

Business Responsibility & Sustainability Report

SECTION A- GENERAL DISCLOSURES

I. Details of the listed entity

I-1	Corporate Identity Number (CIN) of the listed entity	L99999MH1949PLC007039
I-2	Name of the listed entity	Patel Engineering Limited
I-3	Year of incorporation	02/04/1949
I-4	Registered office address	Patel Estate Road, Jogeshwari West, Mumbai 400102
I-5	Corporate address	Patel Estate Road, Jogeshwari West, Mumbai 400102
I-6	E-mail	headoffice@pateleng.com
I-7	Telephone	+91 22 26767500
I-8	Website	www.pateleng.com
I-9	Financial year for which reporting is being done	1 st April 2024 to 31 st March 2025
I-10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & The National Stock Exchange of India Limited
I-11	Paid-up Capital	₹ 84,43,76,117
I-12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Ramu Mohan Deputy General Manager (HSE) Telephone: +91 22 26767535 Email: ramu.mohan@pateleng.com
I-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
I-14	Name of assurance provider	Not Applicable
I-15	Type of assurance obtained	Not applicable

Remarks: For FY 2024-25, reasonable assurance of BRSR core is not applicable.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Civil Engineering & Construction	Civil Engineering & Construction of Hydro projects, Dams, Tunnels, Roads, Railways etc.	99.36

II-17. 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	Civil Engineering & Construction	42101, 42201, 42204	99.36

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	46	3	49
International	2	0	2

III-19. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	15
International (No. of Countries)	2

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

None

- c. A brief on types of customers

The projects are awarded to us by the Central & State Government on bidding the contract tenders. The clients are governing bodies according to the sectors of their operations viz. NHPC, NTPC, SJVN, CVPPPL, etc. for Hydro Power; IRCON, RVNL, etc. for Railway Tunnels and Railway Lines; NHAI for Highways & Roads, MCGM for urban infrastructure, Irrigation Department of Maharashtra & Madhya Pradesh for Irrigation projects, CIDCO for water tunnel projects.

IV. Employees

IV-20. Details as at the end of Financial Year

- a. Employees and workers (including differently abled):

No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	2,095	2,053	98	42	2.22
2	Other than Permanent (E)	41	35	85.37	6	14.63
3	Total employees (D + E)	2,136	2,088	97.75	48	2.25
Workers						
1	Permanent (F)	2,552	2,552	100.00	0	0.00
2	Other than Permanent (G)	7,095	7,070	99.65	25	0.35
3	Total Workers (F + G)	9,647	9,622	99.74	25	0.26

- b. Differently abled Employees and workers:

No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	4	4	100.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total differently abled employees (D + E)	4	4	100.00	0	0.00
Differently Abled Workers						
1	Permanent (F)	1	1	100.00	0	0.00
2	Other than Permanent (G)	2	2	100.00	0	0.00
3	Total Workers (F + G)	3	3	100.00	0	0.00

IV-21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	3	37.50
Key Management Personnel	5	2	40.00

IV-22. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years)

	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	20.82%	27.91%	20.96%	20.96%	16.28%	20.86%	14.77%	4.60%	14.57%
Permanent Workers	16.39%	100.00%	16.46%	16.59%	50.00%	16.62%	17.35%	0%	17.34%

Remarks: The turnover rate for FY 23-24 and FY 22-23 has been reinstated as per SEBI requirements

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Friends Nirman Pvt Ltd	Subsidiary	100	No
2	Energy Design Pvt Ltd*	Subsidiary	100	No
3	Shreerant Construction Pvt Ltd	Subsidiary	100	No
4	Patel Engineering Infrastructure Ltd.	Subsidiary	100	No
5	Pandora Infra Pvt. Ltd. (Held by Company along with its Wholly Owned Subsidiaries)	Subsidiary	100	No
6	Patel Patron Pvt. Ltd.	Subsidiary	100	No
7	Vismaya Constructions Pvt. Ltd.	Subsidiary	100	No
8	Bhooma Realities Pvt. Ltd.	Subsidiary	100	No
9	Shashvat land Projects Pvt. Ltd.	Subsidiary	100	No
10	Arsen Infra Pvt. Ltd.	Subsidiary	100	No
11	Hera Realcon Pvt. Ltd.*	Subsidiary	97.13	No
12	PBSR Developers Pvt. Ltd.	Subsidiary	100	No
13	Patel KNR Infrastructures Ltd.	Subsidiary	60.00	No
14	Hampus Infrastructure Pvt. Ltd.	Subsidiary	100	No
15	Waterfront Developers Ltd.	Subsidiary	100	No
16	Patel Engineering (Singapore) Pte. Ltd.	Subsidiary	100	No
17	Patel Engineering (Mauritius) Ltd.	Subsidiary	100	No
18	Patel Engineering Inc.	Subsidiary	100	No
19	Patel Engineering Lanka (Pvt.) Ltd.	Subsidiary	100	No
20	Les Salines Development Ltd.	Subsidiary	100	No
21	La Bourgade Development Ltd.	Subsidiary	100	No
22	Ville Magnifique Development Ltd.	Subsidiary	100	No
23	Sur La Plage Development Ltd.	Subsidiary	100	No
24	PT PEL Mineral Resources	Subsidiary	100	No
25	PT Patel Engineering Indonesia	Subsidiary	100	No
26	Patel Mining (Mauritius) Ltd.	Subsidiary	100	No
27	Enrich Mining Vision Lda	Subsidiary	100	No
28	Patel Mining Priviledge Lda.	Subsidiary	100	No
29	Patel Infrastructure, Lda	Subsidiary	100	No

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)
30	Trend Mining Projects, Lda	Subsidiary	100	No
31	Accord Mines Venture, Lda	Subsidiary	100	No
32	Netcore Mining Operations, Lda	Subsidiary	100	No
33	Metalline Mine Works, Lda	Subsidiary	100	No
34	Patel Assignment Mozambique, Lda	Subsidiary	100	No
35	Chivarro Mines Mozambique, Lda	Subsidiary	100	No
36	Fortune Mines Concession, Lda	Subsidiary	100	No
37	Omni Mines Enterprises, Lda	Subsidiary	100	
38	Quest Mining Activities, Lda	Subsidiary	100	No
39	ASI Global LLC.	Subsidiary	100	No
40	PT Surya Geo Minerals	Subsidiary	60	No
41	PT Surpat Geo Minerals	Subsidiary	60	No
42	Dirang Energy Pvt. Ltd.	Subsidiary	100	No
43	West Kameng Energy Pvt. Ltd.	Subsidiary	100	No
44	Digin Hydro Power Pvt. Ltd	Subsidiary	100	No
45	Meyong Hydro Power Pvt. Ltd	Subsidiary	100	No
46	Saskang Rong Energy Pvt. Ltd.	Subsidiary	100	No
47	Patel Energy Ltd.	Subsidiary	99.99	No
48	Bellona Estate Developers Ltd.	Subsidiary	92.92	No
49	Pt Patel Surya Minerals	Subsidiary	60	No
50	Pt Patel Surya Jaya	Subsidiary	60	No
51	Lucina Realtors Pvt. Ltd. (Held by Company along with its Wholly Owned Subsidiary)	Subsidiary	100	No
52	ASI Constructors Inc., USA	Subsidiary	66.37	No
53	ACP Tollways Pvt. Ltd.	Associate	32	No
54	Hitodi Infrastructure Pvt. Ltd.	Associate	49	No
55	CICO Patel JV	Joint Venture	99.90	No
56	Patel SEW JV	Joint Venture	60	No
57	KNR Patel JV	Joint Venture	49	No
58	Patel KNR JV	Joint Venture	50	No
59	Patel-Varks Precision Consortium	Joint Venture	60	No
60	PATEL Soma JV	Joint Venture	50	No
61	PATEL V ARKS JV	Joint Venture	65	No
62	Patel Avantika Deepika BHEL	Joint Venture	52.83	No
63	AGE PATEL JV	Joint Venture	49	No
64	Patel - Michigan JV	Joint Venture	10	No
65	PEL-UEIPL JV	Joint Venture	60	No
66	PEL-PPCPL-HCPL JV	Joint Venture	51	No
67	PATEL VI JV	Joint Venture	51	No
68	Patel-Onycon JV	Joint Venture	60	No
69	PEL-Gond JV	Joint Venture	45	No

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)
70	HES Shuthaliya JV	Joint Venture	45	No
71	PEL-Parbati JV	Joint Venture	52	No
72	NEC-PEL JV	Joint Venture	45	No
73	PEL-RBG JV	Joint Venture	51	No
74	Patel SA JV	Joint Venture	75	No
75	Era Patel Advance Kiran JV	Joint Venture	47.06	No
76	Era Patel Advance JV	Joint Venture	30	No
77	Patel Apco JV	Joint Venture	50	No
78	Patel Siddhivinayak JV	Joint Venture	51	No
79	PEL-ISC-PRATHMESH JV	Joint Venture	50	No
80	ISC Projects-PEL JV	Joint Venture	49	No
81	Patel -Civet-Chaitra Micro (KA) JV	Joint Venture	50	No
82	Ceigall - PEL (JV)	Joint Venture	40	No
83	VPRPL - PEL JV	Joint Venture	51	No
84	Mokhabardi Micro Irrigation Project JV	Joint Venture	51	No
85	DK Joint Venture LLP	Joint Venture	51	No
86	Patel-Raman JV	Joint Venture	35	No
87	PEL-PC JV	Joint Venture	80	No
88	Patel Civet Project JV	Joint Venture	51	No
89	JAI SAI Construction PEL JV	Joint Venture	60	No
90	VIDPL LIS1 JV	Joint Venture	51	No
91	Patel SA JV	Joint Venture	51	No
92	VKMCP-PEL JV	Joint Venture	35	No
93	Dibang Power (Lot-4) Consortium	Joint Venture	50	No
94	DBL-PEL JV	Joint Venture	35	No
95	Raj Path Nira JV	Joint Venture	40	No
96	Raj Infra Deoghar JV	Joint Venture	40	No
97	Shiva Structures JV	Joint Venture	35	No
98	PeI Nirmana Pvt Ltd	Subsidiary	100	No
99	Patel Advance JV	Joint Venture	49	No

VI. CSR Details

VI-24. Provide the following CSR details

- i) Whether CSR is applicable as per section 135 of Companies Act, 2013 - Yes
- ii) Turnover (₹ in million) - 50,076.45
- iii) Net worth (₹ in million) - 37,340.24

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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	No	0	0	All the community related aspects are handled by the client before the project commencement and as such Company do not have direct involvement with the community for any project. The ongoing communities related issues are dealt by sites on direction of the respective clients.	0	0	-
Investors (other than shareholders)	Yes	0	0		0	0	*
Shareholders	Yes	2	0		4	0	*
Employees and workers	Yes. https://tinyurl.com/4wp9nf9n	0	0	-	0	0	-
Customers	Yes	0	0	The clients are our customers. The respective project controller/project manager addresses client concerns directly from time to time. The Project managers also have weekly/monthly meeting with client to address any concerns.	0	0	-
Value Chain partners	Yes. https://tinyurl.com/4wp9nf9n	0	0	The Company has responsible sourcing policy which is under implementation and part of vendor onboarding process.	0	0	-
Other (please specify)	-	0	0	-	0	0	-

*The Company has designated an exclusive email id i.e. investors@pateleng.com, to enable investors and shareholders to register their grievances, if any. Other mechanisms to receive grievances are physical letter to registered address, emails to Registrar & Transfer Agent i.e. MUFG Intime India Private Limited on their designated email id i.e. rnt.helpdesk@in.mpms.mufg.com, designated grievance redressal facilitation platform of SEBI scores, stock exchanges i.e. BSE & NSE through their online portal. The Company regularly monitors inward report from MUFG to ensure that service level agreement i.e. (SLA) timelines are properly followed to close the queries/complaints received. The complaints received through stock exchanges, regulators, ROC are monitored and their responses are uploaded on the respective regulators portal. The Company regularly checks the status of the closure of these emails. The SLA for resolving all the queries/complaints is 30 days. On a quarterly basis, Company submits a report to the stock exchanges providing details of the complaints received and redressed. These details are also placed with the Board on quarterly basis for their information.

VII-26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material 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	Product Quality & Safety (Structural integrity and safety)	Risk & Opportunity	As a civil infrastructure company delivering critical structures like dams, tunnels, and bridges, any lapse in structural integrity or safety can result in severe accidents, project failures, and legal liabilities. Superior structural safety helps win high-value, long-term contracts, builds client confidence, leading to repeat business and fewer disputes. Further, High-quality structures reduce long-term maintenance costs, adding value.	We have implemented a robust Quality Management System, conduct independent third-party audits, and ensure strict adherence to national and international safety standards across all projects. We invest in continuous training for our engineering teams, integrate structural health monitoring technologies, and perform detailed risk assessments at every project stage.	Negative & Positive
2	Occupational Health & Safety	Risk	Ensuring worker safety is critical due to high-risk construction activities, hazardous sites, and machinery	We have undertaken the Implementation of ISO 45001-aligned safety systems, regular audits, training, PPE, and proactive safety culture	Negative
3	GHG Emissions & Energy Management	Risk & Opportunity	As the Company is engaged in large-scale civil infrastructure projects, Patel Engineering's operations involve high energy consumption, primarily through diesel-powered machinery, on-site generators, and transport logistics. Managing energy use and associated GHG emissions is material due to rising regulatory expectations, environmental concerns, and increasing scrutiny from investors and clients on climate-related performance.	Patel Engineering is undertaking implementation of energy-efficient construction equipment, monitoring fuel usage across project sites for reporting, and exploring methods to track and reduce its emissions during its operations. We are also enhancing internal reporting systems for GHG emissions, aligning with applicable regulatory requirements and frameworks such as BRSR and anticipated carbon disclosure mandates.	Negative & Positive

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)
4	Human Rights & Labour Practices	Risk	Upholding human rights and fair labour practices is material to ensure legal compliance, operational continuity, and the well-being of workers/ employees. It is also increasingly expected by clients, lenders, and regulators under ESG frameworks.	Patel Engineering ensures compliance with applicable labour laws and wage codes, conducts periodic audits on working conditions, and promotes safe, inclusive, and equitable workplaces. The company provides basic amenities at construction sites, ensures timely wage payments, prohibits child and forced labour, and sensitizes contractors and sub-contractors on labour rights. Grievance redressal mechanisms and employee welfare programs are also being strengthened across operations.	Negative
5	ESG Risk Management (ESGRM)	Opportunity	As a large infrastructure company involved in complex, long-term projects across diverse geographies, Patel Engineering is exposed to a wide range of environmental, social, and governance (ESG) risks. Effective identification, assessment, and management of these risks is material to ensure regulatory compliance, business continuity, access to capital, and stakeholder trust in an increasingly ESG-conscious environment.		Positive
6	Business Ethics & Regulatory Compliance	Opportunity	Patel Engineering frequently engages with government bodies, public procurement processes, and large-scale projects. Maintaining ethical conduct and full compliance with all legal and regulatory obligations is essential to avoid legal disputes, sustain operational licenses, and uphold stakeholder confidence. It also reflects our commitment to responsible business conduct.		Positive

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)
7	Waste Management Practices	Risk & Opportunity	Patel Engineering's infrastructure projects generate significant construction and demolition (C&D) waste, hazardous materials (e.g., bitumen, oils), and general site waste. Effective waste management is essential to ensure compliance with environmental regulations, minimize environmental impact, and uphold community and client trust.	Patel Engineering is adopting waste segregation and reuse practices at project sites, partnering with authorized recyclers and disposal agencies, complying with the required regulations.	Negative & Positive
8	Air Quality	Risk & Opportunity	Managing air emissions is material due to Patel Engineering's impact on community health, regulatory compliance, and the company's environmental footprint.	Patel Engineering monitors air emissions at project sites and adheres to the required standards and regulations	Negative & Positive
9	Water & Wastewater Management	Opportunity	As a civil infrastructure company, Patel Engineering's activities often require significant water use for construction processes, dust suppression, and sanitation at remote project sites. Additionally, improper handling of wastewater or site runoff can lead to environmental degradation. Sustainable water management is material to ensure regulatory compliance, operational efficiency, and responsible natural resource use.		Positive
10	Customer Relations	Opportunity	As a project-based infrastructure company, Patel Engineering works with a range of institutional clients including government bodies, public sector undertakings, and private developers. Strong customer relationships are critical for repeat business, timely payments, dispute resolution, and long-term reputation. This issue is material as it directly influences the company's order book, client satisfaction, and competitive positioning.		Positive

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	No
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
1. c. Web Link of the Policies, if available	https://pateleng.com/pdf/8698Code%20of%20Conduct.pdf https://pateleng.com/pdf/2473PELABMS%20Policy.pdf	https://pateleng.com/pdf/9833Sustainable%20Sourcing%20Policy.pdf	https://pateleng.com/pdf/6479POSH.pdf	https://www.pateleng.com/investor.php	https://pateleng.com/pdf/9438Vigil%20Mechanism%20Whistle%20blower%20Policy%2024.06.2021.pdf	https://pateleng.com/pdf/2017QSHE%20Policy%2019.09.2024.pdf	https://www.pateleng.com/investor.php	https://pateleng.com/pdf/3288Corporate%20Social%20Responsibility%20Policy.pdf	
2. Whether the entity has translated the policy into procedures. (Yes / No)	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	-
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.	SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015, Companies Act, 2013, Code of Ethics & Business Conduct	ISO 9001	ISO 45001	-	*	ISO 14001	**	CSR disclosures pursuant to Section 135 of Companies Act, 2013	-

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Business goals and management system goals are well documented and audited by third party annually. We are certified for Integrated Management System from British Standard Institution for the past 10 years. Environmental aspects and significant environment impacts are identified and environmental goals related to reduce, reuse, recycling and recover is used to optimized resource, mitigate adverse environmental impacts, waste to landfill minimization are taken. Significant change in technology whereby usage of designing of concrete plan, minimizing the curing with water, usage of concrete waste, high performance equipment optimum utilization of resources.</p> <p>The Company initiated materiality assessment, a strategic process used to identify, evaluate and prioritise the Environmental, Social and Governance (ESG) issues that are most significant to both our Business and our Stakeholders. Based on the assessment and keeping in mind the material topics, and ESG roadmap will be initiated incorporating long term targets, medium term actionables and short term implementations of initiatives. The Company will further implement digital tracking of ESG KPI's based on these material topics enabling us to have data centrally available and will help us to analyse the data both at the project level and at the central level.</p> <p>Focus on health and safety and process safety has been prime and we strive continuously to improve the Health & Safety at all the work sites by deploying trained team. Safety audits and also implementation of ISO is benefitting the sites. We have taken social upliftment programme where we have started use of MSME as well SME from the nearby place of our project sites.</p> <p>Many of our contractors other than OEM are from the nearby project locations. This act has saved lot of our resources which includes cost saving due to transportation, energy saving whereby we minimized the indirect source emissions, enhanced the livelihood of the locals, bringing the prosperity to the region and giving them opportunities to develop additional resources</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Patel Engineering Limited has implemented an Integrated Management System (IMS) in alignment with international standards including ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), and ISO 45001:2018 (Occupational Health & Safety Management System). The organization has established measurable objectives and performance targets across all three pillars of the IMS framework to ensure continual improvement in operational quality, environmental stewardship, and workplace safety.</p> <p>During the financial year 2024-25, significant progress was made in strengthening IMS implementation. Internal audits were systematically conducted at the Corporate Head Office, as well as at Kiru and Parnai project sites, in accordance with the defined IMS audit calendar. These audits helped identify areas of conformity and opportunities for improvement, enabling timely corrective and preventive actions.</p> <p>In addition to internal audits, a comprehensive recertification audit was conducted by an accredited third-party certification body during the last quarter of the financial year. The audit covered all major operational and support functions at the aforementioned locations. Following successful completion of the audit, the company was granted recertification to all three ISO standards in the last week of February 2025, reaffirming the organization's commitment to integrated governance, risk management, and compliance.</p> <p>These efforts reflect PEL's ongoing dedication to maintaining high standards in quality delivery, minimizing environmental impacts, and fostering a safe and healthy work environment in line with its IMS policy and broader ESG commitments.</p> <p>Some of the equipment/travel management /hiring of construction machineries are done from local sites only. This helps in getting local coordination and their involvement with the project sites. Pursued for supplier development and included anti bribery in all process and procedures of organisation alongside focussing on sustainable sourcing with ongoing communications and negotiating with sustainable suppliers who are in the same direction of sustainability.</p> <p>To continue enhancing and improving CSR activities, CSR Committee/Board of Directors approve and monitor CSR Annual Action Plan. The CSR Compliance Officer ensures that the Annual Action Plans are implemented at the respective sites and timely reporting is made at HO for review of CSR Committee. The CSR Compliance Officer is also entrusted with the responsibility to critically evaluate the estimates made by the Projects against the possibility of the effective implementation.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Company has constituted BRSR committee which is headed by a Director. The meetings are held twice a year.								

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	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors			Managing Director						As per requirement								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors			Managing Director						As per requirement								

Remarks: The performance against policies is reviewed by the Board/Internal Committees/Managing Director on periodic basis. The Company complies with the extant Act/Regulations as are applicable.

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				No

Remarks: With respect to P1 and P2, secretarial audit is conducted every year by MMJB & Associates LLP, the secretarial auditor of the Company. This audit ensures compliances with legal and regulatory requirements, promote good governance and identify potential risks in Company's secretarial practices. It helps the Company to stay aligned with corporate laws, detect non-compliance and improve transparency in the operations.

With respect to P3 and P4, the HR policies are reviewed every three years to align/benchmark with the market policies/practices, within the industry. With respect to P5 to P8, the Company is certified for Integrated Management System by the British Standard Institution for its activities in Quality, Environment and Occupational health and safety.

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)	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	Yes
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

Remarks: Not applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors	4	Familiarization programs on updating business projects and update of laws awareness	100
Key Managerial personnel	4	Familiarization programs on updating business projects and update of laws Awareness	100
Employees other than BoD and KMPs	1,766	Safety, POSH, Leadership, Employee Engagement & Awareness	80
Workers	7,064	Health & Safety	100

EI-2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

Remarks: No such instances where any monetary or non-monetary action has been taken for the Company in FY 2024-25.

EI-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.

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	-	-

Remarks: No such instances where any monetary or non-monetary action has been taken for the Company in FY 2024-25.

EI-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.

Yes. The Company is committed to act professionally and fairly in all its business dealing and relationship and in continuous process of implementing and enforcing system to counter bribery and corruption in any form. Antibribery management system (ABMS) policy has been formulated and adopted by the Company to deal with bribery and corruption issue.

The web link to the policy is <http://www.pateleng.com/pdf/2473PELABMS%20Policy.pdf>

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

Category	Current Financial Year	Previous Financial Year
Directors	1*	0
KMPs	0	0
Employees	1*	0
Workers	0	0

Remarks: *As on the date of this report

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

Category	Current Financial Year		Previous Financial Year	
	Number - 2024-25	Remarks - 2024-25	Number - 2023-24	Remarks - 2023-24
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

Remarks: No such complaints with regards to conflict of interest of directors or KMPs have been received

EI-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.

The Company and its 2 officials have received summons in respect of a case filed in District and Session Court, Panchkula arising out of a FIR against one Mr. HS Puri and Others with CBI. The Company representative along with the officials have appeared before the Hon'ble Court and have obtained bail as on the date of this Report and the matter is currently sub judice.

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

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	285.00	280.71*

*Previous year figure has been rearranged based on the current financial year grouping.

EI-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	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	100.00%	100.00%
	b. Number of trading houses where purchases are made from	1,070	1,005
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	49.04%	33.49%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers/ distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.00%	0.00%
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (to related parties / total loans & advances)	100%	100%
	d. Investments (in related parties / total investments)	80.52%	92.08%

Remarks: Patel Engineering does not do business with Non Trading suppliers. The values pertaining to concentration of purchases are only for Raw Material Purchases for the sites.

Leadership Indicators

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

S. No.	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
1	8,829	Environment, health and safety trainings and awareness	0

Remarks: These trainings have been conducted for all project sites and is conducted for employees, workers and subcontract workers. Further, visitor induction regarding current activities, hazards and its control measures. We also explain about the emergency plans and response with contact numbers.

LI-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. Code of Conduct Policy is in place for Board of Directors and its Employees. Compliance of the Code of Conduct is ensured through disclosure to the appropriate authority for taking further action

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

EI-1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.78%	-	We have successfully implemented SAP across all operational sites, headquarters and branch offices, significantly enhancing our processes and making them more robust. In terms of environmental performance, we are committed to optimizing resource utilization and minimizing paper waste. The Company has made substantial investments in developing its IT infrastructure. This includes establishing network connectivity for remote sites via telecom and internet facilities and significant capital expenditure on hardware and software. These efforts underscore our dedication to technological advancement and environmental sustainability.

Remarks: Most of the contracts are tender based, as such no R&D is carried out in the business of Construction. The Company tries to invest in adopting modern technologies of construction to save resources and time. Given the nature of our business, the relevance of these initiatives is closely tied to utilizing the best available technology in construction. The leadership team of Company is committed to continuously adopting and integrating new technologies that facilitate the timely completion of projects, benefiting both our clients and the Company.

The company has kept the environmental & OH&S care as its prime and has been certified for ISO 14001 & ISO 45001 for its operations and activities. Environmental and OH&S impacts are taken into consideration for planning and implementing IMS. The Company also runs CSR activities at major project sites. Further, the Company takes care of the near-by habitant through generating local employment, providing infrastructure facilities in nearby places.

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

No

Remarks We source our major quantities of raw materials like Cement, Steel & HSD, that is almost 60% from PSUs and big Limited companies. The PSU's like Indian Oil Corporation, Steel Authority of India, Jindal Steel Power Limited, Ultratech Cement, Ambuja Cement, Wonder Cement etc have their own sustainability policies in place. The same is applicable for all our project sites except the projects outside of India such as ARUN 3 (Nepal).

EI-2. b. If yes, what percentage of inputs were sourced sustainably?

We source our major raw materials (approximately 60%) such as cement, steel, and high-speed diesel (HSD) from Public Sector Undertakings (PSUs) and other reputed large-scale enterprises.

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

Category	Description
(a) Plastics (including packaging)	-
(b) E-waste	-
(c) Hazardous waste	-
(d) Other waste	-

Remarks:

The primary hazardous wastes generated by our industry include Construction and Demolition (C&D) waste, metal scrap, and waste oil. The organization has implemented the following waste management practices:

- a) Approximately 10% of C&D waste is reused on-site. The remaining waste is managed by third-party agencies contracted by the client, primarily for road construction and similar infrastructure projects.
- b) Concrete slurry is collected in tanks and reused for brick manufacturing or road-building activities. Any surplus slurry is distributed to local communities for use in residential construction.
- c) Metal scrap is handed over to scrap dealers, who then supply it to manufacturers for the production of TMT bars.
- d) Waste oil generated from DG sets is sent to authorized reprocessors. This waste stream has been steadily declining due to the increased use of renewable energy sources.
- e) Used tyres are collected and sent to specialized recyclers for proper disposal and processing.
- f) Office waste paper is sold to paper dealers, who in turn supply it to paper mills for recycling.
- g) Most electrical waste generated at project sites is either repaired or sold under a buy-back agreement. Electronic waste is collected and handed over to authorized e-waste recyclers by the site stores, who also ensure the receipt of a Green Certificate.
- h) Plastic drums are either returned to the manufacturer for recycling or, in remote project locations, sold to scrap dealers who then pass them on to reproducers.

El-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.

No, Extended Producer Responsibility (EPR) is not directly applicable to the core activities of the Company, as the company is primarily engaged in civil construction and hydroelectric infrastructure development, not in the manufacturing or distribution of consumer goods like plastics, electronics, or batteries—sectors where EPR typically applies.

Explanation:

EPR obligations under Indian environmental regulations generally apply to producers, importers, and brand owners (PIBOs) of products that generate post-consumer waste (e.g., plastic packaging, e-waste, tyres). Civil construction companies like us are not categorized as producers under these definitions.

However:

- If any packaged construction materials, electrical items, or machinery with EPR obligations are used during the project, their producers/suppliers would be responsible for EPR compliance.
- The Company ensures compliance by procuring materials from EPR-compliant suppliers wherever applicable.

Leadership Indicators

LI-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?

S. No.	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.
-	-	-	-	-	-	-

Remarks: The Company has not conducted a formal Life Cycle Assessment (LCA), as its scope of work typically concludes at the “cradle-to-gate” stage, with civil construction handover marking the final activity. However, life cycle perspectives have been integrated into the planning and implementation of the Company’s ISO 14001:2015 Environmental Management System. Environmental impacts associated with construction activities are actively considered and managed throughout project execution.

Given the nature of civil infrastructure projects, which involve the use of energy-intensive materials, the embodied carbon intensity is inherently high. Large-scale construction activities contribute significantly to embodied carbon emissions due to the consumption of materials such as cement, steel, and aggregates. While a complete LCA has not yet been conducted, the Company acknowledges its relevance and recognizes that conducting an LCA would provide valuable insights to further support ESG and sustainability commitments.

LI-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.

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
1	-	-	-

Remarks: Not Applicable

LI-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).

S. No.	Indicate input material	Recycled or re-used input material to total material	
		FY2024-25	FY2023-24
1	Construction & Demolition Waste	10%	10%

Remarks: Approximately 10% of the Construction & Demolition Waste is recycled or reused as input material for various purposes.

The Company is currently in the process of calculating the exact values for this data point. We strongly advocate for repurposing and re-using input material within our operations wherever possible.

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

	FY2024-25			FY2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Remarks: Not Applicable. Currently the Company undertakes the following initiatives with respect to reusing, recycling and safe disposal of the above categories of waste:

Plastics (including packaging): Currently approximately 6MT per annum of this waste is sent to third party vendors for recycling purposes.

E-waste: Our current process is to collect e-waste at site. Once a quantum is identified, the central procurement team will auction to government authorized e-waste recyclers and re-processor.

Hazardous Waste: 1-2% is reused for shuttering. Approximately 98% is given to approved third party vendors for recycling and for any hazardous waste that requires proper disposal, we send it to approved vendors that safely dispose such waste.

Majority of hazardous waste is generated through usage of DG sets, Construction vehicles. We have OEM contract in place, accordingly the OEM does take care of all these waste in scientific manner and dispose as per hazardous waste disposal. The muck generated during the process, is also disposed with in site after consultation with the client.

Other Waste: Other solid waste includes tyres, scrap of iron etc. are sold to regular scrap dealers.

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Remarks: Not Applicable

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

Essential Indicators

EI-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	2,053	2,053	100	2,053	100	0	0	0	0	0	0
Female	42	42	100	42	100	42	100	0	0	0	0
Total	2,095	2,095	100	2,095	100	42	100	0	0	0	0
Other than permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

EI-1. b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	2,552	0	0	2,552	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	2,552	0	0	2,552	100	0	0	0	0	0	0
Other than permanent Workers											
Male	7,070	0	0	7,070	100	0	0	0	0	0	0
Female	25	0	0	25	100	25	100	0	0	0	0
Total	7,095	0	0	7,095	100	25	100	0	0	0	0

Remarks: The bifurcation of the numbers between permanent employees/workers and other than permanent employees/workers has been redone this year owing to which the percentage figures for employees/workers covered by health insurance and accident insurance has also been done in a different manner.

- El-1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.02%	0.03%

Remarks: The numbers have been restated for the previous year as per SEBI requirements

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	-	-	-	-	-	-
Others - please specify	-	-	-	-	-	-

- El-3. 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, most of the permanent facilities and office buildings are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

- El-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. <https://www.pateleng.com/pdf/6847Diversity%20And%20Inclusion.pdf>

- El-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	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

Remarks: No employee or worker had taken a parental leave in the current financial year.

- El-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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Human Resource function at the site have the processes of handling all the types of grievances redressal mechanism as per HR Policy of the Company. The HR also deals with any type of grievance in written or oral form. HR at each site is accessible to all for lodging grievance and its redressal from them.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	-

Remarks: The Company has always believed in open and transparent communication. Employees are encouraged to share their concerns with their business heads, HR or the members of the senior management. The Company always followed an open door policy, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the Corporate Whistleblower Policy Initiative provides a formal platform to share grievances on various matters. The details of the grievance mechanism are shared with employees through a specific module.

New recruits are also sensitized on the various policy and mechanism and forms part of the employee induction program. The Company has a policy on Prevention, Prohibition and Redressal of Sexual Harassment of Women at the Workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The organizations policy on the same is placed on the Company's website. The ICC comprises majority of women members. Members of the ICC are responsible for conducting inquiries pertaining to such complaints.

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

Category	FY2024-25			FY2023-24		
	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)
Total Permanent Employees	2,095	0	0	2,103	0	0
Male	2,053	0	0	2,059	0	0
Female	42	0	0	44	0	0
Total Permanent Workers	2,552	1,455	57.01	2,477	930	37.55
Male	2,552	1,455	57.01	2,475	930	37.55
Female	0	0	0	2	0	0

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

Category	FY2024-25					FY2023-24				
	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	2,088	2,053	98.32	2,053	98.32	2,059	2,059	100	2,059	100
Female	48	42	87.50	42	87.50	44	44	100	44	100
Total	2,136	2,095	98.08	2,095	98.08	2,103	2,103	100	2,103	100
Workers										
Male	9,622	2,522	26.52	2,474	25.71	2,475	2,475	100	2,475	100
Female	25	0	0	2	8	23	2	100	2	100
Total	9,647	2,522	26.45	2,476	25.67	2,477	2,477	100	2,477	100

Remarks: Workers and staffs are trained in various Safety topics more than once is been recorded.

El-9. Details of performance and career development reviews of employees and workers:

Category	FY2024-25			FY2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,088	2,053	98.32	2,059	2,059	100
Female	48	42	87.50	44	44	100
Total	2,136	2,095	98.08	2,103	2,103	100
Workers						
Male	9,622	2,522	26.52	2,475	2,475	100
Female	25	0	0	2	2	100
Total	9,647	2,522	26.45	2,477	2,477	100

Remarks: The employee and workers numbers have been bifurcated based on the SEBI requirements in the current year owing to a change in the number from the previous year.

EI-10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes.

- The Company's Occupational Health and Safety Management System is ISO 45001:2018 certified by BSI.
- Key components include hazard identification, risk assessment, incident investigation, and emergency preparedness.
- The Company ensures compliance with all applicable Central and State safety regulations across its projects.
- Regular audits and inspections are conducted to monitor system effectiveness and address gaps.

EI-10. b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

As per ISO 45001:2018 and ISO 14001:2015 standards, the company conducts comprehensive risk assessments and environmental aspect and impact analyses, with appropriate mitigation measures implemented.

Hazard Identification and Risk Assessment (HIRA) is carried out before commencement of work and reviewed periodically. The objective is to systematically identify occupational health, safety, and environmental risks associated with organizational activities. The focus is on risks that may lead to personal injury or ill health, arising from interactions between people, equipment, materials, and the work environment.

Risk assessments cover:

- Routine and non-routine project activities
- Plant, machinery, materials, and facility-related operations
- Adjacent hazardous industries and their associated risks
- Social factors, leadership, and organizational culture
- New technologies and emerging information

EI-10. c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, we do have processes for workers to report the work related hazards and to remove themselves from such risks.

EI-10. d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes., employees/workers of the entity have access to non-occupational medical and healthcare services

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

Safety Incident/Number	Category	FY2024-25	FY2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.06	0.56
	Workers	0.42	
Total recordable work-related injuries	Employees	1	26
	Workers	16	
No. of fatalities	Employees	0	7
	Workers	4	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0
Number of Permanent Disabilities	Employees	0	0
	Workers	0	0

Remarks: The previous year data was calculated taking both employees and workers data for each required data point. In the current year we have calculated this separately for employees and workers.

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

Patel Engineering Limited is committed to creating an incident-free work environment by fostering a strong safety culture and ensuring the health and well-being of all employees and stakeholders.

Key initiatives undertaken include:

- Safety Planning and Risk Management: For every project, site-specific OH&S plans, HIRA (Hazard Identification and Risk Assessment), and method statements are prepared, reviewed, and approved by the client for both routine and non-routine activities. High-risk activities such as confined space entry, tunnel work, hot work, and work at height are strictly controlled through a Permit to Work system and regular gas monitoring.
- Extensive Training and Awareness are undertaken both virtually and on-site
- Workforce Health and Screening: All workers undergo medical screening and OH&S induction before site deployment. Special skill-based fitness tests (e.g., vision tests for operators, screening for cooks and helpers) are conducted every six months, especially for high-risk roles.
- Monitoring, Inspections at regular intervals for safety parameters, air quality, noise, water, equipment hygiene amongst others is undertaken both internally and through third parties
- Incident Reporting and Continuous Improvement: All incidents and near misses are investigated to identify root causes, and corrective actions are implemented. Regular audits, feedback mechanisms, and safety communication channels are in place to ensure ongoing improvement and compliance.

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

	FY2024-25			FY2023-24		
	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	0	0	None	0	0	None
Health & Safety	0	0	None	0	0	None

EI-14. Assessments for the year:

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

EI-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 Company ensures that all corrective actions required are undertaken at the earliest in case of an incident that occurs. Moreover, there are continuous monitoring and audits conducted in line with ensuring all health & safety practices are conducted.

Leadership Indicators

LI-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).

In case of natural death of employee/worker, there is no life insurance or compensation package. The Company has covered its employees/workers under Group Personal Accident policy covering accidental death compensation for all the employees/workers. All the workers are also covered under Employee Compensation Policy.

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

Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The Company makes sure that all the relevant clauses dealing with statutory compliance are validated and honored by both sides.

LI-3. Provide the number of employees or workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in EI-11 above), who have been 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	
	FY2024-25	FY2023-24	FY2024-25	FY2023-24
Employees	0	0	0	0
Workers	0	0	0	0

Remarks: 4 fatalities occurred with workers not directly in the Company's payroll. Their families have been compensated, rehabilitated and paid by the subcontractor owner and accidental insurance is been covered to the deceased family through the Company's Accident Insurance Policy

LI-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)

Yes. The Company provides transition assistance to facilitate continued employability by encouraging them for education, new skill development, site experience, team thinking and team decision making exercises, giving them opportunity to run the Company's projects from time to time. Yes. The Company on a case to case basis also helps in managing their post retirement worries and engages them as consultants or advisors.

LI-5. Details on assessment of value chain partners:

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

Remarks: Value chain partners and workers are been given awareness on site Safety rules while they are at sites. Required PPEs are been provided before entering the site.

LI-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.

Visitors induction is given and required PPE's are provided to our value chain partners and their team before they enter the work site. They are being escorted as well as supervised by the Company's concerned employee throughout their presence at the work site.

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

Essential Indicators

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

The Company has identified following stakeholders group in line with its business models. Each stakeholder has unique priorities and a successful business requires effective collaboration among all parties.

1. Customers / Clients: Government owned enterprises (central and state) contribute to majority of the Company's current orderbook, hence they are the largest clients for the business.
2. Suppliers/Subcontractors: EPC have significant dependence on supply chain partners for sourcing of key raw materials e.g., cement, aggregates, steel and other materials for construction projects and outsourcing activities such as low-end civil works in construction projects. To maintain sustainable growth, these partners are key elements in meeting the delivery and cost objectives for various contracts.
3. Employees & workers: Construction is a labour-intensive activity and the Company has over 10,000 employees/workers. Hence, their skills development, health and well-being are important for the Company's ongoing and future operations.
4. Investors and Shareholders: Investors and shareholders make an important contribution to the growth of the Company by providing financial resources. They also play an important role through exercise of their voting rights with respect to important agendas of the Company.
5. Community: The Company helps in socio-economic development of communities around its project sites at various locations across the country. Focus is on under-privileged and marginalized sections to enable them to bring them on-par with others. This is done through employment opportunities to locals and through its CSR activities.
6. Government regulatory bodies: These agencies enforce compliance with local laws, environment regulations, safety standards and construction code. They issue permits and conduct inspections.

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

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement
1	Shareholders/Investors	No	Press Releases, dedicated email ID for Investor Grievances, Annual Report, Website, Newspapers, Stock Exchange Intimations, Emails, SMS, Investor meets etc	Quarterly / Annually / As and when required	To update the shareholders / investors on information which are material to them. Key topics are Company's financial performance, update on the various projects awarded to the Company and order book status including steps taken by the Company to reduce its debt
2	Customer	No	Emails, SMS, Meetings	As per project requirements	Progress review meeting, HSE meetings
3	Regulators	No	Press Releases, Quarterly Results, Annual Report, Stock Exchange filings, specific meetings, representations.	As and when required	Reporting requirements, statutory compliances
4	Employees	No	Meetings, inductions, grievance redressal, welfare initiatives for the employees and their families.	As and when required	Performance, education, training, career enhancement & skill training etc.
5	Community	Yes	Direct engagement through Company's various project sites and also through NGOs.	As and when required	Their feedback / success on CSR project. Also review potentials and further engagement scope.
6	Value chain partners (Suppliers/contractors)	No	Suppliers / Contractors meet	As and when required	Supply chain issue, need for awareness and other trainings, regulatory compliance, EHS performance etc.

Leadership Indicators

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

The company has established several committees/internal committees to oversee and manage areas related to Environmental, Social, and Governance (ESG) issues. Among these are the BRSR Committee, Corporate Social Responsibility (CSR) Committee, the Risk Management Committee, and the Stakeholders Relationship Committee. In accordance with their respective terms of reference, these statutory and internal committees convene regularly to review the company's performance in their designated areas.

LI-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.

Yes, process of consultation, participation and communication is in place and all the sites have a practice of Safety

Committee meetings. Stakeholders that are part of Safety Committee Meetings includes Project Manager, Safety Manager, Construction team, Execution team and subcontractor representative. Instances where local communities face grievances regarding dust accumulation, increase in noise level, damaged road conditions, etc. their concerns are resolved through these safety committee meetings.

Risk related to environment and Health and safety are identified, reported and action are taken accordingly. The core team at the sites receives the information of new hazards or the environmental risk, which is analyzed quantifiably and then control actions are determined with the help of the team members.

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

Vulnerable/marginalized stakeholder engagement is initiated with the object of creating local employment opportunities and executing Corporate Social Responsibility projects to maximize the benefits to the locals around the sites. This is identified in collaboration with local site management, authorities/clients, local bodies/gram panchayats and vulnerable segments of society. Regular reporting to legal authorities is conducted in accordance with compliance obligations.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY2024-25			FY2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,095	2,053	98	2,103	2103	100
Other than permanent	41	41	100	45	0	0
Total Employees	2,136	2,095	98.08	2,148	2103	97.91
Workers						
Permanent	2,552	2,552	100	2,477	2,477	100
Other than permanent	7,095	0	0	7,889	0	0
Total Workers	9,647	2,552	26.45	10,366	2477	25.67

EI-2. Details of minimum wages paid to employees, in the following format:

Category	FY2024-25						FY2023-24			
	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	2,095	0	0	2,095	100	2,103	0	0	2,030	96.53
Male	2,053	0	0	2,053	100	2,059	0	0	2,030	98.59
Female	42	0	0	42	100	44	0	0	44	100
Other than Permanent	41	0	0	41	100	45	0	0	45	100
Male	35	0	0	35	100	41	0	0	41	100
Female	6	0	0	6	100	4	0	0	4	100
Workers										
Permanent	2,552	2,552	100	0	0	2,477	2477	100	0	0
Male	2,552	2,552	100	0	0	2,475	2,475	100	0	0
Female	0	0	0	0	0	2	2	100	0	0
Other than Permanent	7,095	7,095	100	0	0	7,889	7,889	100	0	0
Male	7,070	7,070	100	0	0	7,868	7,868	100	0	0
Female	25	25	100	0	0	21	21	100	0	0

El-3. a. Details of remuneration/salary/wages, in the following format: 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)	2	11,931,811	1	42,273,599
Key Managerial Personnel	1	8,700,622	1	6,836,052
Employees other than BoD and KMP	2,050	1,023,342	40	1,471,289
Workers	2,552	419,397	0	0

El-3. b. Provide information on Gross wages paid to females by the entity, in the following format:

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	3.23%	3.10%

Remarks: The numbers for the previous financial year has been restated as per SEBI requirements

El-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 Company has adopted Human Rights policy and HR head is custodian to receive grievance, and redressal for any human right related violation reported to their team by project sites as well office employees. In addition, the director in charge of business responsibility along with the executive directors are responsible for addressing any human rights issues caused or contributed by the business.

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

The Organization regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Organization is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters.

The Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aims to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity. Any human rights related issues can be reported as per Whistle Blower Policy of the organization.

The Company also has zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse. As a matter of policy, PEL does not hire any employee or engage with any agent or vendor against their free will.

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

	FY2024-25			FY2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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

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

Particulars	Current Financial Year	Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	0	0

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

The Organization is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and / or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification and expression (including transgender identity), political opinion, medical condition, language as protected by applicable laws. The Diversity & Inclusion Policy and Whistle blower policy has been implemented throughout the organisation and regular meetings are conducted to ensure all the objectives of the policies and its intents are met. Organisation continues to be an employer for all diversity groups - gender identity, disability, caste, creed, colour, religion, marital status, age, sexual orientation and expression, medical condition, language and any other aspects as applicable, to create and foster an open culture of inclusion for all its stakeholders; and to create an environment which has zero tolerance for discrimination.

The Company also has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Organization on a regular basis sensitizes its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programme which are held on a regular basis

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

Yes, in certain business agreements and contracts where relevant insertion has been done as binding by the contractors /suppliers etc

EI-10. Assessments for the year:

Category	% 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	-

Remarks: The Company is in compliance with the laws, as applicable. All the applicable laws are assessed as part of IMS implementation by the organization externally. All the assessments have been conducted internally by the company.

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

No significant risk exposure during this period.

Leadership Indicators

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

The Organization regularly sensitizes its employees on the Code of Conduct through various training programs as well. The supplier code of conduct has been modified to include the human rights, diversity and other child and forced labour related requirements and supplier are made aware.

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

Due diligence is regular part of our activities and it has been assessed by the HR function from HO to the site. The team from site conducts human resource related assessment and any issues which comes up are addressed adequately.

LI-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?

Yes

LI-4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	-
Discrimination at workplace	-
Child labour	-
Forced/involuntary labour	-
Wages	-
Others - please specify	-

Currently, the Company does not conduct assessments of its value chain partners but major suppliers (IOCL, SAIL, JSPL, UT, Ambuja, Wonder etc.) who constitutes supply of more than 60% of the raw materials have their own policies on the above.

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

Since assessments are not undertaken from the Company's side, this question is not applicable.

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

Essential Indicators

EI-1. Details of total energy consumption in GigaJoules (GJ), in the following format:

	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	5,45,326.19 GJ	6,83,02,20,00,000 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	6,83,02,20,00,000 GJ
From non-renewable sources		
Total electricity consumption (D)	1,44,960.12 GJ	1,85,47,30,00,000 GJ
Total fuel consumption (E)	9,70,549.60 GJ	82,04,862.353 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	16,60,835.92 GJ	1,85,48,10,00,000 GJ
Total energy consumed (A+B+C+D+E+F)	16,60,835.92 GJ	8,68,50,40,00,000 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	33.17 GJ / Million	-
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	685.21 GJ / \$ Million	-
Energy intensity in terms of physical output	68.62 GJ / revenue from hydro projects	-
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Remarks: In the previous year, the Company was in its initial stages of calculating the GHG emissions and Energy figures. The previous year numbers were stated in kwh which has been converted to GJ this year. This would ensure that the reporting is done in consistent units. In the next financial year, we will be further streamlining our data collection, monitoring and reporting process for all environmental parameters.

For data pertaining to renewable energy, currently approximately 79% of the total energy comes from renewable electricity from our hydro projects.

For the reporting in FY 24-25

1. For electricity, the reporting boundary includes 15 selected project sites : Teesta Hep, Cidco, Parnai, Kwar, Kundah, Ircon T7, Pg(Rw), Rihand, Sleemanabad (Jv), Luhri Hep, Subansiri Hep, Kiru Hep, Shongtong Hep, Amt li, Arun 3
2. For fuel, the reporting boundary includes 16 project sites : Ircon T-14/15, Cidco, Jigaon, Parnai, Kwar, Kundah, Ircon T7, Pg(Rw), Rihand, Sleemanabad (Jv), Luhri Hep, Subansiri Hep, Kiru Hep, Shongtong Hep, Amt li, Arun 3

For the reporting in FY 23-24

1. For electricity and fuel, the reporting boundary includes 12 project sites: Amt li, Pg (Rw), Subansiri Hep, Teesta Hep, Kiru Hep, Arun 3 (Nepal), Shongtong Hep, Luhri Hep, Kundah Hep Package I & li, Kwar, Sleemanabad (Jv), Rihaand,

EI-1. Indicate if any independent assessment/evaluation/assurance for energy has been conducted by an external agency. If Yes, provide the name of the agency:

No

EI-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. Since the entity is not classified as a Designated Consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India, no targets were set or applicable, and hence no remedial actions are required.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,80,068.5	-
(ii) Groundwater	63,98,664	21,98,18,068.59
(iii) Third party water	1,250	-
(iv) Seawater / desalinated water	-	-
(v) Others	1,74,90,517	70,11,04,468.21
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,43,70,500	92,09,22,536.80
Total volume of water consumption (in kilolitres)	66,55,991	92,09,22,536.80
Water intensity per rupee of turnover (Water consumed / turnover)	132.92 KL / Million	2.08
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	2,746.052 KL / \$ Million	0
Water intensity in terms of physical output	270.6455 KL / revenue from hydro projects	0
Water intensity (optional) – the relevant metric may be selected by the entity. KL / of	-	-

Remarks:

In the previous year, the Company was in its initial stages of calculating the environmental figures. In the next financial year, we will be further streamlining our data collection, monitoring and reporting process for all environmental parameters.

Reporting boundary for the following water metrics for FY 24-25

1. For water withdrawal and water consumption, the reporting boundary includes 13 selected project sites Cidco, Parnai, Kwar, Ircon T7, Pg(Rw), Rihand, Sleemanabad (Jv), Luhri Hep, Subansiri Hep, Kiru Hep, Shongtong HEP

For the reporting in FY 23-24

1. For water withdrawal and water consumption, the reporting boundary includes 14 project sites: Ircon T-14/15, Amt li, Pg (Rw), Subansiri Hep, Teesta Hep, Kiru Hep, Arun 3 (Nepal), Shongtong Hep, Luhri Hep, Kundah Hep Package I & li, Kwar, Sleemanabad (Jv), Jigoan, Rihaand.

EI-3. 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

El-4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY2024-25	FY2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	1,44,39,379	4,57,06,383
With treatment - please specify level of treatment	5722	1,14,26,595
(ii) To Groundwater		
- No treatment	2,26,39,115	-
With treatment - please specify level of treatment	8,26,096.8	1,958.50
(iii) To Seawater		
- No treatment	-	-
With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	19	-
With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	31	-
With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	3,79,10,363	5,71,34,937.00

Remarks: In the previous year, the Company was in its initial stages of calculating the environmental figures. In the next financial year, we will be further streamlining our data collection, monitoring and reporting process for all environmental parameters.

Reporting boundary for the following water metrics for FY 24-25

- For water discharge, the reporting boundary includes 12 selected project sites, Cidco, Jigaon, Parnai, Kwar, Ircon T7, Pg(Rw), Rihand, Sleemanabad (Jv), Luhri Hep, Subansiri Hep, Kiru Hep, Shongtong HEP

For the reporting in FY 23-24

- For water discharge, the reporting boundary includes 14 project sites: Ircon T-14/15, Amt li, Pg (Rw), Subansiri Hep, Teesta Hep, Kiru Hep, Arun 3 (Nepal), Shongtong Hep, Luhri Hep, Kundah Hep Package I & li, Kwar, Sleemanabad (Jv), Jigoan, Rihaand

El-4. 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

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

Yes, Patel Engineering Ltd has implemented a Zero Liquid Discharge (ZLD) mechanism at its project sites wherever feasible, especially for hydro project construction sites where water use and discharge require strict management.

Coverage & Implementation:

Since the project is in its initial stages, no significant liquid waste has been generated yet. A water recycling system is in place to treat and reuse water used in the tunnelling process. Sedimentation tanks are used to remove suspended solids from HRT Face slurry before reuse or safe disposal. If required, wastewater will be treated in compliance with local environmental regulations and our Environmental Management Plan (EMP). As the project progresses, regular monitoring will be conducted to ensure minimal liquid waste discharge and full compliance with environmental standards.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	µg/m ³	180.8	18.2
SOx	µg/m ³	1127.1	15.7
Particulate matter (PM)	µg/m ³	902.6	79.4
Persistent organic pollutants (POP)	µg/m ³	-	<1
Volatile organic compounds (VOC)	µg/m ³	-	<0.1
Hazardous air pollutants (HAP)	µg/m ³	-	0.59
Others – please specify in the remark section	µg/m ³	157.41	0.14

Remarks: Others includes CO, Benzo-a-Pyrene (Bap) amongst others. In the previous year, the Company was in its initial stages of calculating the environmental figures. In the next financial year, we will be further streamlining our data collection, monitoring and reporting process for all environmental parameters.

EI-6. Indicate if any independent assessment/evaluation/assurance for Air emissions has been conducted by an external agency. If Yes, provide the name of the agency:

Yes. Different agencies provide the independent assessment for the different project sites wherever required.

EI-7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2) in MTCO₂e, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	72,055.82	6,120.07
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	1,36,691.26	31,30,88,45,774.5
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / rupee of turnover	4.17 TCO ₂ e / Million	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	86.12 TCO ₂ e / Million	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / rupee of turnover	8.48 TCO ₂ e / Millions	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Remarks: In the previous year, the Company was in its initial stages of calculating the environmental figures. In the next financial year, we will be further streamlining our data collection, monitoring and reporting process for all environmental parameters.

For the current year, the scope 2 data includes emissions generated from grid electricity and the scope 1 data includes data for liquid fuel consumed by various sites.

Reporting boundary for FY 24-25 includes the following 15 project sites for scope 1 and 2: Teesta Hep, Cidco, Parnai, Kwar, Kundah, Ircon T7, Pg(Rw), Rihand, Sleemanabad (Jv), Luhri Hep, Subansiri Hep, Kiru Hep, Shongtong Hep, Amt II, Arun 3.

Reporting Boundary for FY23-24 includes the following 14 project sites for scope 1 and 2 Ircon T-14/15, Amt Ii, Pg (Rw), Subansiri Hep, Teesta Hep, Kiru Hep, Arun 3 (Nepal), Shongtong Hep, Luhri Hep, Kundah Hep Package I & Ii, Kwar, Sleemanabad (Jv), Jigoan, Rihaand.

EI-7. Indicate if any independent assessment/evaluation/assurance for GHG Emissions (Scope 1 and 2) has been conducted by an external agency. If Yes, provide the name of the agency: -

No

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

Yes.

Details of GHG Emission Reduction Initiatives:

1. Electrification of Site Equipment: Use of electric-powered equipment and tunnel ventilation systems in place of diesel-operated alternatives. This has significantly reduced on-site diesel consumption, leading to lower CO₂ emissions.
2. Energy-Efficient Machinery: Deployment of energy-efficient pumps and batching plant units with lower fuel consumption. Scheduled maintenance practices improve fuel efficiency and reduce carbon output.
3. Green Procurement: Preference given to locally sourced materials (cement, aggregates), reducing transportation-related emissions.
4. Afforestation & Green Buffer Zone: Plantation drives along access roads and near tunnel portals to create carbon sinks and improve air quality.
5. Wastewater Recycling (ZLD Initiative): Treated water is reused, reducing the load on freshwater extraction and associated energy use.
6. Monitoring & Reporting: Regular tracking of fuel consumption, electricity use, and GHG-related indicators is maintained for internal review and compliance.

These initiatives collectively contribute to the project's effort to minimize its carbon footprint and support national environmental goals.

El-9 Provide details related to waste management by the entity for the Current Financial Year:

Parameter	FY2024-25	FY2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.54	2.94
E-waste(B)	0.84	0.55
Bio-medical waste (C)	0.367	-
Construction and demolition waste (D)	447.1	10,872.72
Battery waste (E)	1.27	0.25
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	10.25	-
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	1	0.25
Total (A + B + C + D + E + F + G + H)	461.37	11,132.52
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.0092 MT / Million	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	0.1903 MT / \$ Million	
Waste intensity in terms of physical output (Total Waste Generated / Physical Output)	0.018 MT / Millions	
Waste intensity (optional) the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.35	2.94
(ii) Re-used	4.1	
(iii) Other recovery operations	0	
Total Waste Recycled, Re-used and other recovery operations	4.45	2.94
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	-	1.2
(ii) Landfilling	0.03	-
(iii) Other disposal operations	456.47	-
Total Waste Incineration, Landfilling and other disposal operations	456.50	1.2

Remarks:

In the previous year, the company was in its initial stages of calculating the environmental figures. In the next financial year, we will be further streamlining our data collection, monitoring and reporting process for all environmental parameters.

Reporting boundary for FY 24-25 includes the following 9 project sites: CIDCO, , KWAR, Luhri HEP, Parnai, PG (RW), RIHAAND, Shongtong HEP, Sleemanabad (JV), Subansiri HEP,

Reporting boundary for FY 23-24 included the following 14 locations: Ircon T-14/15, Ircon T7, AMT II, PG (RW), Subansiri HEP, Teesta HEP, Kiru HEP, Arun 3 (Nepal), Shongtong HEP, Luhri HEP, Kundah HEP Package I & II, KWAR, Sleemanabad (JV), Jigoan, RIHAAND, Sela Pass Road

The PPP factor taken is 20.66 as recommended by SEBI's guidelines to use the latest factor from IMF FOR FY 24-25 data.

EI-9. Indicate if any independent assessment/evaluation/assurance for Waste has been conducted by an external agency. If Yes, provide the name of the agency:

No

EI-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.

The Company has adopted ISO 14001. We have implemented segregation of hazardous waste locations at all the sites. The hazardous waste associated with our activities are primarily oil contaminated rags, oil filters and air filters as well as waste oil which is collected and normally it is taken by the OEM suppliers who are having maintenance contract with site. As the hazardous waste agencies of the state cannot reach to the sites located at remote areas, the same is collected and sent to them for either incineration or sent for secure land fill. The medical waste (bio medical waste) is also collected and sent for incineration to the nearby hospital or the hospital with which we do have tie ups. The nature of the business allows us to restrict the usage of hazardous chemicals. Construction chemicals are used as per the requirements.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Sleemanabad Tunnel Project, Jabalpur Road, House no-08, Harsh Nagar, KATNI, Madhya Pradesh-483 501	Water carrier Tunnel construction	Y
2	Shongtong-Karchham H.E. Project, Rekong - PEO, District Kinnaur, Himachal Pradesh - 172 107	Hydro Electric Power project Construction	Y
3	Parnai HEP, P.O. Draba, Teh. Surankote, Dist.: Poonch - 185 122, J&K	Hydro Electric Power project Construction	Y
4	USBRL-T2, IRCON Project, Vill+Po: Bhaga, Tel: Katra, Dist: Reasi, Pin-182311, Jammu and Kashmir	Railway tunnel Construction	Y
5	USBRL, T-15 Project, Village-Chakani, Sangaldan, TehsilGool, District-Ramban, Jammu & Kashmir-182 144.	Railway tunnel & Bridge Construction	Y
6	Kundah Pumped Storage HEP, 4E Type Quarters, Block No: 8, House no:3, Emerald Camp, PO: Emerald-, Pin-643209, Dist.: Nilgiri, Tamil Nadu	Hydro Electric Power project Construction	Y
7	ARUN III H. E. PROJECT, Near SAPDC Complex, Tumlingtar, Khandbari -9 Dist : Sankhuwasabha, Nepal	Hydro Electric Power project Construction	Y
8	AMT-II Tunnel Project, Hegdewar Udhyan, Near Vidhya Bhawan High School, Barrister Nath Pai Nagar, Ghatkopar East, Mumbai, Maharashtra	Water carrier Tunnel construction	Y

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.
9	Sela Road- Tunnel Project, C/O - Mr. Dor Sonam, Vill - Senge, P.O. - Dirang, Dist - West Kameng, Arunachal Pradesh - 790 101	Road tunnel Construction	Y
10	Kiru Hydro Electric Project, Village Keroo / Galhar Bhata, Tehsil Nagseni, P.O Kishtwar District Kishtwar. (Jammu and Kashmir)	Hydro Electric Power project Construction	Y
11	Subansiri Lower Project, NHPC Ltd.C.O Dollungmukh, Kolaptukar, Distt- Kamble, Arunachal Pradesh-791 120	Hydro Electric Power project Construction	Y
12	Luhri Hep Stage-I, Village Nirath, Post Dattnagar, Tehsil Rampur, Dist. Shimla	Hydro Electric Power project Construction	Y
13	Jigaon Lift Irrigation Schemes, Gut no 213,Nandura Road, Oppo hotel- Labella Sutala (BK),Tal:Khamgaon , Dist:Buldhana Maharashtra 444 303	Lift irrigation	Y

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

S. No.	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
1	-	-	-	-	-	-

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

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
1	-	-	-	-

All the Company's Projects follow 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. There is no non-compliance of any said Regulations / Acts. The monitoring of the same is done by client as well by the organisation for the company operations.

Leadership Indicators

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) for the current year: Water withdrawal, and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)	-	-
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-

Parameter	FY 2024-25	FY 2023-24
(v) Others	-	-
Total volume of water withdrawal(in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity. KL / of	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- 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	-	-
Total water discharged (in kilolitres)	-	-

- (iv) Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) for the current year: Water withdrawal, and discharge in the following format:

Parameter	FY2024-25	FY2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal(in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity. KL / of	-	-
Water discharge by destination and level of treatment (in kilolitres)	-	-
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY2024-25	FY2023-24
(iii) Into Seawater		
- No treatment	-	-
- 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	-	-
Total water discharged (in kilolitres)	-	-

Leadership Indicators

LI-1. 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

LI-2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	-	-
Total Scope 3 emissions per rupee of turnover	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-

Remarks: Patel Engineering is currently in the process of streamlining and collecting its scope 3 data.

LI-2. 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

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

Remarks: Not applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Green energy procurement to replace the fossil fuel used at all the construction sites.	Every hydro power plant under construction is drawing green power from the hydel source which account to our 85% of total projects.	Significant reduction of fossil fuel impacting climate change.
2	Crusher plant and batching plant installed at site resulting into carbon saving	All the plants are situated at the construction sites resulting in huge transportation related fuel consumption for ferrying raw material, concrete from distance places.	Significant reduction of fossil fuel impacting climate change.
3	Use of construction and demolition waste in construction	Waste minimisation , resulting in cost saving as well energy.	Minimisation of waste and maintaining compliance requirements.
4	AMC's, New equipment with high fuel efficiency, automation,	New equipment's with OEM support to manage the economical running of the plant and equipment's. Water is reuse and electricity is less consumed due to Water Treatment plant installed in our site for batching plant	Lower Operation and Maintenance cost, help to lower fuel consumption and increase in equipment efficiency.

LI-5. Does the entity have a business continuity and disaster management plan? If yes, please give details in 100 words or input web link.

Yes. All the project sites have an approved disaster management plan which is also strengthened with the regular drills conducted at the sites. All the project locations mostly buy materials from the local vendors enabling development of the local areas around the sites. The storage capacity has been developed in such a way that minimal hindrance to the business is ensured. The type of activity is constructions where manpower is employed for a temporary period of time.

All the construction materials are made available to the site and are stocked as per the lead time for procurement to the sites. Some of the sites like Arun 3, situated at the distant part of Nepal, where supplies become impossible during the rainy season, the supplies are kept in reserve for longer time in such project site, beside developing the local vendor for the same. Recent year some climatic activities like storms, heavy rainfall, have resulted in equipment losses which has been taken into consideration in our disaster management plan. We do also coordinate with the local governance and NDRF in such cases if needed.

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

No significant adverse impact on environment arising from our value chain has been reported. Currently, our major suppliers like SAIL, JSPL, IOCL, UT, Ambuja have their own Environment policies in place that look into their individual environmental impacts.

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

Currently Patel Engineering does not undertake assessments of their value chain partners for environmental impact.

LI-8. How many Green Credits have been generated or procured?

- a. Generated by the listed entity -
- b. Procured by the top ten (in terms of value of purchases and sales, respectively) value chain partners -

Remarks: Currently, Patel Engineering does not procure or generate green credits.

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

Essential Indicators

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

11

EI-1. 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/International)
1	Builders' Association of India	National
2	Indian Concrete Institute	National
3	Indo - American Chamber of Commerce	National
4	Tunnelling Association of India	National
5	National Safety Council	National
6	Federation of Indian Export Organisations	National
7	Construction Federation of India	National
8	All India Association of Industries	National
9	Indian Roads Congress	National
10	Indian Society for Rock Mechanics and Tunnelling Technology	National
11	Central Board of Irrigation and Power	National

EI-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.

S. No.	Name of authority	Brief of the case	Corrective action taken
-	-	-	-

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
-	-	-	-	-	-

Remarks: Leveraging its extensive expertise, the Company's leadership has played a key role over the years in the design and construction of hydro power plants, working closely with clients. The Company actively engages with a wide range of stakeholders- including industry bodies, associations, government agencies, and regulators- to contribute insights on matters related to infrastructure development, renewable energy, health and safety, space, and construction. It remains committed to participating in public policy advocacy in a responsible, transparent, and ethical manner.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

S. No.	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
1	-	-	-	-	-	-

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the Financial Year (In INR)
1	-	-	-	-	-	-

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

The Project Operating agency (Client) receives and redress the grievances of the community as principal occupier.

Client may need consultation with the Company in some of the cases which are dealt at site and HO level.

EI-4. Input material sourced from suppliers (by value):

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	16.88%	2.70%
Sourced directly from within India	100%	100%

Remarks: The input materials sourced pertain to only raw material required by the Company

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

Location	Current Financial Year	Previous Financial Year
Rural	66.48%	62.74%
Semi-Urban	0.00%	0.00%
Urban	33.52%	37.26%
Metropolitan	0.00%	0.00%

Remarks: The figures reported for the previous year have been restated based on the SEBI requirements.

Leadership Indicators

LI-1. If any Social Impact Assessments have been reported in EI-1, please provide details of actions taken to mitigate any negative social impacts identified:

S. No.	Details of negative social impact identified	Corrective action taken
1	-	-

LI-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	-	-	-

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

LI-3. b. From which marginalized /vulnerable groups do you procure? - No

LI-3. c. What percentage of total procurement (by value) does it constitute? - Not Applicable

LI-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
1	-	-	-	-

LI-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.

S. No.	Name of authority	Brief of the Case	Corrective action taken
1	-	-	-

LI-6. Details of beneficiaries of CSR Projects:

S. No.	Description and location of the CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Subansiri HEP - Constructing a drain to divert the water directly to river and plain concrete road for stable movement of vehicles.	346	100
2	Subansiri HEP - Financial Help for the Plantation Programme.	500	100
3	Subansiri HEP - Financial Assistance For Sports Equipments.	20	100
4	Subansiri HEP - Financial assistance for celebration of Bhaona, a cultural event, to convey socio-religious message.	300	40
5	Subansiri HEP - Financial assistance for organizing Cultural/Sports/Literary events at Raga.	450	100
6	Subansiri HEP - Construction of Water treatment system with tank at Kachutali Maj Gaon.	400	100
7	Subansiri HEP - Promoting Boori Boot cultural event in Arunachal Pradesh.	5,850	100
8	Luhri HEP - "Pure Water for all" initiative to provide safe drinking water to communities, promoting health, and enhancing quality of life.	650	30
9	Luhri HEP - "Rural and nationally recognized sports development program: Enhancing Recognition and Participation".	351	30
10	Luhri HEP - "Panchayat Harmony: Benches & Purifiers" Enhancing panchayat ghars in project affected areas for community comfort and health.	2,000	35

S. No.	Description and location of the CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
11	Kwar HEP - Ambulance for local villagers who are living in the adjoining areas of the project.	Approx 5-10 persons per month	100
12	Kwar HEP - Construction of Yatries Shed and Toilets for Machail Mata Yatra in Shalimar Village of Kishtwar.	Approx 3,000 persons	100
13	Kwar HEP - Infrastrucure development and other sanitation facilities in school.	600 students	100
14	Kwar HEP - Tents to the District Red Cross Society, Kishtwar. The tents were utilized for setting up temporary shelters, relief camps and emergency response centres during disasters.	Approx 25 families	100
15	Kwar HEP - Financial support for Annual celebration of Basholi Utsav in Jammu to promote and preserve local art forms such as paintings, Pashmina, local folk & Culture.	Approx 500-600 persons	100
16	Kwar HEP - Retrieval of environmental degradation by "City Forest, Nagar Van" initiative.	Approx 200 persons	100
17	Kiru HEP - Ambulance for local villagers who are living in the adjoining areas of the project.	Approx 10-15 persons per month	97
18	Kiru HEP - Construction of Yatries Shed and Washrooms at Nag Devta Temple in Nagseni Village.	Approx 30-40 persons per month	100
19	Kiru HEP - Infrastructure Developments, providing RO (Water Purifier), Water Coolers and other sanitisation facilities in schools.	Approx 900 students	80
20	Kiru HEP - To provide tents to the District Red Cross Society, Kishtwar. The tents will be utilized for setting up temporary shelters, relief camps and emergency response centres during disasters.	Approx 25 families	100
21	Kiru HEP - Financial support for Annual celebration of Basholi Utsav in Jammu to promote and preserve local art forms such as paintings, Pashmina, local folk & Culture.	Approx 500-600 persons	100
22	Kiru HEP - Retrieval of environmental degradation by "City Forest, Nagar Van" initiative.	Approx 200 persons	100
23	CIDCO water tunnel project - Sanitation for Villagers and School Children.	1,500	100
24	CIDCO water tunnel project - Approach road for internal parts of village.	2,000	100
25	Delhi Office - Donation of Ambulance (2nos) to Nayee Asha.	2,000	100
26	Rihand Micro Irrigation Project - Construction of Public Toilets in Local Government school.	570	100
27	Kundah HEP - Adoption of government school in Nilgiris.	154	0
28	Parnai HEP - Installation of Swings in few Schools under the Surankote Tehsil.	826	82.6
29	Arya Samaj - Free Food provision for the needy; Celebrate India's rich cultural heritage; Honoring and supporting tribals and differently abled individuals during 150 th year celebration of Arya Samaj.	2,200	0

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

Essential Indicators

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

- Project-related grievances are reviewed during periodic project review meetings. These meetings serve as a formal platform for discussing and resolving issues raised by customers.
- Project Directors as well as Project Controllers are remain in touch with the customer throughout project construction period, ensuring that feedback is acknowledged appropriately.
- Project Monitoring Department document major customer complaints in the Daily Progress Reports (DPRs), which are reviewed regularly for necessary action.
- Customer feedback is taken related to HSE performance.

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

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

Remarks: Not applicable

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

	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	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

Remarks: No such consumer complaints were received in the year

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

Category	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

Remarks: Owing to the nature of business, no such instances of product recalls were received

EI-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

EI-6. Provide details of any corrective actions taken or underway on issues relating to any of the following: i. Advertising; ii. Delivery of essential services; iii. Cyber security and data privacy of customers; iv. Re-occurrence of instances of product recalls v. penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

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

- Number of instances of data breaches
- Percentage of data breaches involving personally identifiable information of customers
- Impact, if any, of the data breaches

Remark: No such instances have been reported in the current year.

Leadership Indicators

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

<https://pateleng.com/business-overview.php>

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

Since the Company does not have specific products, this question is not applicable to us. Although for all our operations, the project safety plan at the worksite takes care of project safety for all the people associated with the project.

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

The Company does not have any direct presence or role in provision of essential services. However, during execution of projects and transportation of machinery/equipment, the clients and concerned public departments/authorities are informed in advance through transmittal letters and their permissions are sought for road closure, traffic diversion, isolation of utility supplies etc.

LI-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)

Not Applicable.

No (Customer satisfaction survey initiative is under development and will be implemented shortly through a feedback form).

For and on behalf of the Board of Directors,
Patel Engineering Limited

Kavita Shirvaikar
Managing Director
DIN: 07737376

Kishan Lal Daga
Whole Time Director
DIN: 00083103

August 11, 2025
Mumbai