2023-2024 (Current Financial Year)		Remarks	FY 2022-2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	None	None	None	None	None	None
Advertising	None	None	None	None	None	None
Cyber-security	None	None	None	None	None	None
Delivery of essential services	None	None	None	None	None	None
Restrictive Trade Practices	None	None	None	None	None	None
Unfair Trade Practices	None	None	None	None	None	None
Other	None	None	None	None	None	None

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

	Number	Reasons for recall
Voluntary recalls	None	None
Forced recalls	None	None

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.

No, NWMPL does not have a framework/ policy on cyber security and risks related to data privacy.

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

No corrective actions have been 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 by NWMPL.

Leadership Indicators

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

All products and services of NWMPL are on the website www.nwmpl.co.in and on LinkedIn and Facebook.

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

- RDF: Our engineers have made a visit to the boiler factories where we are / have the potential to sell the RDF. We check and advise on the pollution control equipment at the client end. We also advise on the storage of RDF at the client end.
- Compost all instructions are printed on the packed bag itself. We also have pamphlets which we distribute during Krishi fairs / farmer markets / agro exhibitions.

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

We have the email address of all the procurement managers of our clients and we inform them by email in case of any disruption in any service or product.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

NWMPL displays product information as given by the compost authorities, in our case Fertilizer Controller Order. We don't take feedback from the bulk consumers since they are reselling further. However, farmers who buy our product directly have a suggestion book kept at our site office and they give their suggestions / appreciations – some photos of proud product users are also displayed in our site office.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact
None
- b. Percentage of data breaches involving personally identifiable information of customers
None