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SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity No. (CIN) of the Listed Entity	L45200GJ2015PLC083577	
2. Name of the Listed Entity	BIGBLOC CONSTRUCTION LIMITED	
3. Date of Incorporation	17-06-2015	
4. Registered office address	908, 9 th Floor, Rajhans Montessa, Magdalla Road, Dumas, Surat, Gujarat, 395007	
5. Corporate address	908, 9 th Floor, Rajhans Montessa, Magdalla Road, Dumas, Surat, Gujarat, 395007	
6. E-mail	bigblockconstructionltd@gmail.com	
7. Telephone	0261-2463262/2463263	
8. Website	https://www.nxtbloc.in	
9. Financial year for which reporting is being done	Start date	End date
Current Financial Year	01-04-2023	31-03-2024
Previous Financial Year	01-04-2022	31-03-2023
Prior to Previous Financial year	01-04-2021	31-03-2022
10. Name of the Stock Exchange(s) where shares are listed	BSE LIMITED, NATIONAL STOCK EXCHANGE OF INDIA LIMITED	
11. Paid-up Capital (in ₹)	14,15,75,750.00	
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
Name	Alpesh Somjibhai Makwana	
Contact	9875173109	
E-mail	compliancesecretary@nxtbloc.in	
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis	
14. Whether the Company has undertaken reasonable assurance of the BRSR Core?	No	
15. Name of assurance provider	Not Applicable	
16. Type of assurance obtained	Not Applicable	

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II. Products/Services - As of 31st March, 2024

17. Details of business activities (accounting for 90% of the Turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of AAC blocks	Manufacturing of AAC blocks	95%

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

Sr. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	AAC Blocks	23954	95%

III. Operations

19. No. of locations where plants and/or operations/offices of the entity are situated:

Location	No. of plants (Restaurants)	No. of offices	Total
National	1	1	1
International	0	0	0

20. Market served under entity:

a. No. of Locations:

Locations	Number
National (No. of States)	4
International (No. of Countries) *	0

b. What is the contribution of exports as a percentage of the total turnover of the entity? Not Applicable

c. A brief on types of customers:

Builders, Building and Civil Contractors, Industries, Dealers/Distributors, Government Contractors.

IV. Employees

21. Details as at the end of the Financial Year:

A. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
Employees								
1	Permanent (D)	148	141	95.27%	7	4.73%	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total Employees (D + E)	148	141	95.27%	7	4.73%	0	0.00%
Workers								
4	Permanent (F)	124	119	95.97%	5	4.03%	0	0.00%
5	Other than permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total Workers (F + G)	124	119	95.97%	5	4.03%	0	0.00%

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B. Differently abled employees and workers:

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

22. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	1	0	0.00%

23. Turnover rate for permanent employees and workers:

	Turnover rate in current FY (2023-24)				Turnover rate in previous FY (2022-23)				Turnover rate in the year prior to the previous FY (2021-22)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	40.13%	66.67%	0.00%	53.40%	40.72%	60.00%	50.36%	0.00%	71.32%	71.43%	0.00%	71.38%
Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

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

Sr. 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 in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Starbigbloc Building Material Private Limited	Subsidiary	100.00%	Yes
2.	Bigbloc Building Elements Private Limited	Subsidiary	99.99%	Yes
3.	Siam Cement Big Bloc Construction Technologies Private Limited	Joint Venture	52.00%	No

VI. CSR Details

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

(ii) Turnover (in ₹): ₹ 1068733077.58 (FY 2023-24)

(iii) Net worth (in ₹): ₹ 604912585.56 (FY 2023-24)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web- link for grievance redress policy)	FY 2023-24			FY 2022-23		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	0
Investors (other than shareholder)	Yes	0	0	0	0	0	0
Shareholder	Yes	0	0	0	0	0	0
Employees and workers	Yes	0	0	0	0	0	0
Customers	Yes	0	0	0	0	0	0
Value Chain Partners	Yes	0	0	0	0	0	0

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

Please indicate material responsible business conduct and sustainability issues on environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and approach to adapt or mitigate the risk along with its financial implications: As Mentioned in Management Discussion and Analysis of the Annual Report.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This Section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements. We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

Principle P1: Transparency & Accountability

- Code of Conduct
- Whistle Blower Policy
- Code of conduct for board of directors and senior management personnel
- Policy on board diversity
- Policy of related party transactions

Principle P2: Product Responsibility

- Sourcing Policy
- Food Safety Management System

Principle P3: Employee Development

- Code of Business Conduct & Ethics Policy
- Anti-Sexual Harassment Policy
- Equal Opportunity Policy

Principle P4: Stakeholder Engagement

- Corporate Social Responsibility Policy
- Charter of the Stakeholders' Relationship Committee

Principle P5: Human Rights

- Human Rights Policy
- Anti-Sexual Harassment Policy
- Equal Opportunity Policy

Principle P6: Environment Principle

- EHS Policy

Principle P7: Public Advocacy

- Public Advocacy Policy

Principle P8: Inclusive Growth

- Corporate Social Responsibility Policy

Principle P9: Customer Value

- Guest Satisfaction Index
- Data Privacy Policy
- Information Security Policy

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	N/A	Yes	Yes	Yes	N/A	N/A	Yes	Yes
c. Web Link* of the Policies, if available	https://www.nxtbloc.in								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	N/A	N/A	No	Yes	N/A	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	N/A	No	No	Yes	N/A	Yes	No	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015, IGBC Certificate								

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5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As such there are no specific commitments; though the Company strives to improvise structures, policies and procedures that promote this Principle, prevent its contravention and effect prompt and fair action against any transgressions.	The Company itself is in the business of manufacturing of AAC Block in which raw material are fly ash etc from which we are generating carbon credit as a part of contribution of Sustainable Environment.	The Company has taken accident insurance of employees, conducting awareness programmes at all factory of its and its subsidiary companies.	Commitment to addressing concerns and grievances of stakeholders.	Zero non-compliance.	To promote the use of AAC Blocks and to contribute to Sustainable Environment.	To enable a sustainable built environment for all and facilitate India to be one of the global leaders in the sustainable built environment by 2025.	Ensure need basis community programmes at each operational locations.	Timely resolution of Consumer Complaints.
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	During the year under review, the Company has improvised the policy regarding The Protection of Women from Sexual Harassment (POSH) Act, 2013.	The Company itself is in the business of manufacturing of AAC Block in which raw material are fly ash etc from which we are generating carbon credit as a part of contribution of Sustainable Environment.	During the year under review, the Company has taken accidental insurance of employees, Directors & Officer's Liability Insurance etc.	Concerns from stakeholders addressed on a timely manner.	No instances of human rights violations at our operations.	The Company has started Commercial Production at its new plant at Kapadvanj with its JV Company.	The Company has started Commercial Production at its new plant at Kapadvanj with its JV Company.	Conducted community development programmes.	100% Customer Complaints resolved in a timely manner.

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Naresh Sitaram Saboo, Managing Director, DIN: 00223350								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/N/A).	Yes, Corporate Social Responsibility Committee and Risk Management Committee								
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Description of other committee for performance against above policies and follow up action	Not Applicable								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	Not Applicable								



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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No).	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If Yes, Provide name of the agency	Secretarial Auditor	ISO 9001:2015	ISO 9001:2015	Secretarial Auditor	Factory Inspector	ISO 9001:2015	Secretarial Auditor	Secretarial Auditor	ISO 9001:2015

No, internal assessment and evaluation of policy efficacy are conducted as integral components of our standard business operating policies and procedures.

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

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

We steadfastly uphold the highest standards of governance, embedding principles of integrity, fairness, transparency, and accountability into every facet of our operations. Our commitment is reflected in the establishment of comprehensive structures, policies, and procedures meticulously designed to enforce these principles. By proactively preventing breaches and swiftly addressing any violations, we prioritize safeguarding the interests of all stakeholders.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Updates on Sustainability initiatives.	100.00%
Key Managerial Personnel	1	Updates on Sustainability initiatives.	100.00%
Employees other than BoD and KMPs	12	Skill Building, Personal and Managerial Effectiveness – Development of capacity to perform the tasks more efficiently. Ethics, Risk and Compliance – helped in improving employee awareness on ethics, risk and compliance that in turn lead to follow applicable policies diligently. Health & Safety – Adoption of improved health and safety measures.	82.00%
Workers	12	Skill Building, Personal and Managerial Effectiveness – Development of capacity to perform the tasks more efficiently. Ethics, Risk and Compliance – helped in improving employee awareness on ethics, risk and compliance that in turn lead to follow applicable policies diligently. Health & Safety – Adoption of improved health and safety measures.	82.00%

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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):

No fines, penalties, awards, compounding fees, or settlement amounts have been paid by the Company, in accordance with the materiality specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015.

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

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

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

The Company has adopted a Board approved Anti-Bribery and Anti-Corruption Policy. The Policy entails our approach to combat situations of bribery and corruption and outlines our position on the same. The Policy also mentions the hazards and risks that can arise from such situations. We comply with all the applicable anti-bribery and anti-corruption laws, including Prevention of Corruption (Amendment) Act, 2018. The said policy is uploaded on the interal portal of employee.

5. No. of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:

No disciplinary action has been initiated by any law enforcement agency against any of the Directors, Key Management Personnel (KMPs), or employees for charges related to bribery or corruption.

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

No complaint was received with regard to conflict of interest against any of the Directors, KMPs or any other employee.

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

Not Applicable

8. No. of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:

Particulars	FY (2023-24)	PY (2022-23)
i) Accounts payable x 365 days	2,73,651.45	3,33,080.75
ii) Cost of goods/services procured	7,736.46	8,201.58
iii) No. of days of accounts payables	35.37	40.61

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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 (2023-24)	PY (2022-23)	
Concentration of Purchases	a. i) Purchases from trading houses	Not Applicable	Not Applicable	
	ii) Total purchases	4,709.16	4,460.79	
	iii) Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable	
	b. No. of trading houses where purchases are made	Not Applicable	Not Applicable	
	c. i) Purchases from top 10 trading houses	Not Applicable	Not Applicable	
	ii) Total purchases from trading houses	Not Applicable	Not Applicable	
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable	
	Concentration of Sales	a. i) Sales to dealer/distributors	Not Applicable	Not Applicable
		ii) Total Sales	10,687.33	11,382.75
iii) Sales to dealer/distributors as % of total sales		Not Applicable	Not Applicable	
b. No. of dealers/distributors to whom sales are made		Not Applicable	Not Applicable	
c. i) Sales to top 10 dealers/distributors		Not Applicable	Not Applicable	
ii) Total Sales to dealer/distributors		0	0	
iii) Sales to top 10 dealers/distributors as % of total sales to dealer/distributors		Not Applicable	Not Applicable	
Share of RPTs in		a. i) Purchases (Purchases with related parties)	957.27	143.16
		ii) Total Purchases	4,709.16	4,460.79
	iii) Purchases (Purchases with related parties as % of Total Purchases)	20.33	3.21	
	b. i) Sales (Sales to related parties)	1,393.61	456.24	
	ii) Total Sales	10,687.33	11,382.75	
	iii) Sales (Sales to related parties as % of Total Sales)	13.04	4.01	
	c. i) Loans & advances given to related parties	2,551.67	936.11	
	ii) Total loans & advances	2,602.70	1,242.07	
	iii) Loans & advances given to related parties as % of Total loans & advances	98.04	75.37	
	d. i) Investments in related parties	2,088.35	1,908.92	
	ii) Total Investments made	2,088.37	1,908.95	
	iii) Investments in related parties as % of Total Investments made	100.00	100.00	

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

Essential Indicators

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

Particulars	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R & D	Not Applicable	Not Applicable	
Capex	Not Applicable	Not Applicable	

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

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

We are using fly ash as Raw Material which is already a green building material.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste:

Not Applicable considering the nature of the product.

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:

EPR is not applicable considering the nature of the business.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)
Permanent Employees											
Male	141	N/A	N/A	141	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	7	N/A	N/A	7	100%	7	100%	N/A	N/A	N/A	N/A
Total	148	N/A	N/A	148	100%	N/A	N/A	N/A	N/A	N/A	N/A
Other than Permanent Employees											
Male	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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	
		No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)	No. (B)	% (B/A)
Permanent Workers											
Male	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other than Permanent Workers											
Male	119	N/A	N/A	119	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	5	N/A	N/A	5	100%	5	100%	N/A	-	N/A	N/A
Total	123	N/A	N/A	123	100%	N/A	N/A	N/A	-	N/A	N/A

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

Benefits	FY24			FY23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N / N/A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N / N/A)
PF	24%	0%	Y	21%	0%	Y
Gratuity	100%	0%	Y	100%	0%	Y
ESI	33%	0%	Y	42%	0%	Y
NPS	0%	0%	N.A	0%	0%	N.A
Superannuation	0%	0%	N.A	0%	0%	N.A

3. Accessibility of workplaces:

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Not Applicable

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

Not Applicable

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	20%	100%	0%
Female	100%	20%	100%	0%
Total	100%	20%	100%	0%

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

	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	Grievances Policy, Chart flow from bottom level to top level
Other than Permanent Workers	Yes	Grievances Policy, Chart flow from bottom level to top level
Permanent Employees	Yes	Grievances Policy, Chart flow from bottom level to top level
Other than Permanent Employees	Yes	Grievances Policy, Chart flow from bottom level to top level

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

There are no employee association(s) or unions recognized by the Company.

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

Category	FY24					FY23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (B)	% (B/A)		No. (B)	% (B/A)	No. (B)	% (B/A)
Employees										
Male	141	141	100	141	100	139	139	100	139	100
Female	7	7	100	7	100	7	7	100	7	100
Total	148	148	100	148	100	146	146	100	146	100
Workers										
Male	118	118	100	118	100	114	114	100	114	100
Female	5	5	100	5	100	5	5	100	5	100
Total	123	123	100	123	100	119	119	100	119	100

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

Yes, all employees are included in accident insurance and ESI coverage as per their eligibility.

9. Details of performance and Career development reviews of employees:

Category	FY24			FY23		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	141	141	100	139	139	100
Female	7	7	100	7	7	100
Total	148	148	100	146	146	100
Workers						
Male	118	118	100	114	114	100
Female	5	5	100	5	5	100
Total	123	123	100	119	119	100

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10. Health and safety management system:

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

Yes, to safeguard to people, industrial equipment, and the environment deviates process from the acceptable control margins

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

Quarterly Machine testing and routine Mechanical & Electrical checkups.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No): Yes

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

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

Safety Incident/Number	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0	0

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

	FY 2023-24			FY 2022-23		
	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	N/A	0	0	N/A
Health & Safety	0	0	N/A	0	0	N/A

14. Assessments for the year:

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

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: Not Applicable

Safety Incident/Number	FY 2023-24	FY 2022-23
Total recordable work-related injuries	0	0
No. of fatalities	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0

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

- Conducting regular risk assessments and safety audits;
- Providing personal protective equipment (PPE) and training on its use;
- Implementing safety protocols and procedures for hazardous tasks;
- Maintaining a clean and hygienic work environment;
- Encouraging open communication and reporting of safety concerns;
- Implementing ergonomic solutions to reduce the risk of injury;
- Having a clear emergency response plan in place;
- Encouraging work-life balance and Providing resources for managing stress.

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

Essential Indicators

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

Stakeholders encompass individuals or groups whose interests are influenced or may potentially be influenced by an organization's actions. Our identification of key stakeholders, both internal and external, is based on their direct impact on our operations and where our business can make the most significant difference.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	<ul style="list-style-type: none"> Annual shareholders' meetings Management of investor relations Annual and quarterly reports Corporate filings with stock exchange 	Regular Intervals	<ul style="list-style-type: none"> Robust corporate governance Consistent returns including dividend payout Enhancing revenue and market value
Customers	No	<ul style="list-style-type: none"> Customer satisfaction survey Customer representative meet-ups Online communication 	Continuous	<ul style="list-style-type: none"> Product cost and quality Timely delivery Post-delivery concerns Responsible and sustainable production
Suppliers	No	<ul style="list-style-type: none"> Supplier assessment Meetings with suppliers 	Continuous	<ul style="list-style-type: none"> Ethical business practices Contract negotiations and timely payments Continued business relationship Prevention of violations of human rights in the supply chain
Local Communities	No	Personal Meet	Need Basis	as a part of Corporate Governance
Employees	No	<ul style="list-style-type: none"> Regular trainings and workshops Employee feedback Employee grievance mechanism Internal communication systems 	Continuous	<ul style="list-style-type: none"> Career and personal development Training and development opportunities Smooth and effective grievance mechanism Appraisal and compensation

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities	No	Notification	Need Basis	• Compliances
Trade Associations	No	Regular Reports	Need Basis	• Compliances
Media	No	-	Need Basis	• Ethical business practices

PRINCIPLE 5: Businesses should respect and promote human rights.

We are dedicated to safeguarding the human rights of all individuals affected by our business, particularly our employees and those who are vulnerable or marginalized. We have implemented policies such as Anti-Sexual Harassment and Equal Opportunity Policies, along with accessible grievance redressal mechanisms, to address any human rights-related grievances.

Essential Indicators

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

Category	FY24			FY23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (C/D)
Employees						
Permanent	148	148	100%	146	146	100%
Other than permanent	N/A	N/A	N/A	N/A	N/A	N/A
Total Employees	148	148	148	146	146	146
Workers						
Permanent	N/A	N/A	N/A	N/A	N/A	N/A
Other than permanent	123	123	100%	119	119	100%
Total Workers	123	123	100%	119	119	100%

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2. Details of minimum wages paid to employees: All the employees are paid more than minimum wages.

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

a. Median remuneration/wages:

	Male		Female		Other	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	5	25,43,872	1	0	0	0
Key Managerial Personnel	1	6,03,441	0	0	0	0
Employees other than BoD and KMP	141	1,74,147	7	1,74,147	0	0
Workers	119	1,74,147	5	1,74,147	0	0

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

Internal Complaint Committee

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

Internal mechanisms have been established to address grievances concerning human rights matters. The POSH Committee is designated to handle complaints related to sexual harassment. For other human rights concerns, individuals can approach their respective Heads.

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

Benefits	FY24			FY23		
	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	N/A	0	0	N/A
Discrimination at workplace	0	0	N/A	0	0	N/A
Child Labour	0	0	N/A	0	0	N/A
Forced Labour/Involuntary Labour	0	0	N/A	0	0	N/A
Wages	0	0	N/A	0	0	N/A
Other human rights related issues	0	0	N/A	0	0	N/A

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

- i. **Confidentiality:** Ensure that all complaints and investigations are kept confidential to protect the complainant's identity and personal information.
- ii. **Anti-Retaliation Policy:** Implement a strict policy prohibiting retaliation against complainants, witnesses, or anyone participating in the investigation process.
- iii. **Protection from Retaliation:** Take prompt action against anyone found to have retaliated against a complainant, including disciplinary action or termination.
- iv. **Support and Resources:** Provide complainants with access to counseling, legal support, and other resources to help them navigate the process.
- v. **Investigation Neutrality:** Ensure that investigations are conducted impartially, without bias or conflict of interest.
- vi. **Timely Investigation:** Conduct investigations promptly and efficiently to minimize the impact on the complainant's work and well-being.
- vii. **Complainant Support Person:** Allow the complainant to have a support person present during the investigation process.
- viii. **Anonymous Reporting:** Allow for anonymous reporting to protect the complainant's identity.

- ix. **Secure Reporting Channels:** Establish secure and confidential reporting channels, such as online portals or hotlines
- x. **Monitoring and Follow-up:** Regularly monitor and follow up on complaints to ensure that the complainant is not experiencing any adverse consequences.

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

No

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above: Not Applicable

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

We have implemented a range of initiatives aimed at minimizing our business's environmental footprint, including adopting effective energy conservation measures and waste management protocols across all our restaurant and office locations. Our employees undergo regular training programs focusing on waste segregation and the responsible disposal of hazardous materials like used oil and batteries, facilitated by authorized vendors.

Essential Indicators

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

Parameter	FY24	FY23
Total electricity consumption (A)	6,500.00	6,121.25
Total fuel consumption (B)	128.00	125.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumption (A+B+C)	6,628.00	6,246.25
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)		
Energy intensity (optional) – the relevant metric may be selected by the entity		

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? (Yes/No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:
Not Applicable

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

Parameter	FY24	FY23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1,29,000	1,27,750
(iii) Third party water	0	0
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,29,000	1,27,750
Total volume of water consumption (in kilolitres)	1,29,000	1,27,750

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4. Provide the following details related to water discharged: Not Applicable
5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation: Not Applicable
6. Please provide details of air emissions (other than GHG emissions) by the entity: Not Applicable
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity: Not Applicable
8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details: Not Applicable
9. Provide details related to waste management by the entity: Not Applicable
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: Not Applicable
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: Not Applicable
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable
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:
Yes, the entity is compliant with the applicable environmental law/regulations/guidelines in India.

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

Essential Indicators

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

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:

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Green Building Council	National

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

Not applicable as no adverse orders from regulatory authorities have been received during the year.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

No requirement of Social Impact Assessments (SIA) of projects was applicable to the Company.

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

There was no project involving R&R during the FY 2022-23 or 2023-24.

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

We have established a grievance mechanism that is accessible to all our stakeholder groups. All concerns and grievances can be raised through the 'Contact Us' Section on our website or through our dedicated E-mail ID: compliancesecretary@nxtbloc.in. Further, local communities or the local stakeholders can directly connect with human resources/CSR representatives at respective locations for reporting any concerns.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	10% to 20%	10% to 20%
Directly from within India	10% to 20%	10% to 20%

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5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or metropolitan):

Location	FY 2023-24	FY 2022-23
Rural	Nil	Nil
Semi-Urban	85%	85%
Urban	Nil	Nil
Metropolitan	Nil	Nil

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

Essential Indicators

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

Immediate actions are taken for corrective measures, if need be sales return grievance is provided.

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

Products/Services	As a percentage to total turnover
AAC Blocks	95%
Block jointing Mortar	4%
Others	1%

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

	FY 2023-24			FY 2022-23		
	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
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-

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3. Number of consumer complaints in respect of the following format: (Contd.)

	FY 2023-24			FY 2022-23		
	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
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	-	-	-	-	-	-

4. Details of instances of product recalls on account of safety issues: Not Applicable

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy:

Yes, We have disaster recovery policy.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services: Not Applicable