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# EFFORTS MAKING FOR IMPACT



**Sustainability Report**  
2023-2024

At Evonith Steel, our mission is centred around sustainability, underpinned by our well-defined value of "**Here for All - Here for People, Here for Impact, Here for Excellence.**" We acknowledge the crucial role that our industry plays in the worldwide economy and the substantial environmental consequences. Therefore, we are committed to adopting sustainable practices that not only fulfil present requirements but also protect the planet for future generations.

**Here  
for** *Excellence*

**Here  
for** *Impact*

**Here  
for** *People*



### **Environmental Stewardship**

Innovation is the primary catalyst for our endeavours in achieving sustainability. We are committed to investing in state-of-the-art technologies and processes that decrease our carbon footprint, decrease energy usage, and minimise waste. Our research and development teams are continuously exploring new methods to enhance efficiency and sustainability across our operations.

### **Reducing Emissions Intensity**

One of our primary goals is to achieve significant reductions in emissions. Evonith Steel are committed towards implementation of cleaner production methods and the adoption of renewable energy sources. Additionally, our commitment to resource conservation is evident in our approach to water management, recycling, and waste reduction. We are dedicated to optimizing our use of raw materials and promoting circular economy principles.

### **Transparency and Accountability**

Our sustainability strategy is contingent upon transparency and accountability. We are dedicated to establishing measurable, unambiguous objectives and providing consistent updates on our advancements. Our sustainability report offers a thorough analysis of our environmental, social, and governance (ESG) performance, emphasising our accomplishments and areas for improvement. We collaborate with stakeholders, such as customers, employees, and local communities, to guarantee that our sustainability initiatives are consistent with their expectations and make a positive impact on society.

### **People and Communities**

Our journey towards sustainability encompasses not only technological advancements and operational procedures, but also the human element. Our primary commitment is to cultivate a secure, all-encompassing, and encouraging work environment that promotes the flourishing of employees and communities. We allocate resources towards their growth, guaranteeing they possess the expertise and understanding to propel our sustainability endeavours. In addition, we are dedicated to assisting the communities in which we function, by contributing to local economic growth and environmental conservation endeavours.

Forging a greener future is a collective effort that requires collaboration across the industry and beyond. We are actively engaged in industry partnerships and initiatives that are designed to promote sustainability in the iron and steel sector. We contribute to the global movement towards a more sustainable future by exchanging knowledge and best practices.

We at Evonith Steel believe that a sustainable approach to iron and steel manufacturing is not only a responsibility, but also an opportunity to lead by example. We are creating a future that is more sustainable, greener, and cleaner for all by fostering innovation, dedication, and collaboration.

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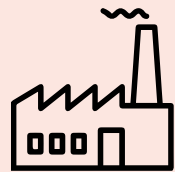


## About the Report

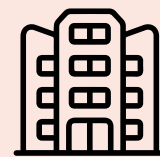
Welcome to Evonith Steel's 2nd sustainability report which is establishing our ongoing commitment to transparency, accountability, and continuous improvement in our environmental, social, and economic performance is reflected in this current report, which builds upon the foundations that were laid in our first sustainability report. This report provides an overview of our progress, challenges, and future aspirations in our journey toward sustainability.

Evonith Steel is committed to publishing its sustainability report on an annual basis to transparently communicate to stakeholders the company's ability to create value in the short, medium, and long term. The company will adhere to all Indian Government standards and protocols as published at any time. Furthermore, the company will continuously evaluate and analyse its measurement systems in order to provide an accurate picture of all principles.

## Reporting Scope and Boundary



Evonith Metallics Limited (EML) and  
Evonith Value Steel Limited (EVSL),  
Manufacturing facility at Wardha



Evonith Metallics Limited (EML) and  
Evonith Value Steel Limited (EVSL),  
Corporate Office at Mumbai

## Reporting Period

This report encompasses our activities from April 01, 2023, to March 31, 2024, offering a comprehensive view of our performance and initiatives over the past year.

## Reporting Framework

This report has been developed in reference to the Global Reporting Initiative (GRI) standard issued by the Global Sustainability Standards Board (GSSB) for the period between April 01, 2023 to March 31, 2024. GRI has been developed by the Global Sustainability Standards Board (GSSB) through a unique multi-stakeholder consultative process involving representatives from organizations and report information users from around the world. GRI provides a uniform method for evaluating the environmental, social, and governance components of corporate sustainability. The GRI content index can be found at the conclusion of this report.

Apart from abiding by the requirements and reporting principles, the report has also referred the following requirements and principles:



United Nations Sustainable  
Development Goals (UN SDGs)



Worldsteel Guidelines



Business Responsibility and  
Sustainability Reporting (BRSR)



GREENHOUSE  
GAS PROTOCOL

GHG Protocol



Institute of Company Secretaries  
of India Conduct



Companies Act, 2013

## Contribution to Sustainable Development Goals



## Feedback

We value your feedback, which will continue to enable us to disclose relevant information in the most effective and transparent manner. Please send your comments to [esg@evonith.com](mailto:esg@evonith.com) or call at +91-22-41557000 or visit [www.evonith.com](http://www.evonith.com)

## Corporate Office

Balarama Building, Bandra Kurla Complex Road, E-Block, Bandra East, Mumbai – 400051

## Chairman's Message

Dear Stakeholders,

I am honoured to present Evonith Steel's second sustainability report, allowing us to actively demonstrate our commitment to the environment, society and governance. It is our ongoing intention, that we use this platform to ensure that stakeholders' interests are protected and to communicate the results of our efforts to achieve our vision of nation building.



We are steadfast in our dedication to the Environmental, Social, and Governance (ESG) aspects as we continue to broaden our market presence. In this regard, we have established ambitious objectives, with a primary emphasis on the achievement of net-zero emissions in line with Government of India target. We work closely with our business partners and customers to guarantee that our sustainability commitments are seamlessly integrated into all facets of our operations. Our commitment to the environment can be seen with our capital expenditure program, where in excess of Rs. 500 Million has been spent, since the business has come under our control.

Our commitment to social responsibility is not merely a soundbite or adhering to legal obligations; it is motivated by our desire to improve the well-being of society and ensuring we leave a positive "Impact" for all stakeholders – a core part of our ethos. It gives me great pride that we have positively impacted numerous lives of nearby villages this year, with our activities reaching over 19,000 beneficiaries in the year. We have dedicated over 38,000 hours for training our employees, in the areas such as health & safety, with the objective of achieving a zero incident and injury rate, as part of our commitment to the well-being of our employees. We maintain consistent communication with employees to ascertain their concerns and identify areas for improvement but also acknowledges their valuable contributions.

From a governance perspective, we have built on our board of director level diversity and ensure this trickle down to all levels of the organisation. We intend to enhance the representation of female employees at the corporate office by 20% and at the plant by 10%, in accordance with our dedication. We have also implemented a numerous of corporate policies, including anti-corruption and anti-bribery measures, health and safety policies, and POSH policies etc., as well as guidelines that reinforce the principles of sound governance. These policies will continue to serve as the foundation of our operations, guiding us in the pursuit of responsible and sustainable decision-making. Our team of dedicated experts is grateful for the trust and support you have consistently shown us as we continue to strive to achieve business outcomes that are rooted in the creation of a positive impact for our people, environment, and shareholders.

The company's performance during FY 2023-24 has been commendable showing our commitment towards "Excellence". We posted a consolidated EBITDA of INR 7,239.30 Million on a turnover of INR 76,012.20 Million. The production of crude steel by Evonith Steel reached a record high of 7,04,730 metric tonnes, a 28% increase from the previous year.

Finally, I would like to take this opportunity to express my gratitude to our "People", for their unwavering commitment of advancing the business to new heights of success by ensuring sustainable company growth and while keeping responsible action.

Yours sincerely,

**JAI SARAF**  
Chairman, Evonith Steel

## Director's Message

### Commitment to Sustainable Future

I am delighted to share our sustainability journey for FY 2023-24, following positive response to our inaugural sustainability report of last year.



As director of Evonith Steel, I take pride in sharing our steadfast commitment to sustainability - a commitment that defines our purpose, shapes our decisions, and drives our actions every day. In an era where global challenges demand urgent and meaningful responses, we recognize the critical importance of integrating environmental stewardship, social responsibility, and economic resilience into every facet of our operations.

We have expanded our business processes on a strong foundation with the most advanced sustainable practices, to generate value for our stakeholders and establish a circular economy. Social upliftment, good governance, decarbonisation, waste management, and digitalization are the focal points of our sustainability initiatives. Currently, our objective is to conserve energy, and to work towards achieving net zero greenhouse gas emissions. We have earmarked on this journey and are already starting to see the results.

We have been able to maintain the momentum with the performance made over the past years and have achieved substantial reduction in specific GHG emissions per tonne of crude steel output compared to last year.

Our commitment to sustainability extends beyond environmental stewardship to encompass the well-being of our employees and the communities in which we operate. We have implemented rigorous safety protocols and programs that prioritize the health and safety of our workforce, ensuring a workplace culture that values every individual. This year we have imparted almost 1,500 man-hours on leadership training and 21,530 man-hours on health and safety which is 73% higher compared to last year, shows our approach towards zero incident and injury rate.

Moreover, through community engagement initiatives and partnerships, we actively contribute to local development, education, and environmental conservation efforts, fostering long-term relationships built on trust and shared prosperity. This year we created difference to numerous lives through projects focused on improving rural livelihood, preventive healthcare, infrastructure development and education.

Looking ahead, we are committed to accelerating our efforts towards a more sustainable future. By embracing innovation and collaboration, we will continue to pioneer solutions that address global sustainability challenges, including climate change and resource scarcity. Through transparent reporting and accountability, we aim to inspire confidence among our stakeholders and drive positive impact across our value chain.

At Evonith Steel, sustainability is not just a responsibility; it is our promise to future generations and core part of our operating ethos. Together with our stakeholders, we are committed to creating enduring value, advancing sustainability, and shaping a world where economic prosperity thrives in harmony with environmental preservation and social equity.

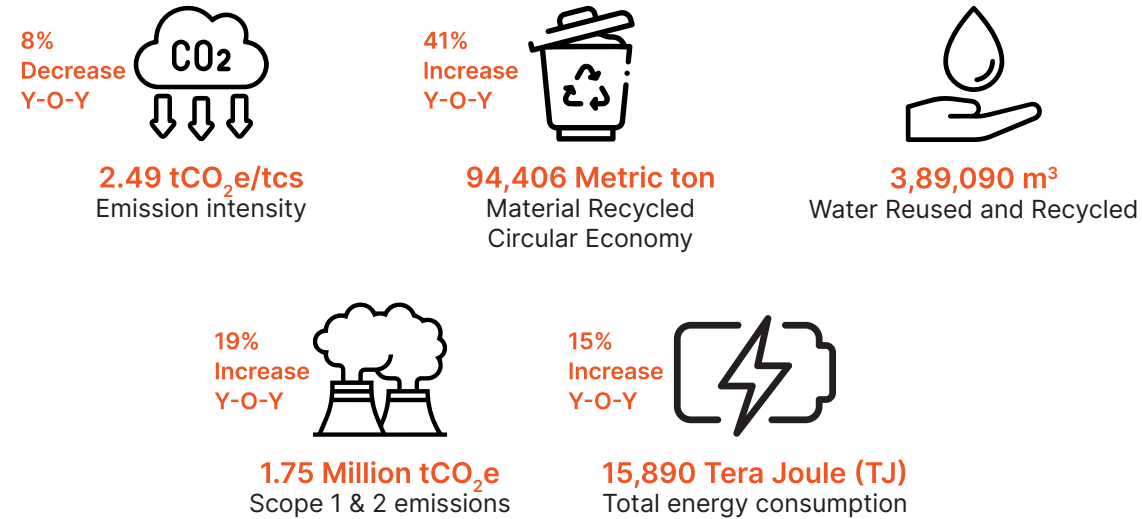
Thank you for your continued trust and support as we navigate this transformative journey towards a sustainable future.

Best regards,

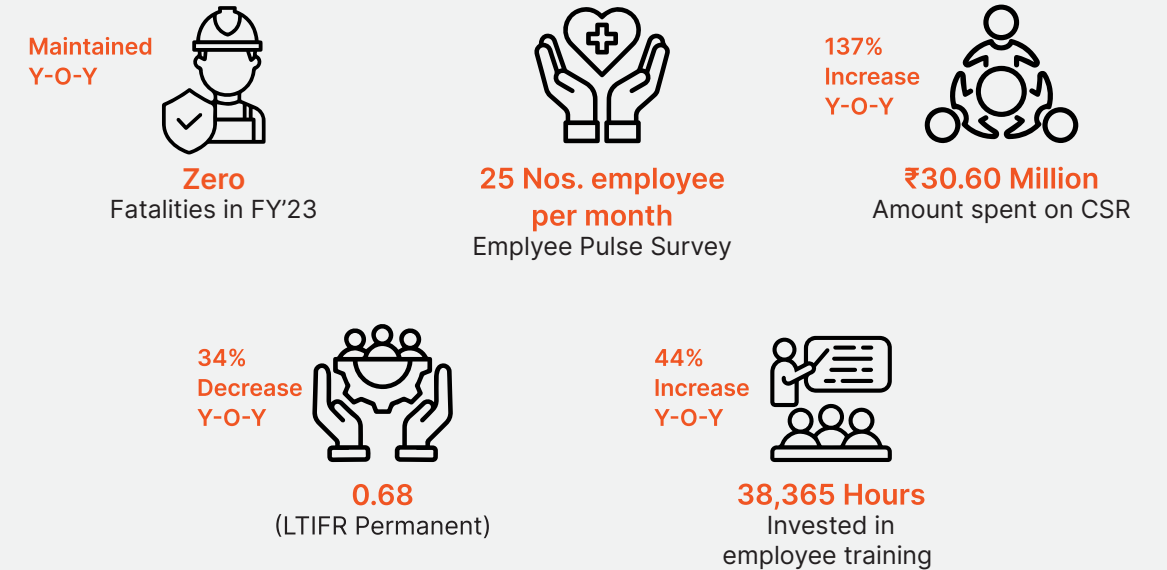
**ANIL KUMAR BANGUR**  
Director, Evonith Steel

## Sustainability Snapshot

### ESG Performance : Environment



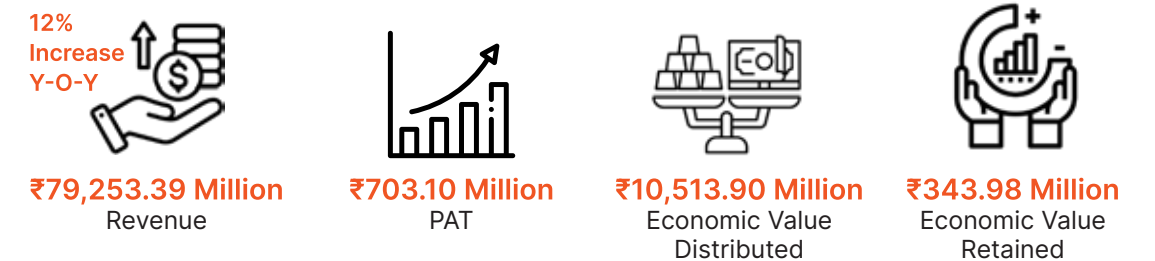
### ESG Performance : Social



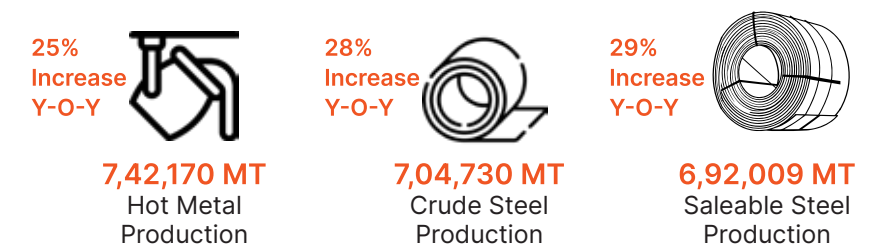
### ESG Performance : Governance



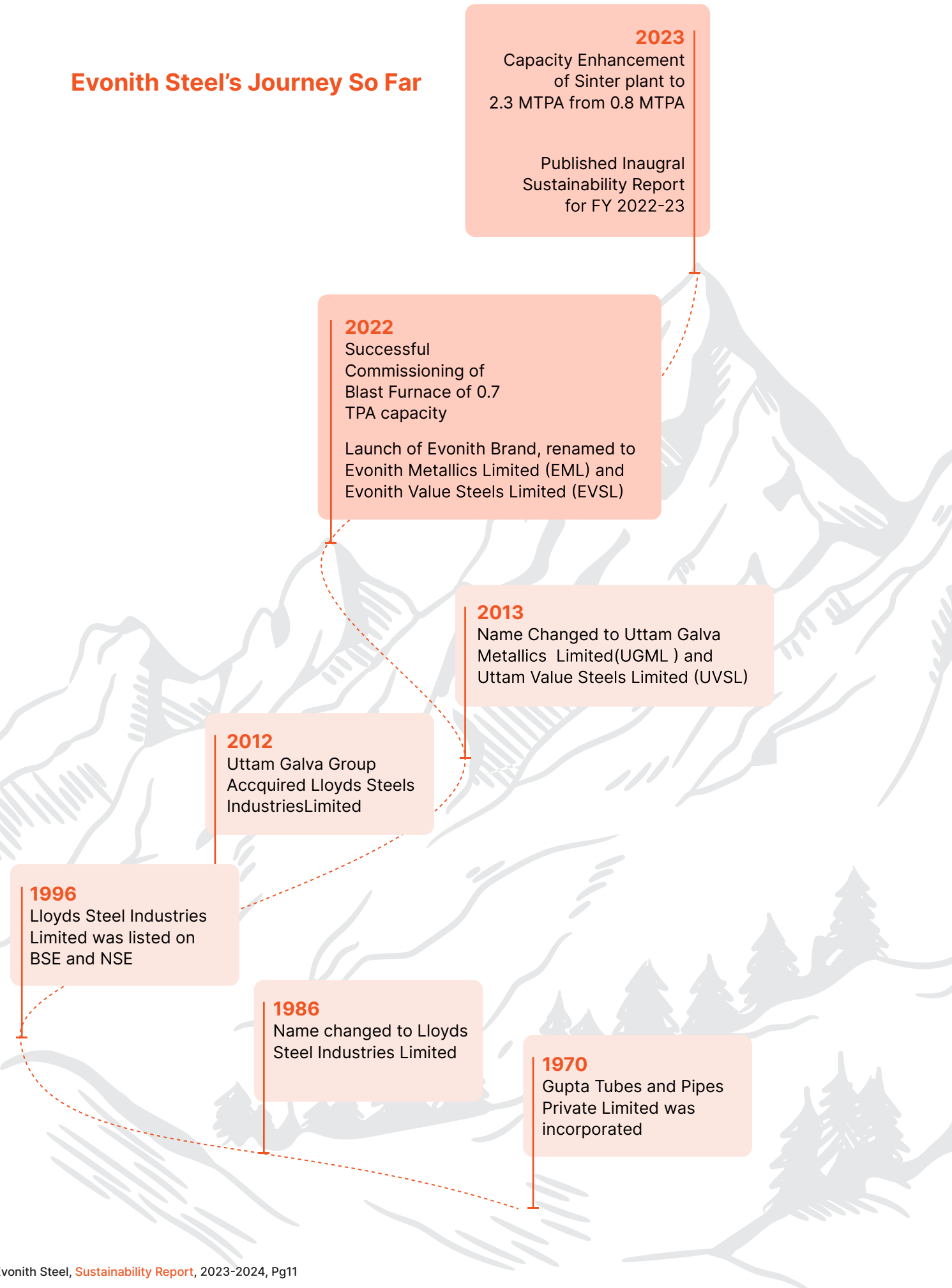
### Financial Performance



### Operational Performance



## Evonith Steel's Journey So Far



## About Evonith Steel

Evonith Steel is an integrated steel producer, specializing in the production of hot rolled, cold rolled, galvanized steel and pig iron. Evonith Steel is headquartered at financial capital of India, Mumbai. Evonith Steel has state-of-the-art manufacturing facilities at Evonith Metallics Limited and Evonith Value Steels Limited in Wardha District of Maharashtra.

**197**  
Domestic Supply Location

**2**  
Manufacturing Locations

**9**  
Satellite Offices

**3,000+**  
Employees & Workers

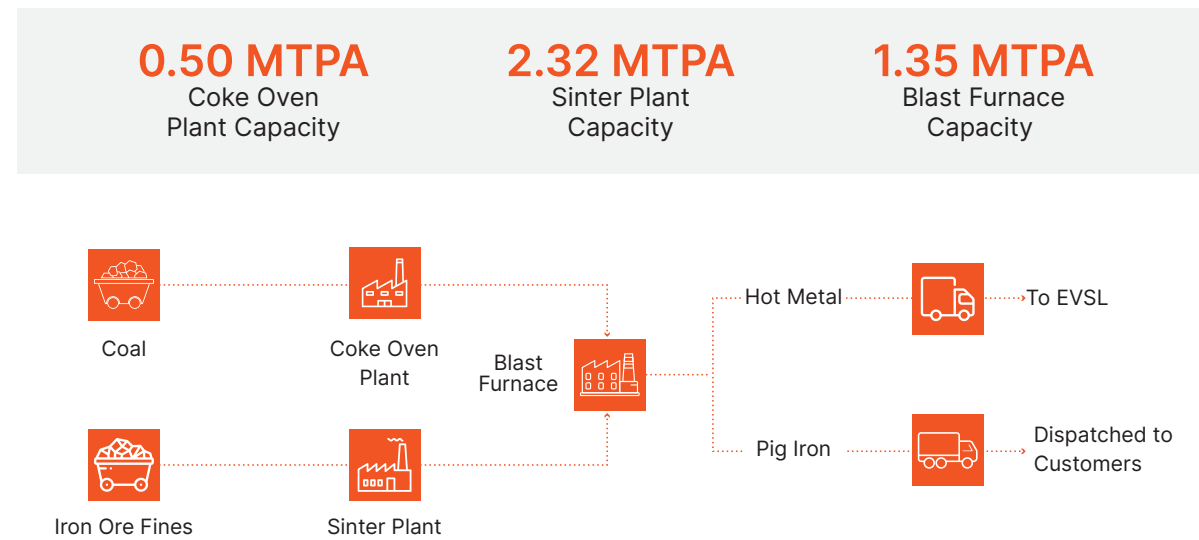
**765 Acre**  
Total Land Area Including Colony



## Our Companies

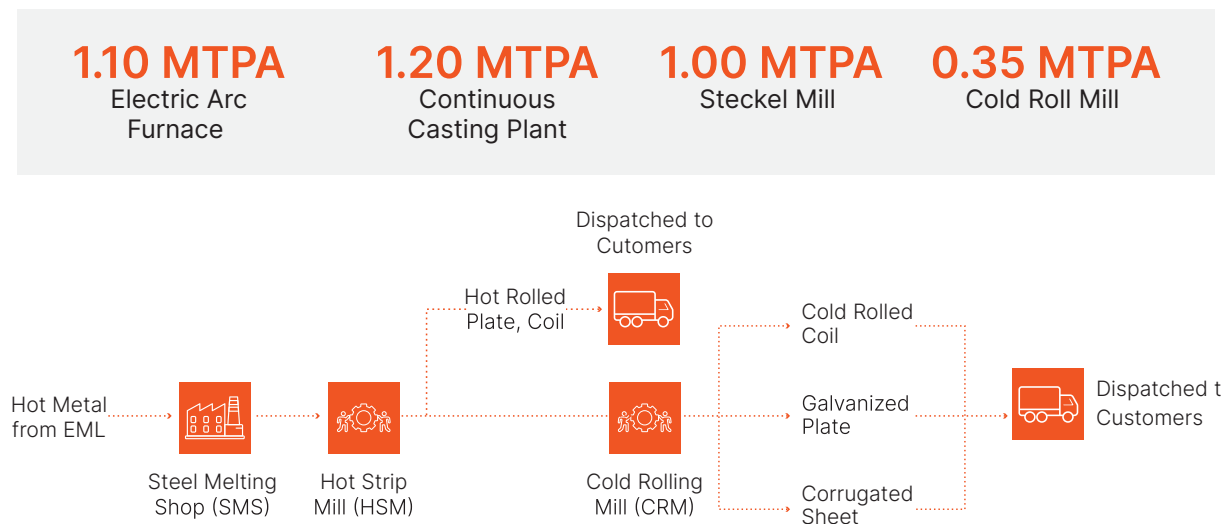
### Evonith Metallics Limited (EML)

The cutting-edge blast furnaces at Evonith's ironmaking facility stand as testaments to consistency and reliability, producing 1.5 million tonnes per annum (MTPA) of hot metal. This essential product is utilized both by the in-house steelmaker at EVSL and external customers, showcasing the unwavering dependability of Evonith's operation



### Evonith Value Steel Limited (EVSL)

The 1.10 MTPA capacity electric-arc furnaces are the unleashing force powering Evonith's operations at EVSL, fusing recycled scrap and hot metal from EML into high-quality flat steel products. Not only does this demonstrate an impressive level of control but it also allows reduction of overall carbon footprint – a welcome benefit for all stakeholders.



## Product Stewardship

Evonith Steel is dedicated to minimising the environmental impact of its products by implementing resource-efficient and sustainable manufacturing processes and technologies. We are consistently improving the efficiency of the use of natural resources. Additionally, we possess a multidisciplinary research and development department that is sufficiently adaptable to evolving market preferences and regulatory constraints. We employ high-quality needs-based customer segmentation to inform customer-centric innovation and product planning.

Product Range	Thickness Range (In mm)
Coil	3-25
Sheets	3-19
Plates	20-150

### Market Served



Pressure Vessels



Automotive Ancillaries



Railways and Wagons

### Cold Rolled Products

Product Range	Thickness Range (In mm)
C10	0.38-0.58
C20	0.58-0.90
C30	0.65-1.27
C40	1.12-1.27

### Market Served



Packaging Industry



Marine Containers



Coach Factory



## Galvanized Coil / Sheets "Neelpankh"

Product Range	Thickness Range (In mm)
Coil	0.20-1.20
Sheets	0.32-1.60
Slit Coil	0.50-1.60
GC Sheet	0.20-0.50
GP Hard	20-150

### Market Served



Storage  
Grain Silos / Warehousing



Decking for Building  
and Construction



Clean Room for Pharma  
and Medical Industries

## Our Vision, Values and Work Ethos

### Vision

Evonith Steel is known for offering cost-effective products and services that fit the raw material needs of various industry verticals. Thanks to the company's ethos of evolution, Evonith Steel envisages to increase production and capacity as necessary and march ahead with the conviction of becoming one of the top 10 steel companies in India. This step aligns with our dedication to sustainability, innovation, and responsibility towards the environment and future generations.



### Values


 <p>Respect for all We listen. We care.</p>	 <p>Well-being for all We assure. We ensure.</p>	 <p>Excellence for all We promise. We deliver.</p>
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"We aspire for Evonith Steel to be a responsible business with a 'no one get left' behind value system"


Jai Saraf,  
Chairman, Evonith Steel


## We Strive For Excellence


Our commitment to achieving the highest standards in every aspect of our operations has positioned us strong in the steel industry.

 **Operational Excellence**  
State-of-the-Art Technology and Focus on Quality Control

 **Environmental Excellence**  
Implementation of Sustainable Technologies and emphasizing on circular economy


 **Employee Excellence**  
Investment in continuous development and increasing collaboration & engagement


 **Customer Excellence**  
Continuous exploration of new products meeting the evolving demands and ensuring timely deliveries


 **Community Excellence**  
CSR in the field of sustainability, education, and healthcare.


## We Look After Our People


At Evonith, we foster a culture of trust and collaboration. Our employees are committed to pushing the boundaries with creative ideas that lead us towards lasting success – all possible because of openness and honest communication which lies at the heart of everything we do.

 **Work Life Balance**  
Recognizing the importance of work-life balance, we provide flexible work arrangements.

 **Training and Education**  
Enabling training programs, workshops, and seminars that enhance skills and knowledge.

 **Diversity and Inclusion**  
Equal opportunities for all employees and committed to fostering an inclusive workplace where everyone feels valued and respected

 **Employee Involvement**  
We maintain open channels of communication, encouraging employees to share their ideas, feedback, and concerns

 **Recognition and Awards**  
We recognize and reward employees for their hard work and contributions through various recognition programs, awards, and incentives.

## Safety Comes First

At our company, safety is a top priority. We provide a safe and healthy work environment, ensuring that every team member returns home safely at the end of each day. Our commitment to safety is unwavering and is embedded in every aspect of our operations.



### Safety Training and Education

Conduct frequent training sessions covering a wide range of safety topics, hazard recognition, emergency response, and safe work practices



### Strict Safety Protocols

Provide all necessary PPE and communicating detailed documented safety procedures and guidelines



### Safety Audits

Conduct regular safety inspections to identify and mitigate potential hazards in the workplace



### Safety Culture

Established safety committees facilitating open communication about safety concerns. Employees are encouraged to report safety concerns.



### Recognition and Awards

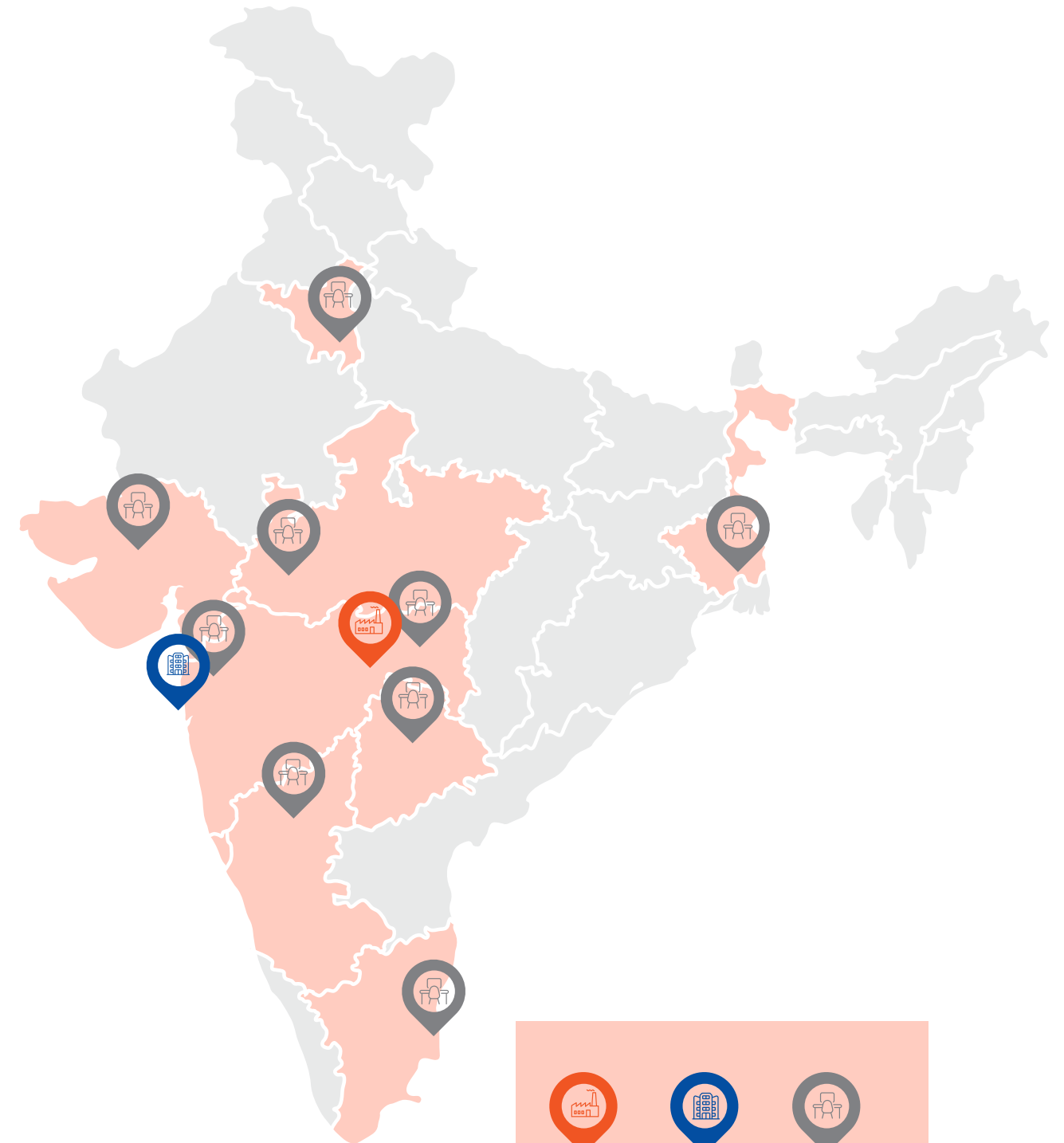
We recognize and reward employees and teams who demonstrate exemplary safety practices and contribute to maintaining a safe workplace

## Work Ethos

Evonith Steel strives for the betterment of all in the metals and mining industry, hence the slogan 'here for all'. Whether it is customers or internal stakeholders or even the larger community, Evonith Steel continuously work towards making every day better.



## Geographical Presence of Evonith Steel



## Awards and Certifications



**Award:**  
Global rising brand for the year 2023

Certified By :  
White Page International

### ISO 17025:2017

General Requirements for the competence of Testing & Calibration ISO 17025:2017

Certified By :  
National Accreditation Board for Testing and Calibration Laboratories



### ISO 45001:2018

Occupational Health and Safety Management System (For EML and EVSL)

Certified By : DNV



### ISO 9001:2015 - For EML and EVSL

**IATF 16949:2016 - For EVSL**  
Quality Management System (For EML and EVSL)

Certified By : DNV



### ISO 14001:2015

Environmental Management System (For EML and EVSL)

Certified By : DNV



### ISO 50001:2018

Energy Management System (For EVSL)

Certified By : DNV

## Value Creation

### Inputs

**Financial Capital**  
**Equity Capital**  
Rs. 1052.63 Million  
**Other Equity**  
Rs. 47,856.40 Million  
**Gross Fixed Assets**  
Rs. 93,163.90 Million

**Manufactured Capital**  
**No. of Manufacturing Units - 2**  
**Installed Capacity (EAF) - 1.10MTPA**  
**WHRB - 15MW**  
**TRT - 3MW**

**Intellectual Capital**  
**R&D Spent -**  
Rs. 11.40 Million  
**Collaboration with Industry Associations - 1**  
**Digital Projects - 1**

**Human Capital**  
**Permanent Employee - 1,139 Nos.**  
**Workers [on payroll] - 278 Nos.**  
**Training Hours - 38,364 Hrs**

**Natural Capital**  
**Iron Ore Consumption - 1.18 Million(Mn)Tonnes (T)**  
**Freshwater Consumption - 4.76 Mn m<sup>3</sup>**  
**Energy Consumption - 15,890 Tera Joule (TJ)**

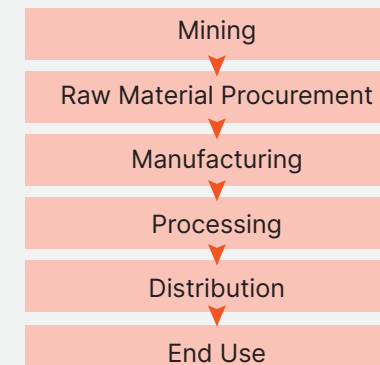
**Social and Relationship Capital**  
**CSR Expenditure -**  
Rs. 30.60 Million  
**Total Supplier - 4,796 Nos.**  
**MSME Vendors - 953 Nos.**

### External Environment

**VISION**  
Becoming one of the top 10 Steel Companies in India

**VALUES**  
HERE for ALL  
HERE for EXCELLENCE  
HERE for IMPACT  
HERE for PEOPLE

### VALUE CHAIN



### OUTPUT

**Crude Steel**  
7,04,730 MT  
**Saleable Steel**  
6,92,009 MT  
**Hot Rolled**  
6,63,677 MT  
**Cold Rolled**  
2,74,623 MT  
**Galvanized**  
2,39,448 MT

### Output

**Financial Capital**  
**Total Income -**  
Rs. 79,253.39 Million  
**EBITDA -**  
Rs. 7,239.30 Million  
**Net Profit -**  
Rs. 703.10 Million

**Manufactured Capital**  
**Production -**  
7,04,730 Tonnes of crude steel (TCS)  
**Electricity from WHRB & TRT - 139 Gigawatt-Hour (GWh)**  
**Distribution Coverage - 4,98,555 km**

**Intellectual Capital**  
**New products developed - 4 Nos.**

**Human Capital**  
**LTIFR Permanent - 0.68**  
**Female Employee - 3.07 %**  
**Productivity - 619 tcs per Employee**  
**Employee Turnover Rate - 14 %**

**Natural Capital**  
**Material Efficiency - 98.78 %**  
**Wastewater Recycled - 3,89,090 m<sup>3</sup>**  
**No. of Saplings Planted - 3,323 Nos.**

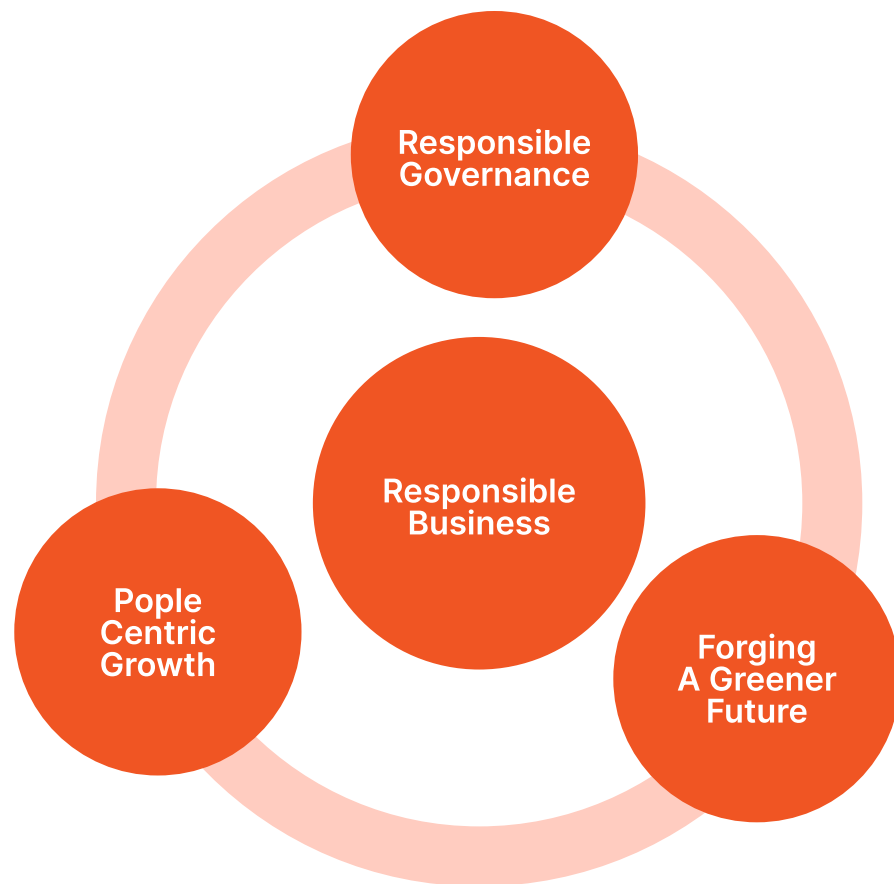
**Social and Relationship Capital**  
**No. of Beneficiary under CSR - 19,142 Nos. (Rs. 1,598 / Beneficiary)**  
**Consumer Complaints - 39 Nos.**  
**Pending Complaints - 0**

## Sustainable Business Strategy of Evonith Steel

We, at Evonith Steel, are dedicated to enhancing our approach to sustainability by generating value for our stakeholders and meeting the demands of society for environmentally friendly solutions. Even though the circumstances were difficult, we have made steady progress and achieved observable results. Our unyielding pursuit of a competitive advantage that resulted in the creation of economic value, our emphasis on quality management that resulted in an increase in the value of our customers, and our corporate citizenship that supported a variety of social commitments all contributed to the realisation of this remarkable achievement.

As we embark towards one of the top 10 steel producers in India, we are equally committed towards low carbon environment, inclusivity of all and community development. Our approach is centred on the creation of sustainable value, which is bolstered by the three pillars that comprise Evonith Steel's sustainability approach. This approach also highlights the progress that we have made towards achieving our strategic objectives.

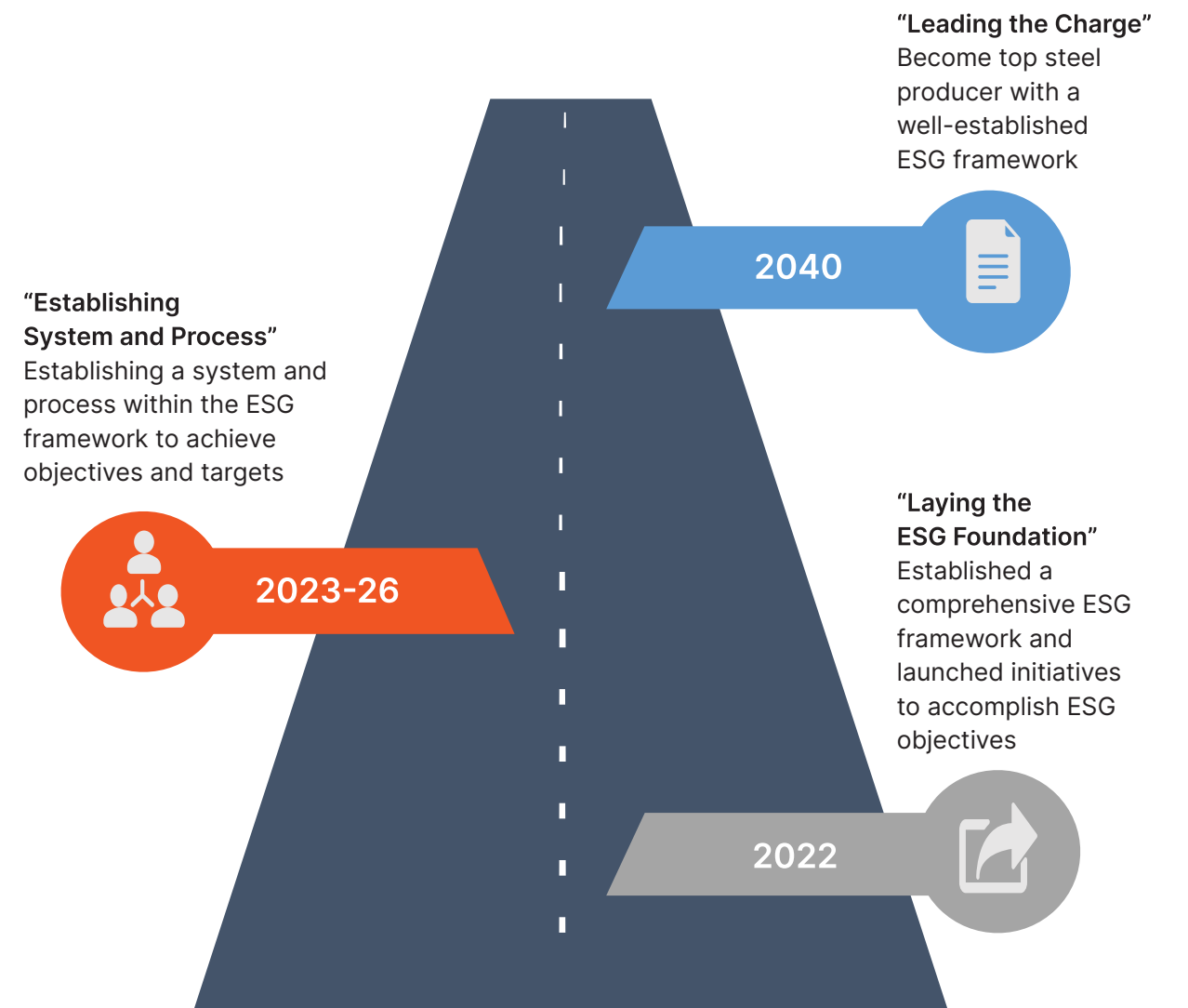
Our primary focus has always been on governance and strong ESG performance, and we have articulated the ESG framework for the company. Our fundamental goals are to demonstrate commitment and transparency to ensure that all of our stakeholders have a comprehensive comprehension of our objectives, our performance, and our efforts to achieve continuous improvement.



Evonith Steel's growth strategy continues to focus on meeting India's growing demand for steel, with the government of India aiming to produce 300 million tonnes of steel annually by the year 2030. The growth of the company is in line with this vision, and a brownfield expansion strategy is currently being evaluated to achieve a capacity of 2.5 million tonne per annum (MTPA) by the year 2030. Evonith will conduct a strategic analysis of additional acquisitions of synergistic assets to maximise cost efficiencies and increase value within its existing asset base and product portfolio.

We are of the opinion that actively pursuing the Environmental, Social, and Governance (ESG) agenda is beneficial for all our stakeholders, including our shareholders. Our stakeholders, including customers, clients, partners, vendors, employees, and investors, have the expectation that we will uphold our values and actively work towards advancing a fair and environmentally responsible world.

For the same reason, our roadmap divides the entire action plan into three phases: "Laying the ESG Foundation" (2022), which emphasised the establishment of a robust ESG governance structure and policy framework. "Meeting Goals" (2023-26), in which we concentrate on the setting up the system and process for achieving goals and targets set by 2040. The final phase, "Leading the Charge" (by 2040), is where we aspire to become the premier steel producer with ESG at its core.



## Stakeholder Engagement

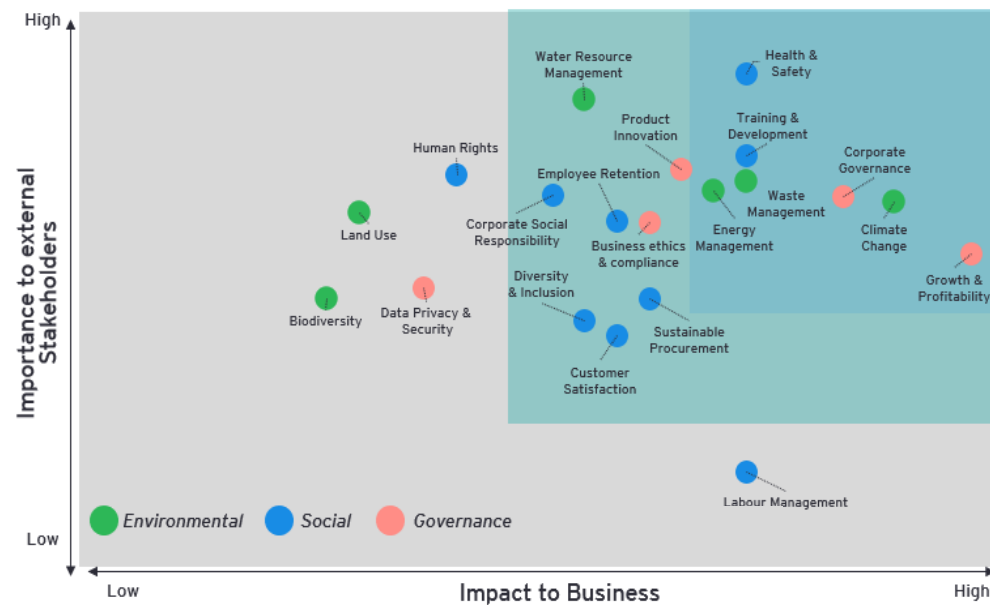
Our organisational protocols encourage open and meaningful stakeholder dialogues. To understand the perspectives of those most important to our business, Understanding relevant issues and identifying stakeholder qualities that are important to our company can enhance meaningful engagement. Feedback from stakeholders helps us prioritise challenges and align our strategy with their expectations. We examined ESG concerns crucial to value creation in the changing global sustainability landscape through stakeholder engagement. The table below is showing participating stakeholder groups:

Stakeholder	Value Proposition	Method of Engagement	Frequency of Engagement
<b>Employees</b>	<p>Evonith Steel leverages cutting-edge technology and educational programs, empowering its workforce to continuously enhance their skills and optimize operational workflows. This strategic investment ensures its employees can effectively manage their time and contribute efficiently.</p> <p>As a socially responsible employer, Evonith Steel is dedicated to fostering a workplace environment that prioritizes employee involvement and transparent communication. The company actively champions collaboration, diversity, and the well-being of its workforce, reflecting its commitment to being a supportive employer.</p> <p>The Company invests in a data privacy and security system that enables the employees to safeguard and organize their work seamlessly.</p>	<ul style="list-style-type: none"> <li>Employee newsletters</li> <li>Townhall meetings</li> <li>Annual performance reviews</li> <li>One-to-one meetings</li> <li>Briefings</li> <li>Team meetings</li> </ul>	Annually/ Monthly / Bi-monthly / On Demand
<b>Customers</b>	Promoting enduring connections with clientele; ensuring a deep understanding of their requirements and delivering products that are both sustainable and pioneering.	<ul style="list-style-type: none"> <li>Customer satisfaction Surveys</li> <li>Communication through email, letters, and website</li> <li>Product information on website</li> <li>Customer relationship development</li> </ul>	Annually/ Quarterly/ On Demand
<b>Suppliers</b>	Enhancing opportunities for the suppliers across the value chain, while ensuring the integration of sustainability into the decision making during the procurement process.	<ul style="list-style-type: none"> <li>Supplier evaluation</li> <li>Questionnaires</li> <li>Contractual meetings</li> <li>Tender quotations</li> <li>Information requests</li> </ul>	Annually/ On Demand

Stakeholder	Value Proposition	Method of Engagement	Frequency of Engagement
<b>Investors</b>	Transparently report key sustainability indicators and performance on each, incorporating both financial and non-financial considerations and providing investors and shareholders with necessary information thus promoting value creation for the long term.	<ul style="list-style-type: none"> <li>One-to-one meetings</li> <li>Periodic conference calls</li> </ul>	Monthly / On Demand
<b>Government and Regulators</b>	<p>The Company is taking ambitious targets to align with Government of India's net zero targets</p> <p>Through adherence to ethical business standards, championing sustainability and placing a premium on the welfare of employees and various stakeholders, Evonith Steel is cultivating a favourable reputation and forging robust connections with governmental bodies and regulatory authorities.</p> <p>Supporting the government through tax contributions.</p>	<ul style="list-style-type: none"> <li>Multi-stakeholder forums</li> <li>Industry associations</li> </ul>	On Demand
<b>Local Communities</b>	Evonith Steel is creating strong partnerships with local communities, offering opportunities to engage with them and working towards their upliftment thus maintaining their social license to operate	<ul style="list-style-type: none"> <li>One-to-one meetings</li> <li>Site tours</li> <li>Participation in local events</li> <li>Corporate Social Responsibility (CSR)</li> <li>Evonith is committed to promoting the well-being of communities by partnering with capable NGOs to implement social upliftment programs</li> </ul>	<p>Weekly meeting with beneficiaries and monthly with NGO partners</p> <p>Daily by ground team and fortnightly by CSR head</p> <p>Monthly participation in local events</p>

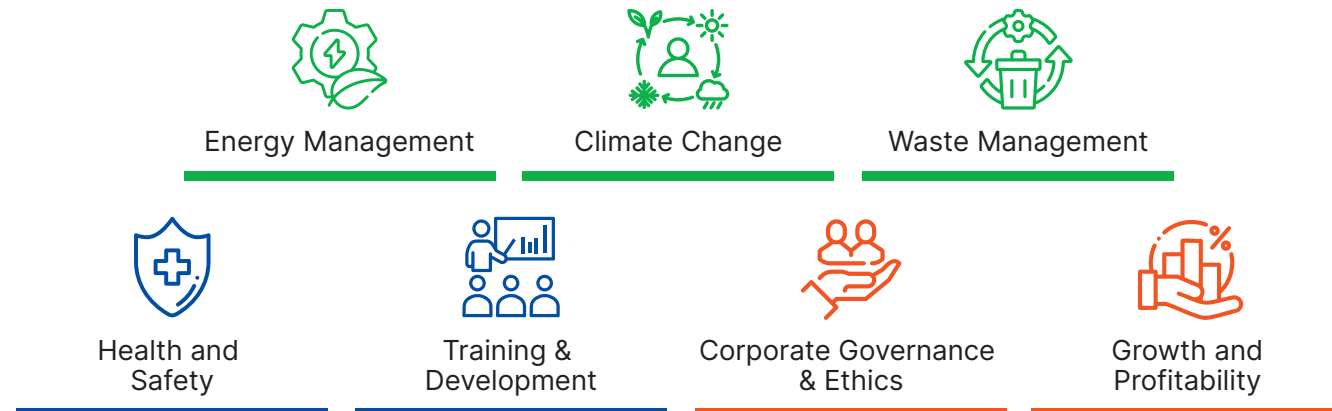
## Approach to Materiality Assessment

Materiality assessment is key to identifying the issues that could potentially impact our value creation abilities over the long term. Last year, we carried out a comprehensive materiality assessment exercise involving both internal and external stakeholders (senior management, employees, customers, suppliers, investors, trade bodies, associations). Through the exercise, we identified seventeen (17) material topics, which were then ranked based on business priorities and stakeholder expectations, and were also mapped with the relevant United Nations Sustainable Development Goals (UN SDGs). These stakeholder discussions helped create a material issues matrix for the company's business and growth. This matrix helps us create a resilient and proactive strategy to address these issues quickly and report the Company's progress consistently and transparently.



We continue to focus on the key materiality issues identified last year to prioritize the ESG issues that hold utmost significance for both the company and its stakeholders in the short, medium, and long term.

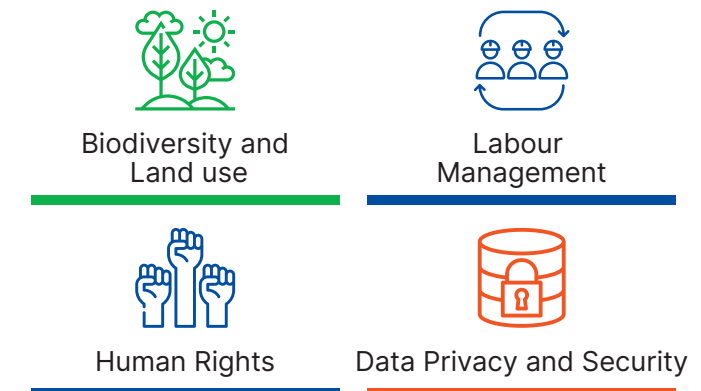
### Material metrics to lead and create strategy (High priority material issues)



### Material aspects where performance needs to be above par as they provide social license to play (Medium priority material issues)



### Material aspects to be kept on radar (Low priority material issues)



## Governance Structure and Composition

### Our Leadership

At Evonith Steel, we are dedicated to upholding the highest standards of corporate governance as it is crucial for the attainment of sustainable growth and long-term shareholder value. We are dedicated to establishing ourselves as a leader in sustainable practices by implementing robust corporate governance. Our governance framework prioritises environmental stewardship and social responsibility, while simultaneously ensuring transparency, accountability, and integrity in our operations, thereby driving long-term shareholder value.

The Company's Board of Directors forms a dynamic and diverse team, steering the company with a commitment to sound corporate governance. Comprising seasoned professionals and industry experts, the Board plays a pivotal role in shaping strategic direction, overseeing risk management, and upholding ethical standards. The Company adheres to a comprehensive corporate governance framework, designed to foster transparency, accountability, and responsible decision-making. Its governance practices include regular board evaluations, stringent ethical guidelines, and robust risk management procedures. In addition to this, retention and periodic election of the board members also indicates the robust governance and management of the company. This collective commitment to governance excellence ensures that Evonith Steel operates with the highest level of integrity, meeting the expectations of its stakeholders and driving sustainable success in the ever-evolving business landscape.

#### Board of Directors of Evonith Metallics Limited

**Mr. Jai Saraf**  
Chairman

**Mr. Anil Kumar Bangur**  
Non-Executive Director

**Mr. Anjani K. Agrawal**  
Independent Director

**Ms. Mamta Binani**  
Independent Director

**Mr. Partha Sengupta**  
Non-Executive Director

**Ms. Nipun Gupta Jain**  
Non-Executive Director

#### Board of Directors of Evonith Value Steels Limited

**Mr. Jai Saraf**  
Chairman

**Mr. Anil Kumar Bangur**  
Whole Time Director & Chief Executive Officer

**Mr. Anjani K. Agrawal**  
Independent Director

**Ms. Mamta Binani**  
Independent Director

**Mr. Partha Sengupta**  
Non-Executive Director

**Ms. Nipun Gupta Jain**  
Non-Executive Director

### Brief About Each Director



**Mr. Jai Saraf** is Evonith Steel's chairman. He has 30 years of experience in emerging markets, focusing on steel, metals, and mining. In 2010, Mr. Jai Saraf founded Nithia Capital investing in metals & mining assets globally. In addition to investing and managing assets in emerging markets, Mr. Jai Saraf prioritises social and environmental impact across the investment platform.



**Mr. Anil Kumar Bangur**, a gold medalist from Banaras Hindu University, is an associate member of the Institute of Chartered Accountants of India. Evonith Steel benefits from his 30 years of experience in finance, accounting, taxation, and operations. His insight into commercial and operations management in the metals and mining industry is probably one of the best among his peers.



**Mr. Anjani K. Agrawal** is a qualified Chartered Accountant by profession with experience of more than 40 Years. Mr. Agrawal serves on the Boards of Hindustan Zinc Limited, Aditya Birla Sun Life Trustee Private Limited, Firstsource Solutions Limited, Vodafone Idea Limited, Emami Limited, Wellspun Corp Limited Evonith Metallics Limited and Evonith Value Steel Limited as a Director.



**Ms. Mamta Binani** is a qualified Company Secretary and law graduate with over 27 years of experience in corporate consultation and advisory, including due diligence, secretarial, legal, and compliance functions. First lady Chairperson (Eastern Region) of Institute of Company Secretaries of India (ICSI) in 2010 and second lady President in 2016. In 2010, she received the "Bharat Nirman Award" and "Tejaswini Award."



**Mr. Partha Sengupta**, a career spanning 40 years, has held leadership roles across the steel supply chain.

Mr. Sengupta earned a Metallurgy degree from IIT-BHU in 1980. He also completed CEDEP INSEAD France's General Management Programme. He has worked in R&D, process control, sales, marketing, sales planning, manufacturing, mining and digitalisation.



**Ms. Nipun Gupta** is a qualified Solicitor from England & Wales in 1994. Ms. Nipun Gupta Jain has advised clients on mergers and acquisitions with particular expertise in emerging and developing markets. She had recently received the Legal Era Global Achievers Award 2022 for her legal finesse, innovation and accomplishments and named as a Global icon. **She was also named as one of the top 100 A list International lawyers for India-related matters in 2024.**

For effective functioning of the Board, in EVSL, the Whole-Time director and CEO has been authorized by the Board to have general executive charge and management of the business and operations of the Company and in relation to discharge of his roles and responsibilities, he is empowered to delegate necessary powers as required by the Law or as deemed appropriate. Similarly, in EML, a Non-Executive Director has been duly authorized to discharge role and responsibilities for and on behalf of the Board along with authority to delegate necessary powers as required by the Law or as deemed appropriate.

Consequently, the Whole-Time Director and CEO in EVSL and the operating Non-Executive Director in EML, have issued Letters of Authority ('LOA') and Power of Attorney ('POA') to the relevant personnel for the execution of certain Company matters from time to time.

Additionally, Key Management Personnel (such as the CS, CEO, and CFO) have been duly authorized to perform their respective roles through Board Resolutions and Delegation of Authority manual.



Both EVSL and EML also have in place Standard Operating Practices and Delegation of Authority ('DOA') Matrix duly approved by the respective Board(s).

In compliance with the Companies Act, 2013, the Board has constituted various committees. EML and EVSL have been cognizant of the fact to bring the specialization, expertise, and competence of various board members to respective Board Committees.

## Board Committees

### Audit Committee

Total of 5 meetings were held during FY 2023-24 by both EML and EVSL.

Name of the Committee Members	Category	Attendance
Mr. Anjani K. Agrawal, Chairman	Non-Executive and Independent Director	100%
Ms. Mamta Binani, Member	Non-Executive and Independent Director	100%
Mr. Jai Saraf, Member	Non-Executive Director	100%

### Nomination and Remuneration Committee

Total of 4 meetings were held by EML and 3 meetings were held by EVSL during FY 2023-24

Name of the Committee Members	Category	Attendance
Mr. Anjani K. Agrawal, Chairman	Non-Executive and Independent Director	100%
Ms. Mamta Binani, Member	Non-Executive and Independent Director	100%
Mr. Jai Saraf, Member	Non-Executive Director	100%

### Corporate Social Responsibility (CSR) Committee

One meeting held in the last year by both EML and EVSL

Name of the Committee Members	Category	Attendance
Mr. Anil Kumar Bangur, Chairman	Whole-Time Director and CEO (EVSL)	100%
Mr. Anjani K. Agrawal, Member	Non-Executive Director (EML)	100%
Mr. Partha Sen Gupta, Member	Non-Executive Director	100%

In alignment with Schedule IV and other pertinent provisions outlined in the Companies Act, 2013, and in accordance with the Nomination and Remuneration Policy, performance evaluation has been conducted for the Board and its Committees.



## Business Ethics

### Corporate Governance Policies

The Company recognizes the importance of effective strategic planning and cultivating a culture of accountability. Its organizational integrity is upheld by a comprehensive framework of corporate policies, guidelines, and standard operating procedures.

Policies ensure accountability and transparency among leadership, fostering trust among investors, customers, and the public by demonstrating ethical and responsible operations. These policies also play a crucial role in risk management, helping to identify and mitigate risks, thereby reducing conflicts of interest and fraudulent activities. Moreover, adherence to corporate governance standards ensures legal compliance, avoiding potential legal issues and penalties, and makes companies more attractive to investors by showcasing strong governance practices.

SOPs ensure that tasks are performed consistently and efficiently, maintaining high-quality standards and improving productivity. They serve as essential training tools for new employees, reducing the learning curve and helping preserve institutional knowledge and best practices. SOPs also ensure compliance with industry regulations and safety standards, minimizing risks and enhancing operational continuity. By providing clear benchmarks for performance measurement, SOPs help identify areas for improvement and ensure that performance standards are met. Together, corporate governance policies and SOPs create a structured, transparent, and efficient operational environment, promoting long-term success and sustainability.



## Policy Charter of Evonith Steel

Stakeholder	Brief Description
<b>Anti-Bribery and Anti-Corruption Policy</b>	We have a zero-tolerance policy on bribery and corruption. We are committed to preventing the solicitation or provision of any bribes, kickbacks, or similar gifts, payments, or advantages to any individual, regardless of their status in the public or private sector, for any purpose.
<b>Anti-Money laundering policy</b>	The purpose of this Policy is to prevent any involvement by our Company in money laundering activity even where the involvement may be unintentional. It requires our directors, officers, other employees and those who work with us to recognize questionable financial transactions, and to take steps to conduct appropriate additional due diligence.
<b>CSR Policy</b>	We are committed to contribute more and more to the social and economic development of the communities in which we operate. In so doing build a better, sustainable way of life for the weaker sections of society and raise the country's human development index.
<b>Audit Committee Meeting (ACM) Charter Policy</b>	The Committee is responsible for enabling the Board of Directors to fulfil their fiduciary obligations to shareholders in the areas of financial reporting and the Company's safety and soundness by relying on the Committee.
<b>Code of Conduct</b>	We are committed to demonstrate the ethical and transparent process in managing the affairs of the Company. The Code shall ensure that the Directors act honestly, fairly, ethically and with integrity and conduct themselves in a professional, courteous and respectful manner and don't take any improper advantage of their position. Through this policy, company outlines the measures to deal with conflict of interest. The policy identifies conflicts of interest when Directors' interests or those of related entities conflict with the Company's interests. Directors are barred from activities that impede their responsibilities or are detrimental to the Company's interests.

Stakeholder	Brief Description
Whistle Blower Policy	This policy enables to ensure that all employees can raise concerns about wrongdoing or malpractice without fear of victimisation, subsequent discrimination, disadvantage or dismissal. The policy covers any suspected or factual misconduct, malpractice, unethical and improper practice involving the Company
Health Safety Policy	The safety and health of our employees are Evonith Steel's most important business consideration. This policy ensures that Evonith Steel will comply with all applicable workplace safety and health requirements and maintain occupational safety and health standards that equal or exceed the best practices in the industry.
NRC Charter Policy	This policy primarily enables to formulate the criteria for determining qualifications, competencies, positive attributes and independence for appointment of a Director (Executive / Non-Executive) and recommend to the Board of Directors of the Company (the "Board"), policies relating to the remuneration (payable in whatever form) of the Directors, Key Managerial Personnel and other employees.
POSH Policy	This policy ensures that the Company is committed to creating a work environment free from all forms of discrimination and conduct which can be considered harassing, coercive, or disruptive, including sexual harassment.
D&I Policy	This policy is to foster a workplace environment that values and celebrates individual differences, promotes equal opportunities, and ensures that all individuals, regardless of their background or characteristics, feel included, respected, and valued. The policy aims to create a diverse and inclusive culture that leverages the unique perspectives, experiences, and talents of all members and ensures that "no one get left behind"

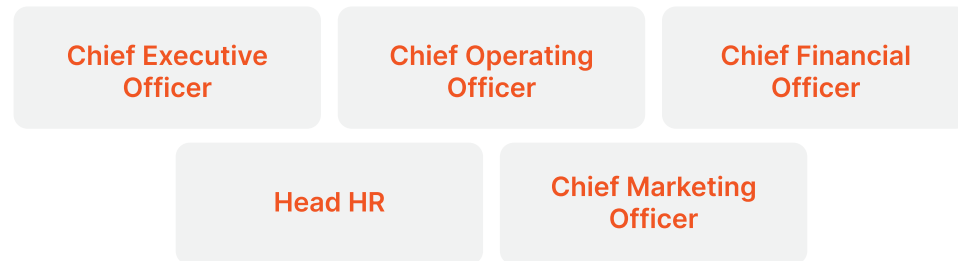
## ESG at Evonith Steel

At Evonith Steel, the company's Environmental, Social, and Governance (ESG) team is instrumental in the promotion of sustainable and ethical practices. Currently, at both units, EML and EVSL, plant head is responsible to overview the implementation of the ESG framework at site and respective site departments. Team comprises a member from each department to drive the ESG implementation at site under guidance and direction of plant head. Their duties encompass the reduction of emissions, the optimisation of resource efficiency, and the management of waste in order to mitigate the environmental impact. They also contribute to social responsibility by ensuring the health and safety of workers, promoting community engagement, and upholding fair labour practices. In terms of governance, they prioritise ethical conduct, guarantee transparency in the reporting of ESG metrics, and mitigate risks associated with environmental and social factors. The ESG team's endeavours result in sustainability, enhance the company's reputation, ensure regulatory compliance, reduce risks, improve employee well-being, and attract responsible investments. Their efforts are essential for the company's long-term success and resilience by incorporating sustainability into its operations. The following departments are responsible to drive ESG at Evonith Steel:



## ESG committee

To further strengthen the organization's dedication to sustainability, corporate social responsibility, corporate governance, healthcare and safety, and environmental stewardship, we shall be forming an ESG committee. To integrate sustainability into the Company's policies and operations, the committee shall establish ESG priorities, targets, and strategies. It is responsible for the execution of the company's ESG programmes and the monitoring, further evaluates the relevant trends to enhance the company's comprehension of these issues. The following members of our team shall be responsible for overseeing all ESG-related duties and responsibilities:



## Approach to Regulatory Compliance

### a. Strategic Integration:

Evonith Steel places a premium on strategic alignment, seamlessly incorporating its regulatory compliance approach, including tax strategies, into the broader framework of Evonith Steel's business and sustainable development strategies.

### b. Cross-Functional Collaboration:

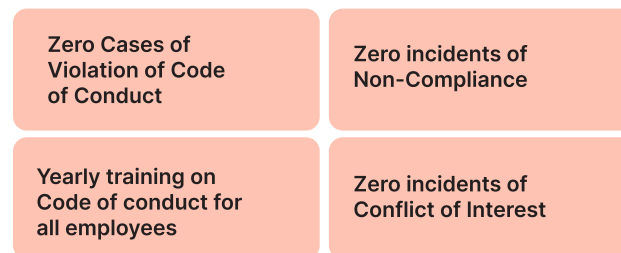
Evonith Steel has cultivated a collaborative environment that encourages cooperation among legal, finance, and operational teams. This integration ensures the compliance efforts are cohesive and effectively address both regulatory and tax requirements.

### c. Continuous Improvement:

Evonith Steel's commitment to continuous improvement is evident through regular risk assessments and the implementation of monitoring mechanisms. This proactive approach allows the Company to adapt swiftly to the dynamic nature of regulatory and tax landscapes.

### d. Ethical Governance:

Ethical considerations are intrinsic to Evonith Steel's compliance efforts. The Company emphasizes transparent reporting and adheres to high ethical standards in both regulatory and tax practices.



### e. Stakeholder Engagement and Technology Integration:

Actively engaging with regulators and communities, Evonith Steel leverages technology to streamline compliance processes and ensure robust data security. This integration guarantees that the Company's tax practices align seamlessly with the broader business and sustainable development goals.

Compliance with the tax governance and control framework is assessed through regular internal audits, systematic reviews of internal processes, and external evaluations by auditors or consultants. Ongoing monitoring mechanisms ensure timely identification and resolution of any deviations from the established framework, contributing to a comprehensive evaluation of tax compliance.

## Risk Management for Sustainable Growth

Proactive risk management is a critical component of the Company's corporate strategy. The current risk management practices are designed to identify, assess, and mitigate potential risks across a variety of operational facets. The company is dedicated to enhancing its risk management framework in response to the changing complexity of the business landscape. In accordance with this commitment, the Company is currently in the process of implementing a robust Enterprise Risk Management (ERM) system in the years ahead. This system will improve its capacity to anticipate and respond effectively to emerging risks, thereby guaranteeing sustainability and resilience in a dynamic business environment. The company endeavours to solidify its status as a responsible and adaptive industry leader by fostering a culture of risk-aware decision-making.

Evonith Steel recognises the inherent risks that the steel sector in India encounters. We are committed to the proactive management and mitigation of these risks by conducting a comprehensive risk assessment and implementing robust mitigation strategies as part of our forward-thinking strategy.

Risk Category	Identified Risk	Mitigation Measures
Operational Risk	<ul style="list-style-type: none"> <li>Sourcing of Raw Materials</li> <li>ESG Strategy &amp; Compliance</li> <li>Limited ability to attract and retain talent</li> </ul>	<ul style="list-style-type: none"> <li>Exploring import option and local market</li> <li>Implementation of best ESG practices</li> <li>Strong HR policies with Succession planning</li> </ul>
Market Risk	<ul style="list-style-type: none"> <li>Competitive Market</li> </ul>	<ul style="list-style-type: none"> <li>Modernization and increase in capacity</li> <li>Focus on new product development</li> </ul>
Technological Risk	<ul style="list-style-type: none"> <li>Technology/ Infrastructure Bottlenecks</li> </ul>	<ul style="list-style-type: none"> <li>Planned future expansion of large BF</li> <li>Technology enhancement towards improving metal yield and product quality</li> </ul>
Financial Risk	<ul style="list-style-type: none"> <li>Volatility in price of key raw materials</li> <li>Currency Fluctuation/ High finance cost</li> </ul>	<ul style="list-style-type: none"> <li>Optimizing sales mix</li> <li>Developing hedging policy</li> </ul>

Risk Category	Identified Risk	Mitigation Measures
Information Security Risk	<ul style="list-style-type: none"> <li>Cyber &amp; Information Security Risk / Information Technology downtime</li> </ul>	<ul style="list-style-type: none"> <li>Optimized controls for data breaches and failure of IT infrastructure &amp; network outages</li> </ul>

## Economic Value Generated Distributed and Retained

At Evonith Steel, the Company places significant importance on capital management as it serves as the foundation for a resilient business model, ensuring steadfast operations. The organizational governance framework assumes a pivotal role in sustaining economic growth and creating value for stakeholders. The governance framework, cognizant of the ever-evolving business landscape and its potential impacts on operations, adeptly navigates challenges to foster growth beyond conventional strategies.

A strong emphasis is placed on optimizing and maintaining adequate financial capital, showcasing Evonith Steel's dedication to prudent financial management, risk mitigation, and long-term sustainability. Prioritizing capital reserves positions the organization to navigate uncertainties, seize opportunities, and maintain stability amid evolving market dynamics.

Particulars	2023-24 (Rs. Million)	2022-23 (Rs. Million)	2021-22 (Rs. Million)
Net revenue from operations	76,012.20	68,287.00	74,337.30
Total Cost of bought out inputs	68,739.49	66,309.00	59,667.77
Value Added	7,272.71	1,978.00	14,669.60
Add: Income from any other sources	3,241.19	2,551.10	2,131.80
Earnings available for distribution	10,513.90	4,529.10	16,801.40
<b>Distribution of Earnings to:</b>		-	-
Employees as salaries & wages, retirement benefits, etc.	1,326.21	1,277.20	1,163.40
Company as retained funds	343.98	-3,742.50	7,186.40
Exceptional and Extra Ordinary Expenses	603.57	-471.20	1,007.60
Other distribution of Earnings	8,240.14	7,465.60	7,444.10
Total distribution of earnings	10,513.90	4,529.10	16,801.40

Revenue, Profit After Tax (PAT) and Earnings before Interest, Taxes, Depreciation, and Amortization (EBITDA)

## Risk Management for Sustainable Growth

### Revenue (Rs. Million)

	EML	EVSL
2021-22	28,293.40	48,175.70
2022-23	33,045.95	37,792.15
2023-24	35,030.16	44,223.23

### PAT and EBITDA (Rs. Million)

	EML		EVSL	
	EBITDA	PAT	EBITDA	PAT
2021-22	6,142.50	2,297.70	7,325.70	3,462.30
2022-23	1,071.10	(1,496.60)	464.60	(1,677.80)
2023-24	5,803.10	1,708.00	1,436.20	(1,004.90)

## Tax Strategy Governance

At Evonith Steel, the Company's tax strategy is grounded in a commitment to transparency, compliance, and ethical practices, all aimed at fostering sustainable value creation.

The Company's tax strategies emphasize transparency, ensuring timely compliance submissions, and contributing significantly to the government exchequer through substantial payments of indirect taxes. We proudly maintain a leading "taxpayer" status in Vidarbha (Maharashtra), primarily due to the classification of all the manufacturing products as Value Added Products. Additionally, the company holds Ultra Mega Project Status declared by the Director of Industries, Government of Maharashtra. As part of Evonith Steel's strategy, we diligently file all compliances related to local employment on schedule.

## Proactive Engagement with Tax Authorities and Stakeholders

Evonith Steel maintains proactive and transparent communication with tax authorities, emphasizing collaboration, active participation, and prompt dispute resolution. This commitment underscores the organization's dedication to ethical tax practices. The Company identifies key stakeholders and establishes diverse channels for continuous engagement, including surveys and direct communication, to gather insights on tax matters.

## Assurance Process

The assurance process for tax disclosures involves an independent review of internal controls, third-party external audits, and a meticulous examination of documentation to ensure accuracy and compliance with established tax strategies. Periodic reporting communicates results, addressing any identified areas for improvement and reinforcing the organization's commitment to transparent and ethical tax practices.

## Research and Development

The Company's commitment to quality is a central pillar of its operational philosophy, supported by a well-defined quality strategy and a robust quality control process. The quality strategy is focused on delivering products that not only meet but exceed industry standards. The Company is continuously working towards integration of advanced technologies, continuous improvement initiatives, and a culture of precision to ensure that the products are of highest calibre.

The quality process followed in the company is a dynamic and systematic framework that encompasses various stages, from raw material inspection to the final product. It involves rigorous testing, thorough inspections, and adherence to stringent quality control measures. Every step is guided by a dedication to precision and excellence. The Company prioritizes customer satisfaction by ensuring that products meet the specifications and expectations.



The Company takes pride in holding multiple certifications to ensure quality from agencies such as ISO and the National Accreditation Board for Testing and Calibration Laboratories (NABL). These prestigious certifications reflect the company's adherence to international quality benchmarks and validate its commitment to delivering products and services of the highest standard.

In the pursuit of advancing product innovation, the company is strategically aligning itself for future success through the establishment of a dedicated Research and Development (R&D) team. This specialized unit will be at the forefront and ensures that the company stays ahead in a rapidly evolving market. Moreover, recognizing the pivotal role of technology in innovation, the company is committed to continuous investments in cutting-edge technologies.

**R&D spent in FY 2023-24  
INR 11.40 Million**

**Four (4) New Products  
Developed this year**

## Operational Resilience

Emphasizing on operational resilience is important due to the sectors sensitivity to various disruptions and market volatility. Maintaining resilience provides assurance that production processes can run smoothly despite any challenges faced. Standard Operating Procedures (SOPs) are crucial as they ensure consistency, quality control and safety. SOPs help in minimizing variations and defects, which further guarantee that products meet the required industry standard.

## Standard Operating Procedures

Standard Operating Procedures (SOPs) are critically important in the steel industry due to the complex and high-risk nature of steel manufacturing processes. Numerous SOPs are in place for smooth functioning at Evonith Steel.



## Operational Excellence

Coke oven, sinter plant, blast furnace are of the nature of continuous operations and run 24x7. Interruptions in operations from any plant can have significant cascading implications throughout the entire value chain. To guarantee the continuity of operations for critical and bottleneck processes, we are constructing resilience by implementing recovery strategies, primarily focusing on alternative options and make-shift arrangements, to maintain the process during periods of crisis.



## Case Study: Memorising of the Finishing Mill Levelling Logic

### Problem:

For unidirectional tandem mills, the roll stacks are intended to remain aligned with the exit side of the mill. However, the roll stack alignment is altered in reversing mills because of the change in rolling direction. This necessitates compensating for the modification in mill levelling.

### Solution:

A logic is developed with the assistance of CMD-Electrical & Automation to memorise the necessary mill levelling in accordance with rolling directions, thereby eliminating the need for manual intervention or stoppage.

### Outcome:

The system's rolling direction-specific mill levelling values are monitored following the implementation of the logic. It has been determined that operator intervention is unnecessary, and the levelling values are satisfactory. This resulted in a minimum of 5 seconds of time saved per coil. Over the course of a month, an average of 3000 coils are rolled, resulting in a total savings of approximately 4 hours. This time savings resulted in a monthly increase of Rs. 2.80 Million.

### Approach:

The subsequent actions were implemented to analyse and alleviate the issue.

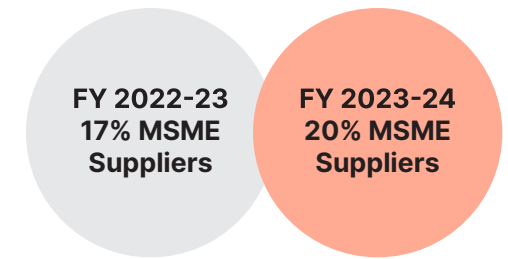
- The Iba system facilitated our comprehension of the mill steering requirement's new requirements.
- Elapsed time for mill levelling adjustment is computed.
- The logic for memorising is developed and implemented.
- Strict monitoring of the system's provided mill levelling and operator requirements values.

Logic was commissioned when both values were found to be satisfactory.

## Supply Chain Management

Sustainability has been deeply ingrained in the Company's values, and it is reflected in every aspect of its operations, including its supply chain. The Company acknowledges the critical role of a sustainable supply chain in the attainment of its environmental and social objectives. The Company is strategically planning to implement a robust supplier assessment programme for key suppliers in the coming years as part of its commitment to continuous improvement. The objective of this initiative is to assess and improve the sustainability performance of its suppliers, thereby guaranteeing that they follow the company's ethical, environmental, and social standards. The company endeavours to enhance the resilience of its supply chain, promote responsible practices, and identify opportunities for improvement by conducting a systematic assessment of its suppliers.

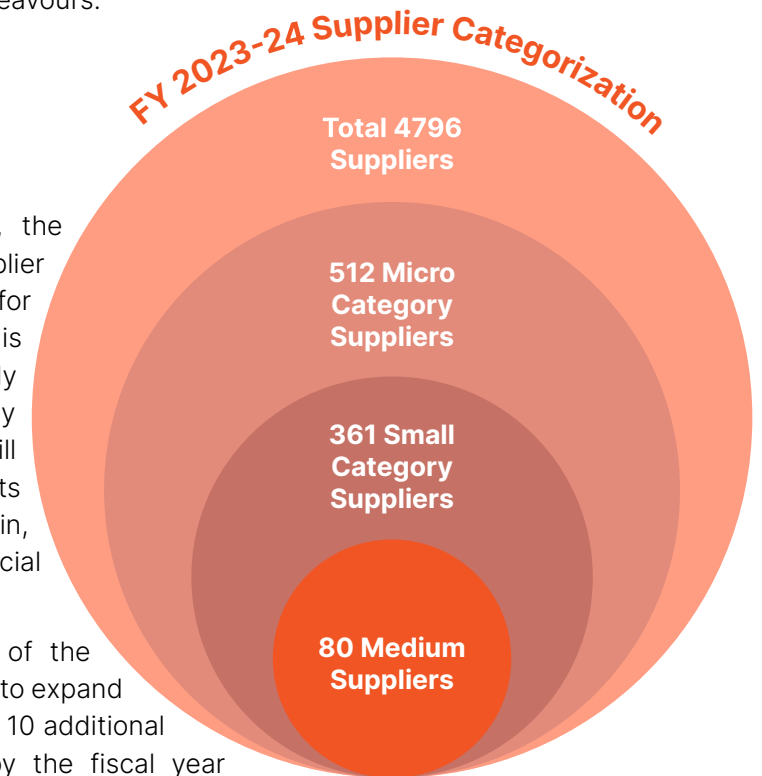
The company is not only promoting inclusivity within its supply network but also fostering economic growth by providing support to MSMEs. The company's dedication to responsible business practices is consistent with this strategic inclusion, which is designed to have a beneficial effect on the broader business ecosystem. The company exhibits a proactive approach to responsible sourcing and supplier engagement through these endeavours.



In line with its environmental efforts, the company plans to extend its supplier screening to incorporate social criteria for new suppliers. This proactive measure is intended to align the company's supply chain with its social responsibility objectives. Furthermore, the company will be addressing any negative social impacts identified within its supply chain, showcasing its commitment to social sustainability.

The company is currently a member of the Vidarbha Industrial Association and aims to expand its affiliations by becoming a member of 10 additional industrial and business associations by the fiscal year 2040. This will help in firming up the company's operational resilience.

In acknowledgment of the significance of human rights within its operations, the company is dedicated to assessing and mitigating potential risks to the right to freedom of association and collective bargaining, both among its operations and suppliers in the future. This commitment reflects the company's upholding of fundamental labour rights across its value chain. These initiatives collectively underscore the company's dedication to responsible business practices, environmental stewardship, and the promotion of human rights throughout its operations and supply chain.



## Data Privacy and Security

The company is taking decisive steps to fortify its data privacy and information security measures. This includes the implementation of a comprehensive Deep DLP policy, aimed at safeguarding sensitive information from unauthorized access and potential breaches. To enhance the security of critical IT services, especially those accessed remotely via VPN, the company will be instituting a Multi-Factor Authentication (MFA) system. These strategic initiatives collectively contribute to creating a resilient and secure information environment for the company and its stakeholders.

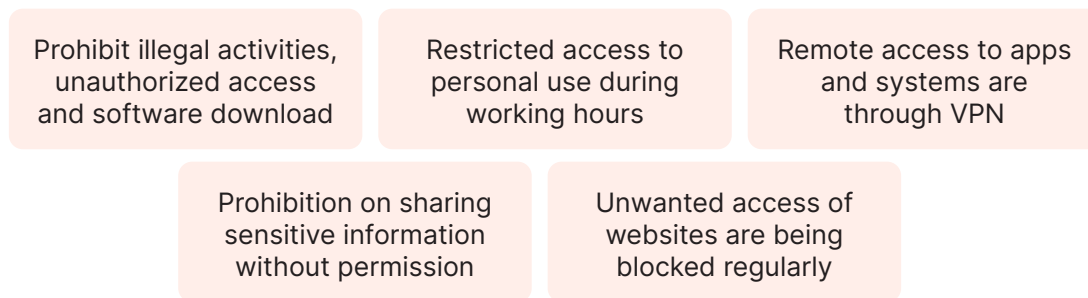
The company is dedicated to achieving a data breach-free environment and has implemented proactive measures and stringent security protocols to eliminate any vulnerabilities, demonstrating its commitment to safeguarding sensitive information. Through continuous efforts and technological advancements, the company is striving to create an impenetrable system, reinforcing its goal of maintaining zero data breaches.

### Number of instances of data breaches

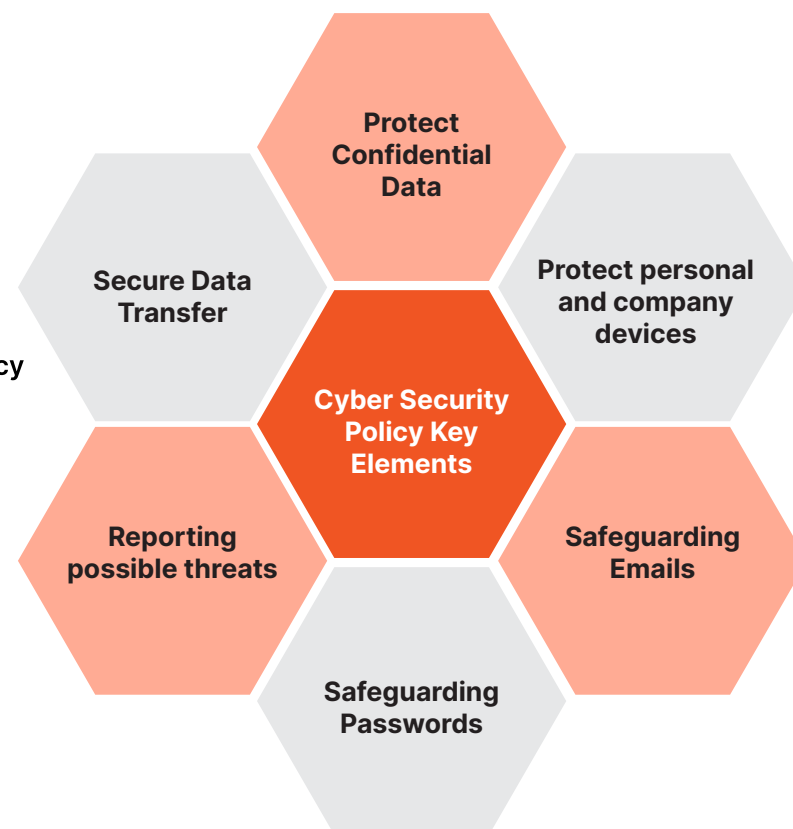
2021-22	0
2022-23	2
2023-24	0

As a part of future strategy, IT departments has the roadmap to implement Disaster Recovery (DR) servers. These DR servers shall be deployed in a remote location, utilizing either on-premises or cloud location, synchronizing at regular intervals with live servers to mitigate any impact of any potential disaster.

Data privacy is of paramount importance at Evonith Steel, and more we rely on technology to collect, store and manage information, the more vulnerable we become to severe security breaches. Human errors, hacker attacks and system malfunctions could cause great financial damage and may jeopardize company's reputation. Evonith Steel has taken several steps to maintain the data privacy.



Evonith Steel has also introduced cyber security policy for end user, following are key elements:



### Forging a Greener Future

Preserving our planet is not just an option, it is an obligation. The steel industry holds a pivotal role in driving sustainable solutions for a greener future.

We acknowledge the critical role of environmental stewardship in the development of a sustainable future. We are dedicated to reducing our environmental impact by implementing innovative practices, efficient resource management, and comprehensive sustainability initiatives as a prominent participant in the steel industry.

Through the establishment of an energy management system and an environmental strategy with target-setting roadmaps, Evonith Steel is dedicated to implement and lead sustainable practices in its operations. the primary focus is on reducing emissions, efficiently managing water resources, and minimizing waste generation. The path toward decarbonization is realized through well-defined targets. The Company is firm in its commitment to achieving global climate change goals in tandem with industry standards.



## Energy Management

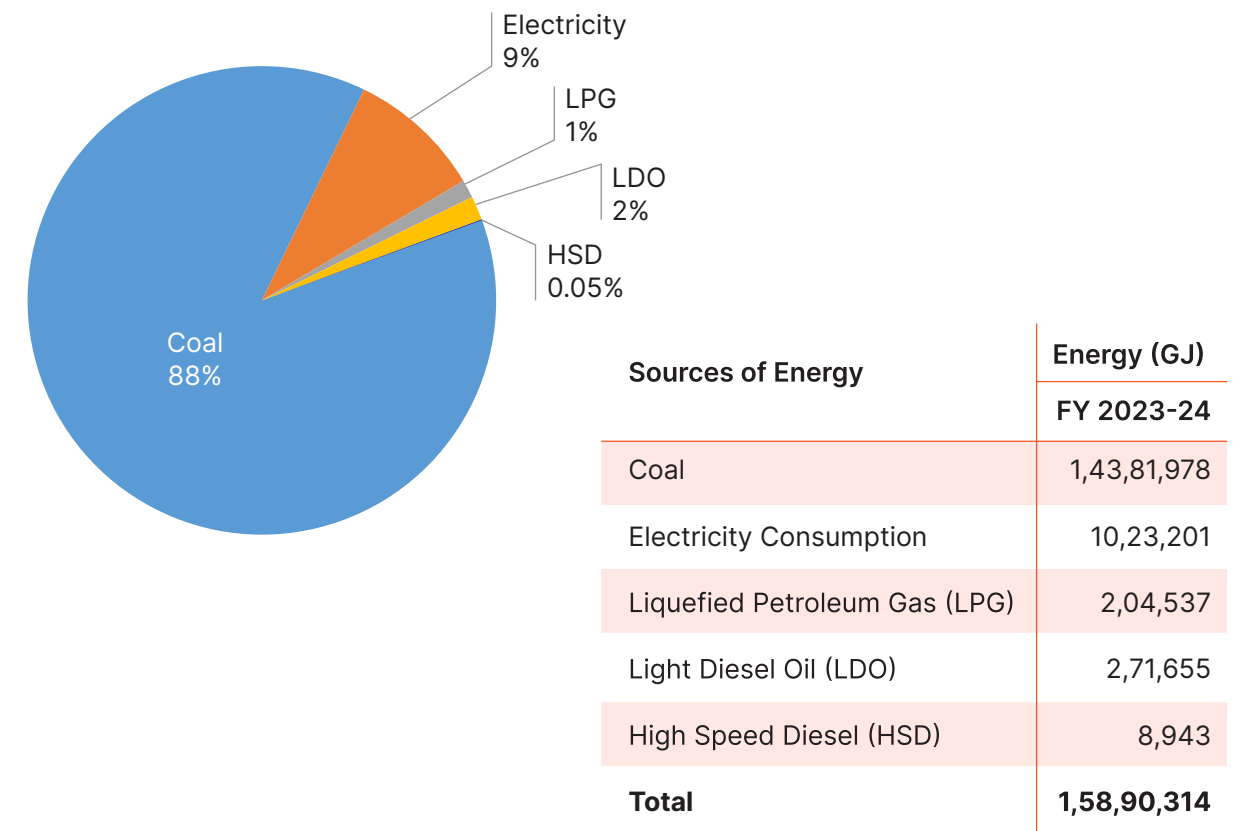
Optimizing energy use in steel manufacturing not only reduces costs but also minimizes the carbon footprint, contributing to a more sustainable industry.

In the realm of steel manufacturing, an unwavering commitment to Environmental, Social, and Governance (ESG) principles is becoming increasingly imperative. Effective energy management stands at the forefront of this commitment, driving the industry towards more sustainable practices. By adopting cutting-edge technologies and renewable energy sources, steel manufacturers can significantly reduce their carbon footprint, thereby addressing the environmental aspect of ESG. This holistic approach not only ensures compliance with regulatory standards but also positions companies as leaders in corporate responsibility, ultimately contributing to long-term business resilience and positive societal impact.

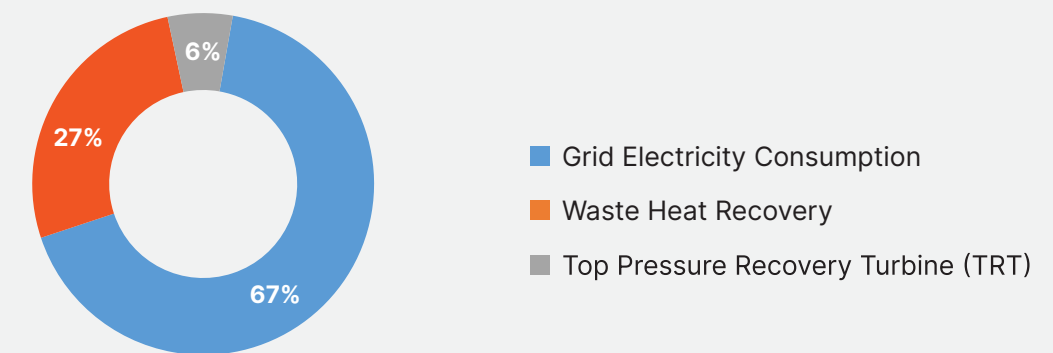
Energy Inputs	Application as Energy	Application as Energy and Reducing Agent
Coal	<ul style="list-style-type: none"> <li>Blast Furnace (BF)</li> <li>Sinter Plant</li> <li>Coke Oven Plant</li> </ul>	Coke Production BF Pulverised Coal Injection
Electricity	<ul style="list-style-type: none"> <li>Electric Arc Furnace</li> <li>Hot and Cold Rolling Mill</li> <li>Motors</li> </ul>	-
Liquefied Petroleum Gas (LPG)	<ul style="list-style-type: none"> <li>Electric Arc Furnace</li> <li>Hot and Cold Rolling Mill</li> </ul>	-
Light Diesel Oil (LDO) and High Speed Diesel (HSD)	<ul style="list-style-type: none"> <li>Hot and Cold Rolling Mill</li> <li>Sinter Plant</li> </ul>	Blast Furnace Injection

The company has adopted the Energy Management System ISO 50001:2018 across the manufacturing of continuous cast steel slabs, hot-rolled plates/coils, cold-rolled sheets/coils, and galvanized steel coils/sheets. Furthermore, the company has taken part in the Perform Achieve and Trade (PAT) scheme under the Ministry of Power for the year 2024-25, with a target of achieving 0.0246 TOE/Tonne of Equivalent Product. At Evonith Steel, the major energy sources are coal, purchased electricity, liquefied petroleum gas, light diesel oil, and high-speed diesel. In addition to these, the company uses energy generated from waste heat and process systems. The company has plans to incorporate renewable energy to avoid the electricity consumption through grid, avoiding GHG emissions.

## Energy Mix (GJ)



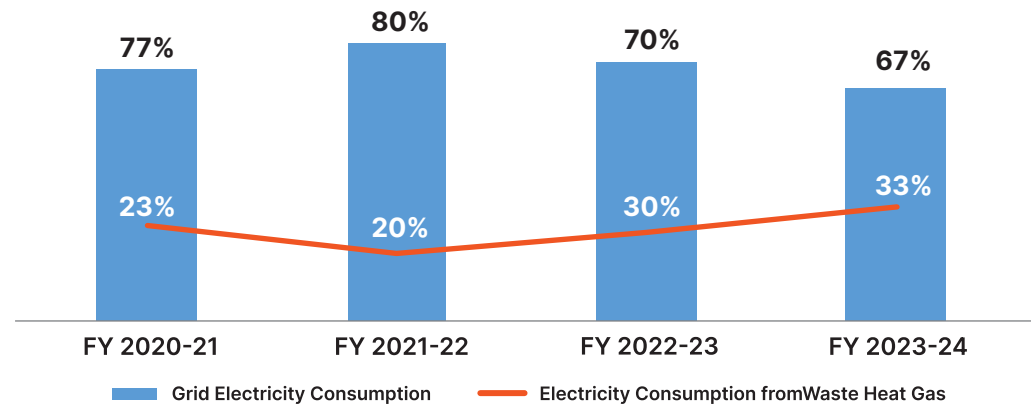
## Electricity Consumption FY 2023-24



Around 33% of total electricity consumption at Evonith Steel is through Waste Heat Recovery and Top Pressure Recovery Turbine, input to both is Blast Furnace gas, avoiding 99,680 tCO<sub>2</sub>e emission from grid consumption. There is an increase of 14% increase in the reporting period compared to previous year in electricity consumption from waste heat gas generated in the operations.

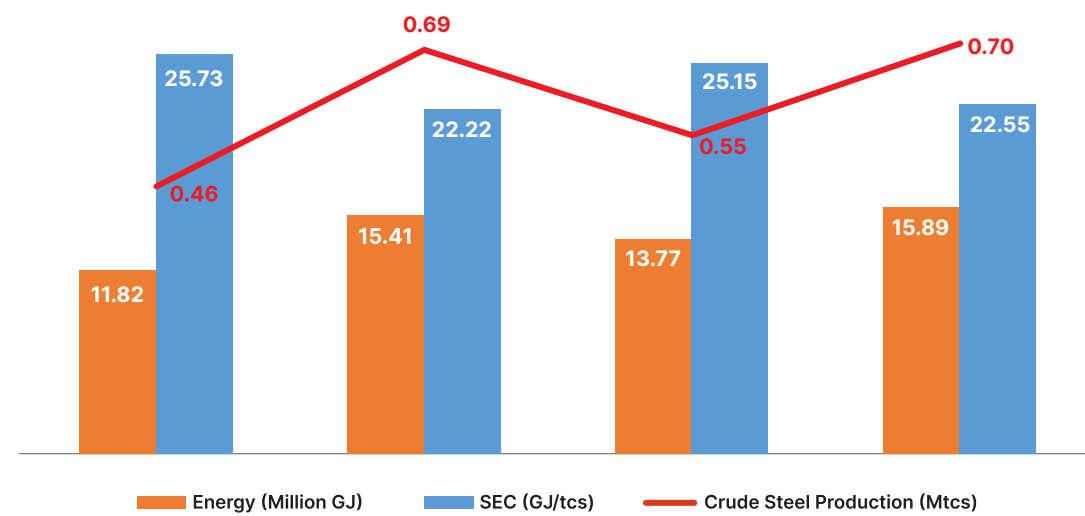


### Electricity Consumption from Waste Gas

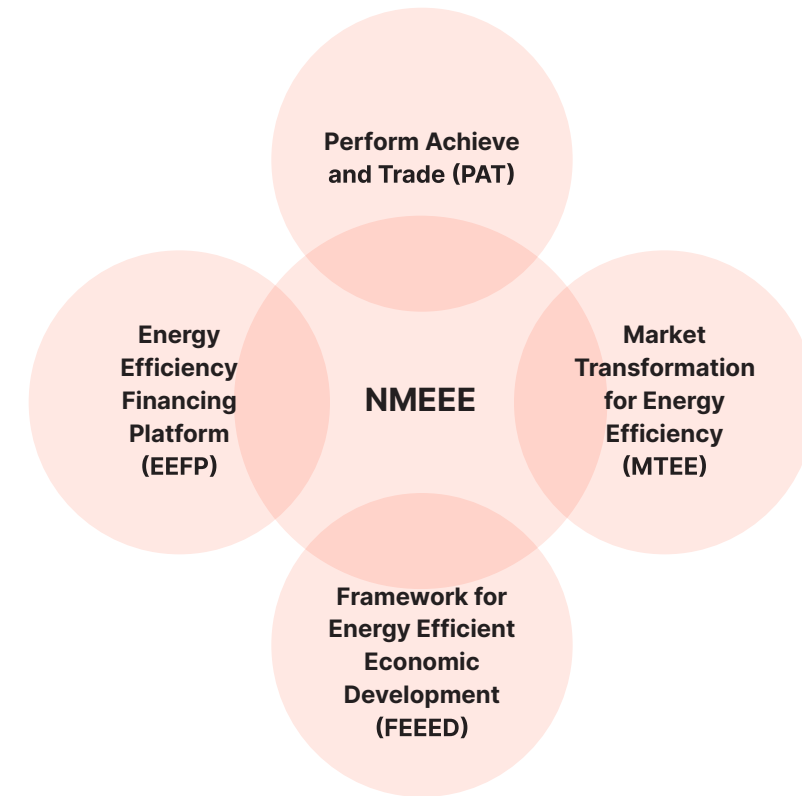


The company consumed 15.89 million gigajoules (GJ) of energy during the reporting period, increased from 13.77 million GJ in FY 2022-23, attributed to 29% increase in crude steel production compared to last year. The specific energy consumption is 22.55 GJ/tcs reduced by 10% from FY 2022-23.

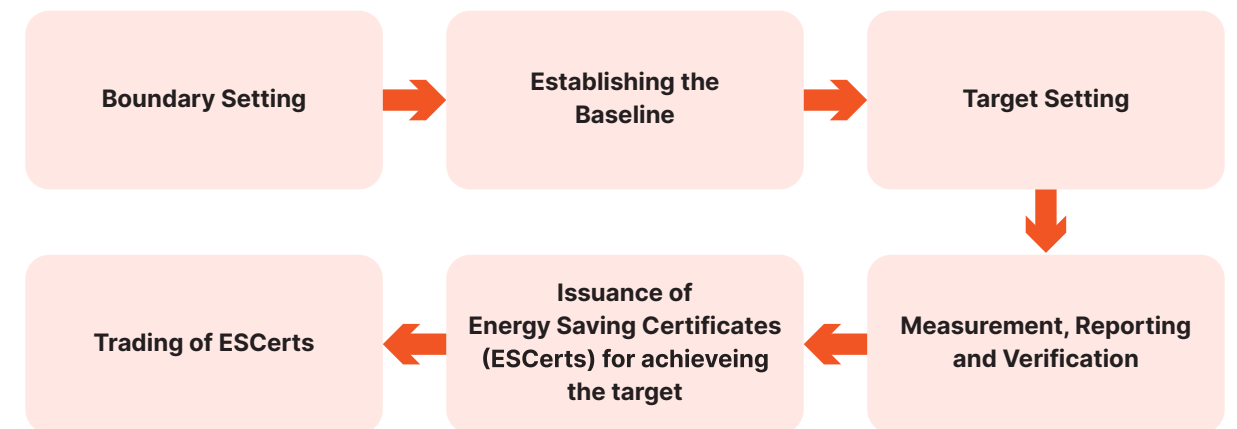
### Energy Consumption and Energy Intensity



National Mission for Enhanced Energy Efficiency (NMEEE) is one of the eight mission released under National Action Plan on Climate Change (NAPCC). The implementation plans for NMEEE were entrusted with the Ministry of Power and Bureau of Energy Efficiency. NMEEE unrolled the following four initiatives:



PAT cycle is governed by Bureau of Energy Efficiency (BEE), Ministry of Power, Government of India. Under Iron and Steel sector, an establishment shall be entitled as Designated Consumer (DC) if it has annual energy consumption of above 30,000 metric tons of oil equivalent (MTOE). One MTOE equals to 11,630 kWh or 10<sup>7</sup> kcal. Duration of PAT cycle is of 3 years and follows the below approach:



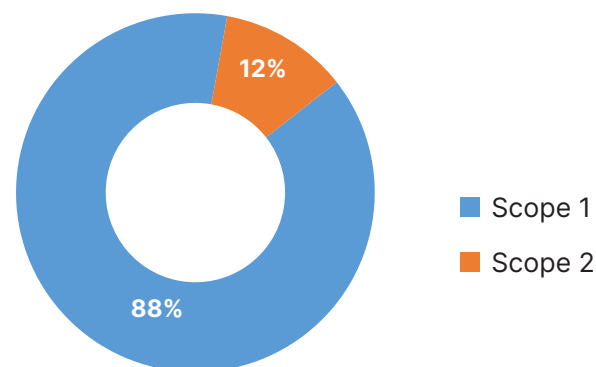
EVSL being the Designate Consumer by BEE under PAT cycle, has overall achieved the target across two PAT cycles, One from 2012 to 2015 and second from 2016 to 2019. EVSL has total of positive ESCerts of 3,310 nos.

## Climate Action

One of the most significant challenges that humanity is currently facing is climate change. The global economy is experiencing chaos as extreme climatic events become more frequent as climate change intensifies. Organisations face numerous hazards because of the warming of the planet, including labour issues, increased insurance costs, and disrupted supply chains. Our objective is to increase the productivity of our resources and, as a result, decrease our expenditures to convert this risk into business opportunities. We are deeply committed to fostering innovation and promoting the development of new products and services that are less carbon intensive. We are confident that collaborating to achieve this objective will foster environmentally conscious competition and create new business opportunities.

The primary source of direct emissions (Scope-1) at Evonith Steel is the stationary combustion of Coal, Liquefied Petroleum Gas, High Speed Diesel, and Liquid Diesel Oil within the company's boundaries. The indirect emissions (Scope-2) encompass emissions from grid electricity that has been purchased.

## GHG Emission Break up FY 2023-24

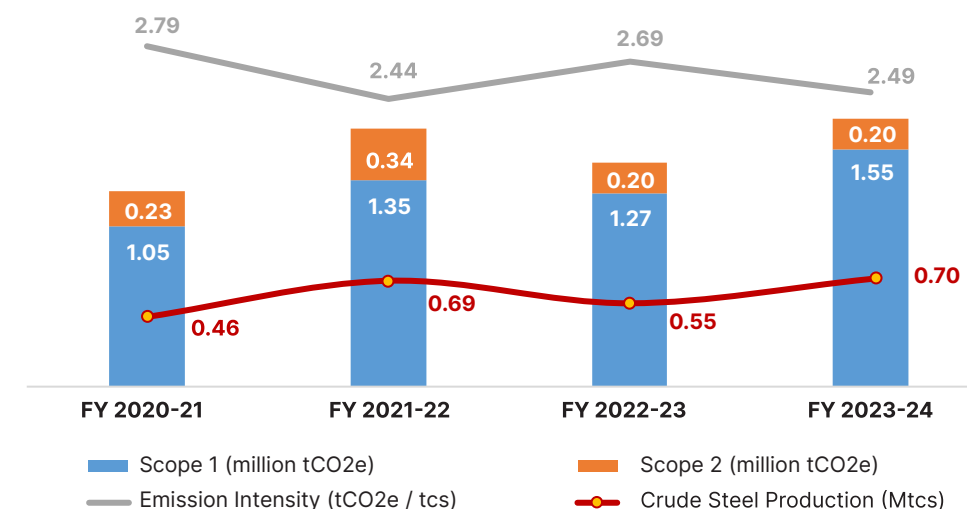


Category	FY 2023-24
Scope 1 (Direct Emissions), tCO2e	15,51,012
Scope 2 (Indirect Emissions), tCO2e	2,03,503
<b>Scope 1 + Scope 2 Emissions (total organization emission), tCO2e</b>	<b>17,54,515</b>
<b>Crude Steel Production, tons</b>	<b>7,04,730</b>
<b>Emission Intensity Scope 1 &amp; 2 Emissions</b>	<b>2.49</b>

Emission factors, in accordance with the IPCC guidelines for Greenhouse Gas (GHG) inventories (2006) and the Environmental Protection Agency (EPA), are used to calculate emissions for all activities directly related to emissions. For indirect emissions, specifically those associated with purchased electricity, the company utilizes the Baseline Carbon Dioxide Emission Database Version 19 factor provided by the Centre for Electricity Authority (CEA).

## GHG Emissions

The company's Scope 1 and Scope 2 emissions have increased by 19% during the reporting period, primarily attributable to a 29% increase in production. Emission intensity have decreased by 7.43%. To further reduce the Scope 1 and Scope 2 emissions, Evonith steel has initiated measures focused on energy conservation, energy efficiency, and process optimization.

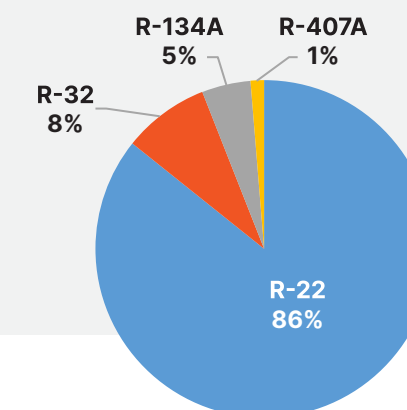


## Fugitive emissions breakup

An important category of Scope 1 direct greenhouse gas (GHG) are fugitive emissions, which result from the direct release to the atmosphere of GHG compounds from various types of equipment and processes. This includes refrigeration and air conditioning systems, fire suppression systems, and the purchase and release of industrial gases.

Ozone Depleting Gases	FY 2020-21 Kg	FY 2021-22 Kg	FY 2022-23 Kg	FY 2023-24 Kg
R-22	427	244	610	676
R-32	45	45	0	170
R-134A	186	244	64	50
R-407A	0	0	0	11

## FY 2023-24, Emissions due to Ozone Depleting Gases



## Air Emissions

Various air emissions, including oxides of Nitrogen and Sulphur, Particulate Matter, Volatile Organic Compounds (VOCs), etc., are linked to the Company's manufacturing operations. The company is committed to maintaining these emissions at levels well below the norms prescribed by the Air (Prevention and Control of Pollution) Act, 1981 (and as amended from time to time) and the Environment Protection Act, 1986, along with related rules and regulations. To control and achieve specific emission levels, the company has installed secondary de-dusting system aimed at managing waste gas and reducing air pollution. The company is proactively monitoring the air emissions of pollutants such as Suspended Particulate Matter (SPM), SO<sub>x</sub>, NO<sub>x</sub> generated due to its operations.

## Secondary De-Dusting System at Electric Arc Furnace

In order to demonstrate its continued dedication to the preservation of the environment, Evonith Steel has implemented a secondary de-dusting system of capacity 1,100,000 Nm<sup>3</sup>/hrs, equipped with a canopy system.

A secondary de-dusting system in an electric arc furnace (EAF) in a steel plant is designed to capture and control the emissions that are not captured by the primary de-dusting system. These emissions typically occur during the various stages of steel production, including charging, tapping, and slagging operations. The secondary de-dusting system helps ensure that the plant meets environmental regulations and maintains a safe and clean working environment.

### Ecological Protection

**Airborne Pollutant Reduction:** Steelmaking generates large amounts of gaseous and particulate pollutants. The secondary de-dusting system captures emissions the primary system misses, reducing environmental impact.

**Mitigation of Air Pollution:** The system captures and filters emissions to improve local air quality.



### Regulation Compliance

**Standard Emissions Compliance:** Stringent environmental regulations require steel plants to limit particulate matter and other pollutants. The secondary de-dusting system helps the plant comply with these regulations, preventing legal issues and fines.

**Environmental Standards Compliance:** Part of a commitment to responsible and sustainable industrial operations.

### Employee Safety

**Air Quality Improvement:** The secondary de-dusting system lowers plant airborne particles and gases, making workers safer and healthier.

**Reduced Health Risks:** Harmful gases and dust can cause respiratory problems in workers. Effective de-dusting reduces these risks.

### Operational Efficiency

**Improved Productivity:** Cleaner working conditions reduce maintenance issues and disruptions, making production processes more efficient and seamless.

**Equipment Lifespan:** By reducing airborne dust and particulates, the system protects equipment and machinery from excessive wear and tear.

### Community Engagement

By reducing visible emissions and pollutants, the plant's impact on nearby communities is reduced, improving relations with its neighbours.

**Companies' Responsibility:** Environmental stewardship and worker safety boost the plant's social license and reputation.

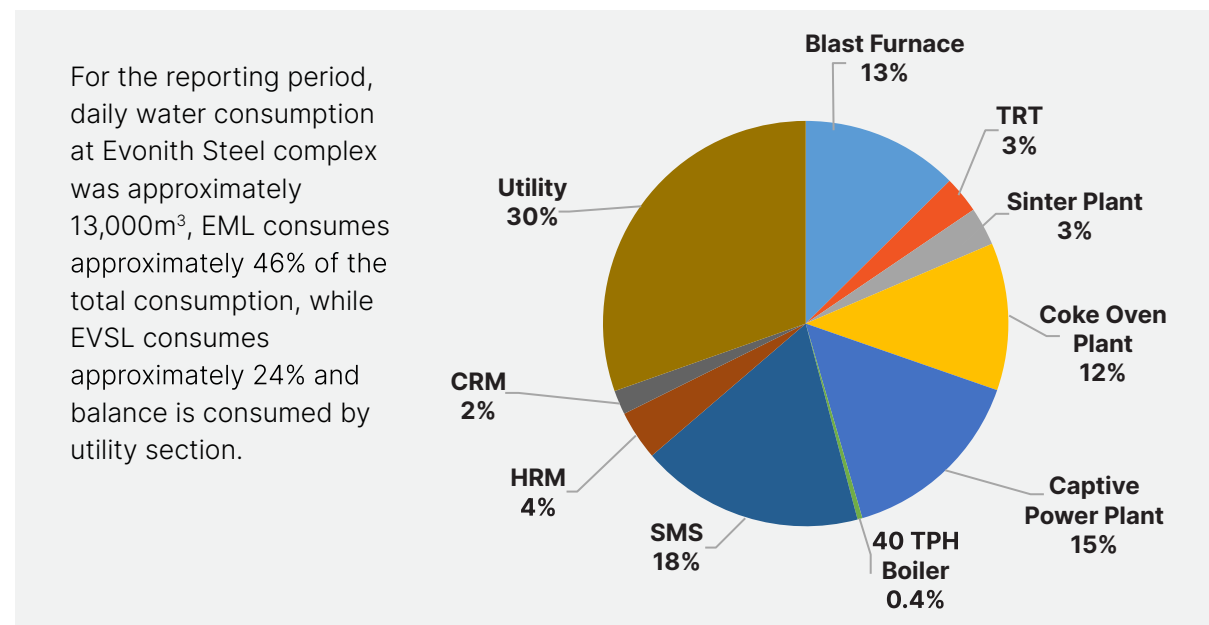
### Complete Emission Control

**Main Systems that Complement:** The main de-dusting system captures emissions at the furnace. Emission control is more comprehensive when the secondary system captures any remaining emissions that evade the primary system.

## Water Management

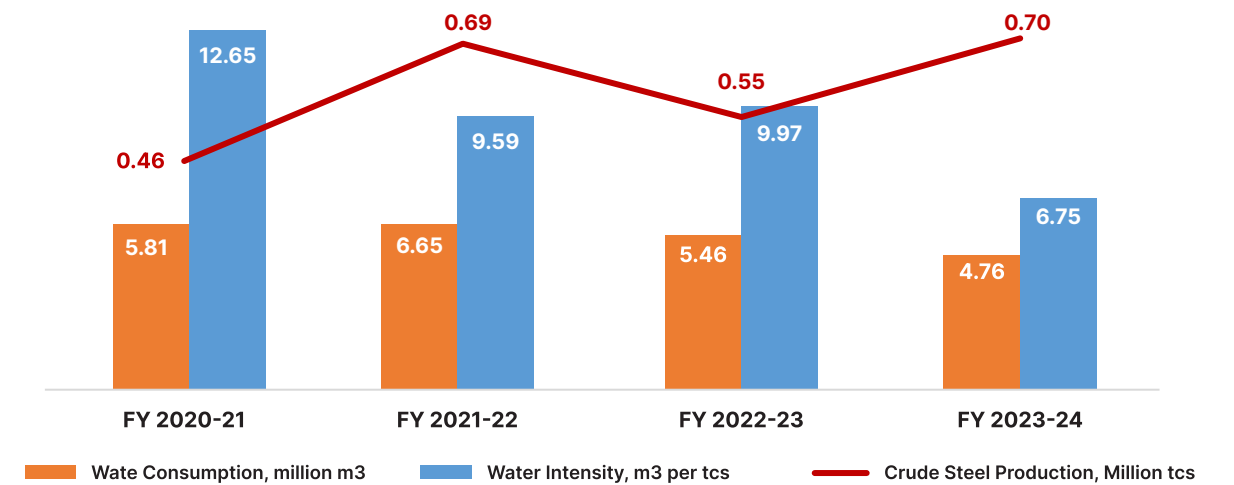
Water consumption at Evonith Steel is a significant concern due to the substantial volumes required in various stages of steel production. Cooling, descaling, and dust control are the primary applications of water. The high-temperature steel and machinery are cooled during the cooling process, which guarantees safe and efficient operations. Efficient water management is essential for reducing consumption and minimising environmental impact.

Water at Evonith Steel is sourced from nearby pump house and stored in the reservoir in the plant location of both EML and EVSL. The primary source of water at Evonith Steel's manufacturing plant is surface water. The company actively integrates treated water into various processes to minimize freshwater intake and has implemented initiatives such as monitoring water consumption, educating the workforce on water conservation, and conducting quality checks on reused water. Effluent adheres to all statutory norms.



In FY 2023-24, the total freshwater consumption decreased to 4.76 million m<sup>3</sup> from 5.46 million m<sup>3</sup> in FY 2022-23. The total water reused during reporting period was 3,89,090 m<sup>3</sup>, accounting for approximately 8% of the total water consumed in the reporting period.

### Water Consumption and Water Intensity

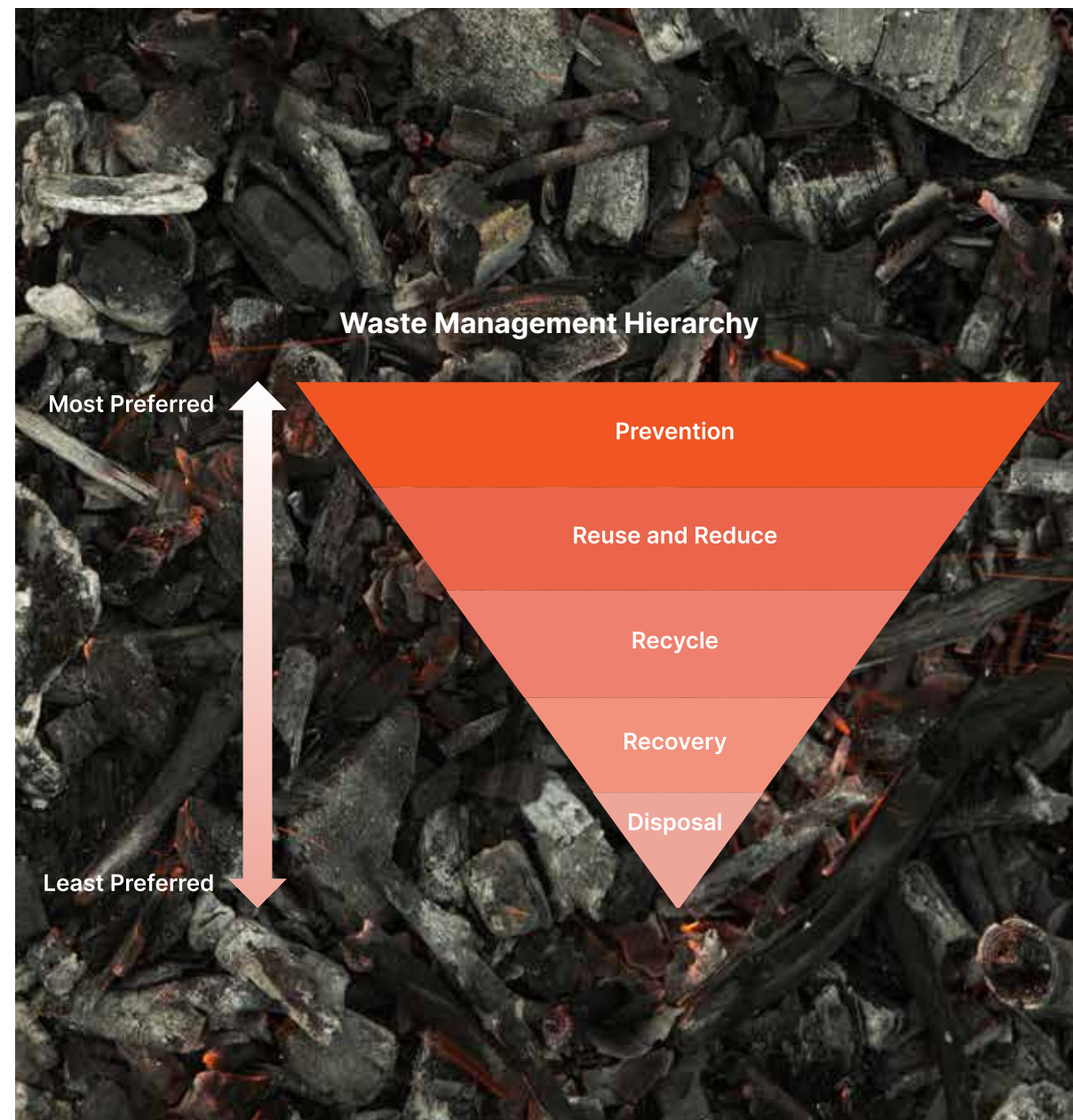


Water Saving Projects in Immediate Pipeline	Water Saving Potential
Wastewater recycle system at EML complex	1,000 m <sup>3</sup>
Reuse of wastewater as Service and Fire water	700 m <sup>3</sup>
RO Plant for recovery of underground seepage water	400 m <sup>3</sup>
Filtration and Reuse of Treated water from DM Plant in Blast Furnace Slag Granulation Plant (SGP)	300 m <sup>3</sup>

## Waste Management

The efficient handling, disposal, and reduction of various waste types generated during steel production is crucial. Evonith Steel manages solid waste, including slag, liquid waste, such as wastewater, and gaseous emissions, including pollutants. Process optimisation, material recovery, and closed-loop systems are essential for waste reduction and recycling. Effective wastewater treatment, responsible solid waste disposal or recycling, and gaseous emission control technologies reduce environmental impact.

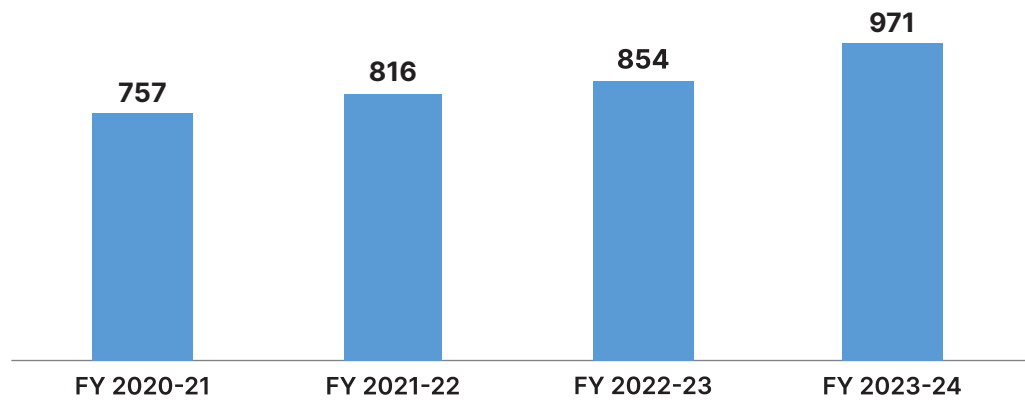
Our waste is classified into two categories: hazardous and non-hazardous. We adhere to the definitions of hazardous and non-hazardous waste that have been established by the Company and the appropriate regulatory authorities. In a responsible and regulatory-compliant manner, we collect and store these hazardous wastes. We then dispose of them to authorised third parties for safe disposal or recycling. Our strategic goal is to eliminate landfilling of these waste through reuse and recycling by FY 2040.



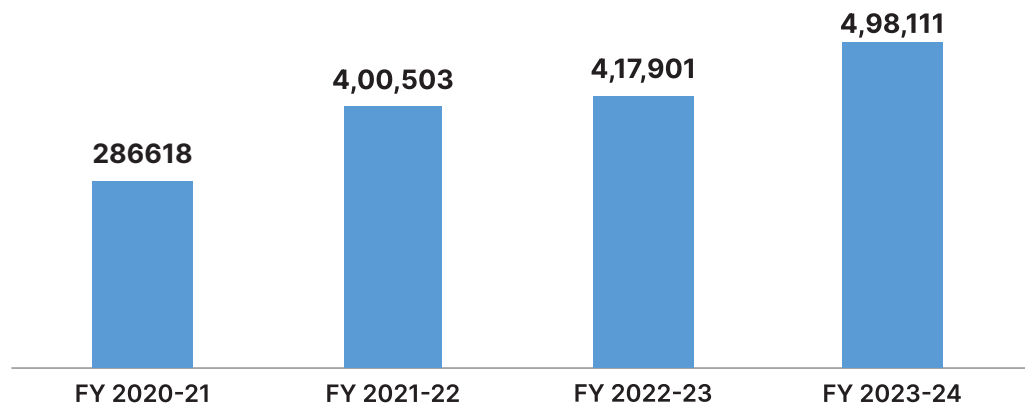
Category	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
<b>Hazardous waste in metric tonnes (mt)</b>				
Hazardous waste generated	2,907	4,312	3,990	4,366
Hazardous waste sent to recycler	757	816	854	971
Hazardous waste sent to Common Hazardous Waste Treatment and Safe Disposal Facility	2,147	3,488	3,123	3,381
<b>Non-hazardous waste (mt)</b>				
Non-hazardous waste generated	4,37,753	4,66,273	4,55,587	5,32,928
Non-hazardous waste reused	2,86,618	4,00,503	4,17,901	4,98,111
Non-hazardous waste sent to recovery	12,836	14,774	16,117	14,656
<b>Crude steel produced (mt)</b>	<b>4,59,128</b>	<b>6,93,405</b>	<b>5,47,477</b>	<b>7,04,730</b>



### Hazardous waste sent for recovery/recycler, Metric Tonnes



### Non-hazardous waste reused, Metric Tonnes



### Extended Producer Responsibility (EPR)

Under the Plastic Waste Management (Second Amendment) Rules, 2022, primary responsibility for collection of used multi-layered plastic sachet or pouches or packaging is of Producers, Importers and Brand Owners who introduce the products in the market. They need to establish a system for collecting back the plastic waste generated due to their products. This plan of collection to be submitted to the State Pollution Control Boards while applying for Consent to Establish or Operate or Renewal.



### Material Efficiency

Material Efficiency indicates the recovery and use of co products within and outside the steel industry combined with the responsible management of natural resources contribute to material efficiency and a circular economy.

As per World Steel Association, Material Efficiency is ratio of (crude steel plus co-products) to (crude steel plus co-products plus waste unused)

Particulars	Metric Tonnes (mt)
Crude Steel production	7,04,730
Co-Products	5,15,537
Recovered/Recycled/Reused Internally and Externally	5,00,498

**Material Efficiency = 98.78%**



The Importer shall provide EPR certificates of the same category of plastic waste only from registered plastic waste processors for fulfilling their EPR obligation.

For the reporting period Evonith Metallics Limited has purchased 0.5nos. of EPR Certificates towards EPR obligation of 0.5 tons of plastic recycling.

## Material Management

As a steel manufacturing company, Evonith Steel deals with several hazardous substances in its operations due to the nature of the business. However, the Company is continuously working to integrate sustainability practices across the value chain. The Company prioritizes the use of environmentally and socially responsible materials, products, and services that offer high performance, safety, and long-lasting value. The Company's focus is on promoting sustainable consumption, supporting sustainable markets for recyclable materials, and contributing to sustainable development through community and societal progress.

Material Metrics	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Raw materials	mt	1,586,874	2,125,937	2,063,437	23,45,239
Materials reused (Internally generated)	mt	20,509	13,563	6,195	17,734
Materials reused (Externally purchased)	mt	22,915	108,238	60,444	76,672

The breakup of the raw materials used is as follows:

Material Metrics	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Coking Coal	mt	5,48,420	7,08,694	6,66,391	6,77,154
Iron Ore	mt	6,34,104	7,90,739	9,79,758	1,188,847
Mill Scale	mt	48,510	54,744	33,576	20,892
Fluxes	mt	1,44,759	1,80,587	2,03,556	2,38,022
Thermal Coal	mt	52,274	60,103	58,708	65,523
GCP dust	mt	20,509	13,563	6,195	17,734
DRI	mt	1,15,384	2,09,269	54,809	60,395
Scrap Iron	mt	22,915	1,08,238	60,444	76,672

The company reuses flue dust and gas cleaning plant (GCP) dust generated in plants within the boundaries of Evonith Steel. The total quantity of internally generated material reused during the reporting period was 17,734 metric tons, and externally generated (scrap iron), it amounted to 76,672 metric tons, accounting for 4% of the total raw material consumption.

## Biodiversity

EML and EVSL are located in the Wardha, Vidarbha region of Maharashtra state and cover a geographical area of 765 Acres. Its geographical coordinates are 20.70050 North Latitude and 78.62034 East Longitude. The EML and EVSL operational sites are owned and managed by themselves. No nearby protected areas or areas of significant biodiversity value that are situated next to the site, and there is no plan to expand operations in the future.

The total green cover of EML and EVSL is 307 Acre (40%). The total green cover land area is covered by woody tree species, scrubland including shrubs and herbs, home gardening, and a dedicated nursery. Further green cover area is divided into black soil and alluvial soil rich in clay.

The plant areas experience a tropical wet and dry climate characterised by extremely hot summers with temperatures reaching up to 45°C and mild winters with temperatures ranging from 10°C to 25°C. The mean annual rainfall over the district and surrounding plant area varies from 1000 mm to about 1100 mm. High humidity is prevalent during the monsoon, while it is lower in other seasons.

There were no direct and indirect negative impact observed in the study area. The campuses are located outside of the urban area, where EML and EVSL management successfully maintain a rich and diverse array of flora and fauna.

EML and EVSL successfully operate a nursery with a stock of 15,000 seedlings to support their afforestation program. All green cover areas are meticulously managed by the administration, adhering to well-established standard operating procedures. This proactive approach ensures the conservation and enhancement of local biodiversity while promoting sustainable ecological practices.

	Species	Common/ Local Name	Scientific Name	Family
1	Palm	Zamia Palm	Zamia furfuracea	Zamiaceae
2	Shrub	Moroankhi	Platyclusus orientalis	Cupressaceae
3	Tree	Teak	Tectona grandis	Lamiaceae
4	Tree	Bel	Aegle marmelos	Rutaceae
5	Bird	Indian peafowl	Pavo cristatus	Phasianidae
6	Mammal	Asian palm civet	Paradoxurus hermaphroditus	Viverridae
7	Reptile	Indian grey mongoose	Urva edwardsii	Herpestidae
8	Reptile	Indian rat snake, Dhaman	Ptyas mucosa	Colubridae
9	Reptile	Russell's viper	Daboia russelii	Viperidae
10	Reptile	Indian softshell turtle	Nilssonina gangetica	Trionychidae

## Biodiversity Richness

Flora  
119

Avifauna  
32

Insects:  
Butterfly  
15

Mammals,  
Reptiles &  
Amphibians  
21



### Flora

The EML and EVSL encompass a biologically diverse area featuring 119 plant species, distributed across 47 botanical families. The most prevalent families are Fabaceae, with 20 species, and Apocynaceae, with 11 species. The flora includes various life forms: 56 trees, 34 shrubs, 16 herbs, 7 palms, 4 climbers, and 2 grasses, demonstrating a wide range of ecological niches and functional roles within the habitat. The conservation status of these species, as per the IUCN Red List, reveals that 58 species are not evaluated, 55 are of least concern, and a minority are data deficient (2 species).

The nativity analysis shows a significant proportion of native species (61 Species), alongside 44 exotic cultivated and 14 exotic invasive species, highlighting the influence of both indigenous and non-native flora on the local biodiversity. This composition reflects the intricate balance between maintaining native biodiversity and accommodating useful exotic species within the managed landscapes of EML and EVSL. The green cover, characterized by a mix of woody trees, scrubland, home gardens, and a dedicated nursery, is crucial for ecosystem services, including carbon sequestration, soil stabilization, and habitat provision.

### Avifauna

The within boundary areas of EML and EVSL is composed of 32 bird species distributed among 24 taxonomic families. Noteworthy families with higher species representation include Alcedinidae, Columbidae, Corvidae, Muscicapidae, Psittaculidae, and Sturnidae, each containing 2 species. The majority of the avian population is resident (29 species), supplemented by two species that exhibit resident and winter migratory behaviour, and one species that is both resident and migratory within India.

The feeding guild classification indicates a significant dominance of insectivorous species (18 Species), which play a crucial role in pest control and maintaining ecological balance. Additionally, the avifauna includes frugivores (4 Species), omnivores (4 Species), piscivores (2 Species), grainivores (2 Species), a single nectarivore, and one raptor species, demonstrating a broad spectrum of dietary adaptations that support various ecosystem functions. Habitat utilization analysis reveals that the majority of these species are non-specialized (26 Species), with a smaller subset inhabiting wetlands (3 Species), forests (1 Species), and combined forest and plantation environments (2 Species).

Endemicity assessments show that six species are endemic to the Indian subcontinent, one is specific to mainland India, and the remaining 25 species are non-endemic, indicating a mix of both regional and widespread species. All documented species are classified under the 'Least Concern' category by the International Union for Conservation of Nature (IUCN), suggesting a currently stable population status.

### Butterflies & Insects

The butterflies and insect biodiversity in the EML and EVSL boundary area encompasses 15 species across 9 families, including butterflies (9 species), dragonflies (1 species), and other insects (5 species). Notably, the Nymphalidae family exhibits the highest butterfly diversity with 4 species, while the Pieridae family follows with 3 species. The insect families represented include Apidae with 2 species and single species from Coccinellidae, Pentatomidae, and Scarabaeidae. The IUCN conservation status reveals that 5 species are classified as Least Concern, with 4 of these being butterflies and 1 dragonfly.



## Mammals, Reptiles & Amphibians

The EML and EVSL boundary areas documented 21 vertebrate species distributed among 16 families, comprising 2 amphibian species, 7 mammal species, and 12 reptile species. Amphibian species were identified in the families Dicroglossidae and Rhacophoridae. Mammal species were represented by families including Canidae, Cercopithecidae, Leporidae, Sciuridae, Suidae, and Viverridae. The reptile fauna was more diverse, encompassing families such as Agamidae, Colubridae, Elapidae, Gekkonidae, Herpestidae, Scincidae, Trionychidae, and Viperidae.

## Biodiversity Around Our Plant Operations



Nursery (15,000 Seedlings)



EML Plant



Brahminy Starling



Common Langur,  
Hanuman langur



Indian Softshell Turtle



Tailorbirds



House Sparrow



Indian Robin



Green Bee-eater



Oriental Magpie-robin  
And Green Bee-eater



Wire-tailed Swallow



Red-vented Bulbul



Purple-rumped Sunbird



Pond Heron



Jungle Babbler



Water Reservoir



Teak and Leucaena Tree Cover



## People-Centric Growth

The true measure of progress lies not in the wealth amassed by a few, but in the upliftment of the many. When growth is centered on people and responsibility, it fosters communities where every individual has the opportunity to thrive.

Evonith Steel aspires to establish itself as the preferred employer, sought after for its commitment to excellence in fostering a supportive and enriching work environment, and reflecting its role as a responsible corporate. The company aspires to create a healthy, socially inclusive, and sustainable environment for communities, aligning its goals with both financial and non-financial aspects of business. This section provides an insight into Evonith Steel's dedication to optimize human capital management, promote employee well-being, ensure customer satisfaction, and contribute to the betterment of the community.



## Human Capital Management

### Employment & Retention People Policy Manual

At Evonith Steel, we firmly believe that our employees are our greatest asset, and it is essential to provide them with the resources and support they need to thrive. To ensure transparency in our HR practices and provide a positive and inclusive work environment, the People Policy Manual was crafted to serve as a comprehensive guide for all our employees.

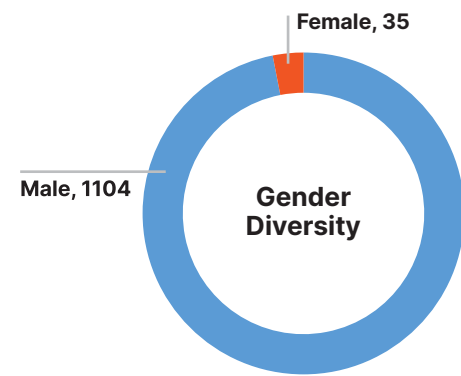
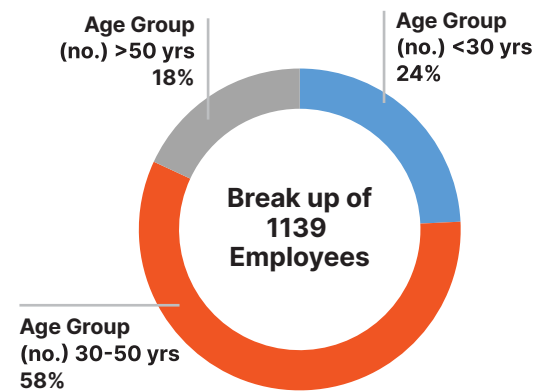
People Policy Manual consists of revised policies in the current context and is designed to equip our on-roll employees with a deeper understanding of our company policies, procedures, and guidelines, helping them navigate various aspects of employment with ease. The People Policy Manual is also accessible on the HRIS portal of Evonith Steel.

Evonith Steel employs a diverse group of contractual workers based on their qualifications and experience. The organization-contractual worker partnership is mutually beneficial. In support of their professional growth, the company participates in various upliftment programmes. Long-term settlements are achieved through constructive dialogue and a representative union. These dedicated workers perform operations and maintenance, material handling using specialised equipment, housekeeping, gardening, and other allied tasks. This comprehensive approach ensures a harmonious and productive workplace for all stakeholders.

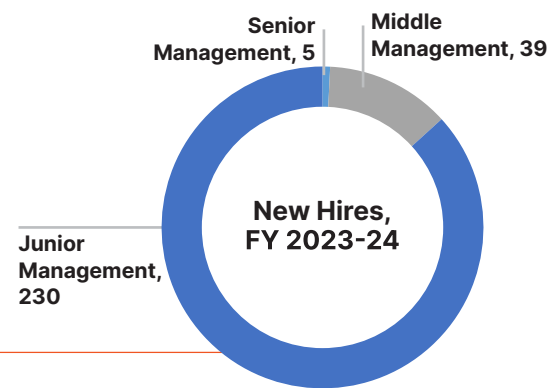
We are of belief that it is our primary duty to cultivate a culture of inclusivity that fosters a sense of belonging among our workforce. The second equally critical objective of our people management system is to establish a supportive and empowering environment that provides our employees with significant opportunities for personal and professional development and motivates them to realise their full potential. The belief that the organization's wellness is contingent upon the well-being and enriching engagement of our workforce is the foundation of our people practice.



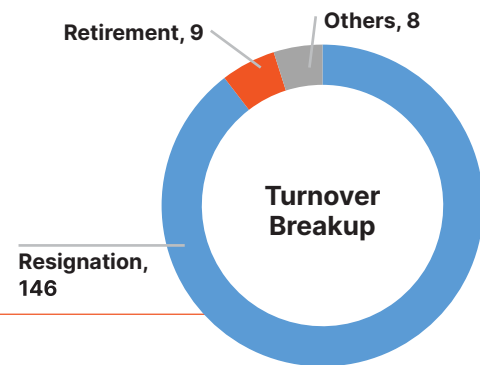
No. of Employees	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Employees	991	1,048	1,020	1,139
Total Workers on Payroll	337	322	301	278



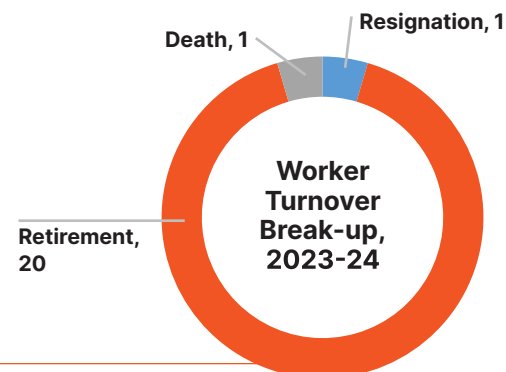
FY	New Hires
FY 2020-21	371
FY 2021-22	468
FY 2022-23	449
FY 2023-24	274



FY	Net Employment Turnover (Employee)
FY 2020-21	50
FY 2021-22	123
FY 2022-23	218
FY 2023-24	163

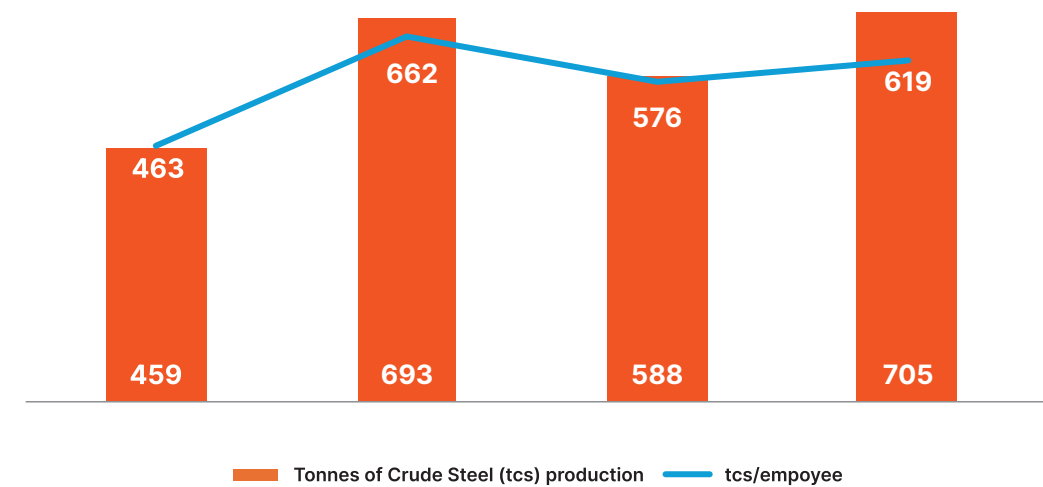


FY	Net Employment Turnover (Employee)
FY 2020-21	13
FY 2021-22	15
FY 2022-23	14
FY 2023-24	22



Evonith Steel is implementing a comprehensive action plan and effective retention strategies to reduce attrition. The company is initially automating processes to improve job satisfaction and create a more modern workplace. Mentorship and training programmes are essential to the organisation's strategy to develop the team's skills. The company implements a robust rewards and recognition system to ring-fence critical talent and reinforce their dedication to the company. By taking these steps, the company hopes to attract and retain top talent and lower attrition.

### Tons of Crude Steel Production per Employee



## Employee Engagement

### Defined Benefit Plan Obligation and other Retirement Plans

In support of its employees' well-being and long-term stability, the Company offers a wide range of defined benefit and defined contribution plans. Employee benefits include provident fund contributions, gratuity, health insurance, and earned and sick leaves. The company's generous benefit plan prioritises employee well-being throughout their careers and retirement. Employees receive quality healthcare from Nagpur's Wockhart, Viveka, Orange City, and Acharya Vinoba Bhave Rural Hospitals. Gratuity is a retirement benefit, while PF and ESI provide social security. The comprehensive insurance coverage includes Group Medical, Personal Accident, and Term Life. The company appreciates long-term service and provides family medical insurance. According to the Factory Act, the company maintains work-life balance with set hours. Our benefit plan shows our dedication to providing a supportive and rewarding workplace throughout employees' careers and retirement.

#### Long-term incentives for employees:

Retirement benefits such as gratuity, PF and Employees State Insurance (ESI), Long term service appreciation scheme.

#### Employee support programs:

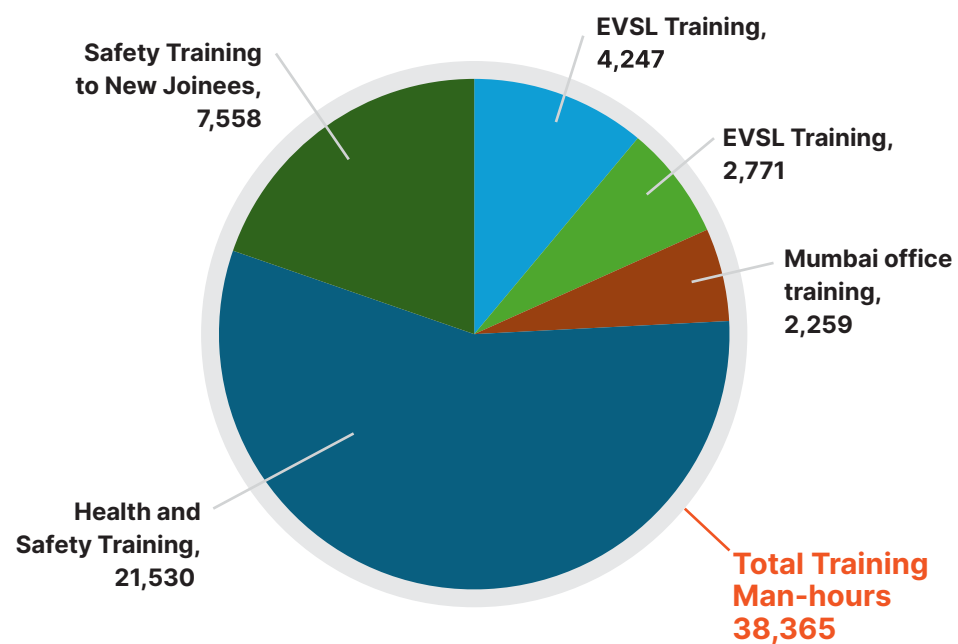
Group Medical Scheme, Group personal accident, Group term life insurance, extension of medical insurance to family, working hours followed as per Factories Act

Contribution to defined benefits schemes		FY 2021-22 (INR Crore)	FY 2022-23 (INR Crore)	FY 2023-24 (INR Crore)
Contribution to Provident Fund & Other Funds	EVSL	4.90	4.93	4.63
	EML	1.18	1.95	2.04

## Training and Development

Providing employees with the necessary skills and assuring their well-being to enhance their performance. The actions and accomplishments of our employees are reflected in our success and accomplishments. Our success is propelled by the innovative ideas, commitment, and vitality of our employees. We concentrate our efforts on establishing an environment that fosters and challenges a workforce that is engaged, talented, and motivated, and who contributes to the company's success narrative. A culture of well-being is fostered by our employee-friendly policies and a diverse array of other benefits, which support each individual who is contributing to our success story.

### Training Man-Hours



At Evonith Steel, a diverse range of training and development (T&D) initiatives are implemented to nurture the workforce. The comprehensive T&D program includes a multifaceted approach, incorporating an online knowledge-sharing platform, leadership bytes, virtual trainings, seminars, and on-the-job training. These avenues not only facilitate knowledge transfer but also foster professional growth and enhance skill sets among the employees.

## Training and Development Programmes



### Manthan

To strengthen the knowledge sharing and collaborative learning at Evonith Steel, the HR team commenced with an online knowledge sharing platform "Manthan", which means churning of knowledge/ideas. These sessions are designed to engage our internal experts to share their knowledge, learnings, and experience on areas of interest to the employees.

This platform fosters a culture of collective learning, enhance employee engagement, innovation stimulation, positive employee experience, better problem solving and helps us create pool of expertise within the company.

We have received an encouraging response from the employees, with 9 sessions already done and a few sessions in the pipeline for the upcoming months. It's a great tool to build teamwork, communication, and management skills.

### Leadership Bytes

The HR team launched Leadership Byte, a theme-based bulletin covering leadership topics and articles from top management journals and TED talks, to promote learning among Evonith Steel employees. Every fortnight, EML and EVSL employees at Plant, HO, and branch offices receive the Leadership Byte via email.

These topics are concise, understandable, and actionable. We have published 38 Leadership Byte issues on communication, time management, strategic thinking, growth mindset, goals, employee recognition, and more, and employees across the organisation have responded enthusiastically. Since this theme-based bulletin has a pull effect, we are releasing future Leadership Byte issues on employee requests. Every issue's quiz/questions are actively participated in by employees. Our employees should read these bulletins and take the quiz seriously.





### Saksham

Evonith Steel offers blended learning to help employees exceed their learning and personal development goals. In addition to classroom, on-the-job, Leadership Bytes, and Manthan, our online knowledge sharing platform, we offer Saksham, virtual instructor-led training. Virtual learning is cost-effective and lets employees learn from work while staying productive. Saksham will teach the employees at all locations business skills like time management, communication, goal setting, and feedback. We've completed 7 Saksham sessions on time management, communication, stress management, etc., and more are planned each month.

The feedback received post Virtual training was positive and employees are looking forward to more such bite sized "On the go modules" to increase their efficiency and retention of knowledge.

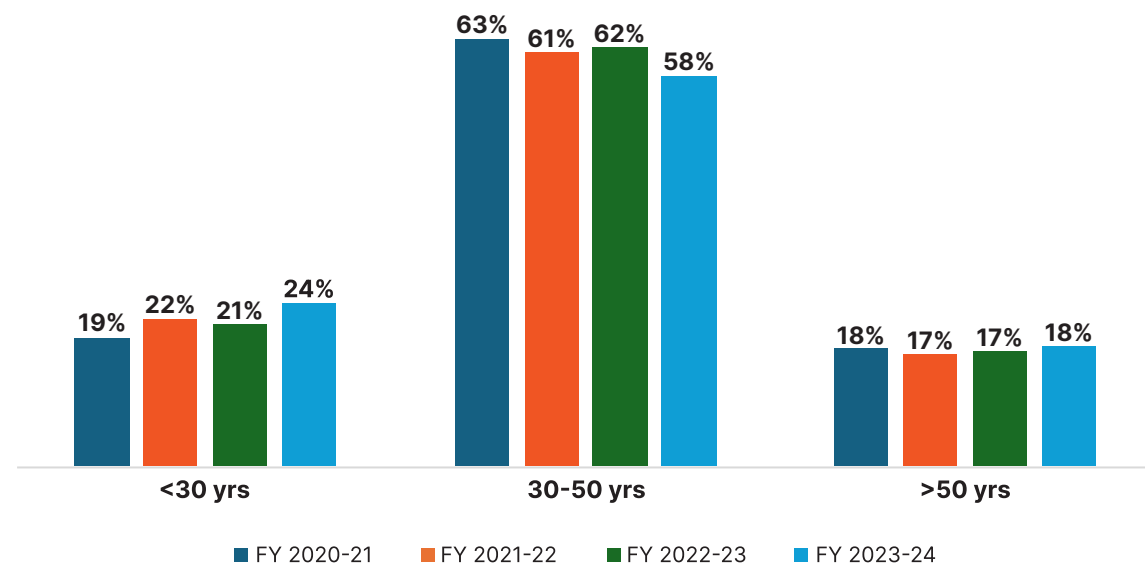
As Evonith Steel approaches its goal of becoming a 2.5 MTPA flat steel producer, it anticipates a more diverse workforce. Our objective is to facilitate a future in which diversity is celebrated and equality is a reality. Diversity is not solely defined by differences in race, gender, age, or background; it incorporates a variety of perspectives, experiences, and ideas that promote success and innovation. In today's global environment, diversity is not only a moral requirement, but also a strategic advantage that propels us forward in a constantly changing marketplace.

Our inclusive workplace at Evonith Steel encourages everyone to succeed, regardless of background or identity. We must invest in diversity and inclusion programmes, provide training and resources to help our employees grow, and hold ourselves accountable for creating an inclusive and welcoming workplace. We are advancing our D&I journey by conducting D&I pulse surveys, establishing a D&I council, developing a D&I policy, and training employees to become more inclusive leaders and employees. This year, we have more women in our Management Trainee, Graduate Engineer Trainee, and Diploma Engineer Trainee batches. We want women at Evonith Steel in Operations, E&I, Quality, R&D, power generation, commercial, finance, logistics, safety, and security.

### Diversity & Inclusion

At Evonith Steel, "Respect for All" is one of the core values, encompassing "Diversity and Inclusion" (D&I) within the workplace. At the heart of the organization's ethos is a resolute commitment to diversity and inclusion (D&I), encompassing considerations for gender, age, culture, ethnicity, and nationality. The company is dedicated to cultivating a work environment that is not only supportive but inherently inclusive.

#### Employee Age Diversity



## D&I Initiatives

### Making steel strongHER



#### StrongHER

This year, on International Women's Day, we symbolically rebranded ourselves as Evonith Steel. It was intended to acknowledge the contributions of our female personnel and commemorate the contributions of "SHE" in shaping our organisation. It was a declaration of our dedication to "Making Steel StrongHER."

#### Appointment of first batch of Management Trainees

HR team designed a comprehensive induction training program to facilitate the transition of Management Trainees from Campus to Corporate. The induction program helped them with a thorough understanding of our company's mission, vision, values, and operational processes, as well as equipped them with the knowledge and skills necessary to excel in their managerial roles.



#### GoldWings - Reward and Recognition Program at Evonith Steel

INTRODUCING  
OUR REWARDS & RECOGNITION PROGRAMME



Evonith Steel strives to improve its workplace culture and promote excellence. We also know that our talented team is our greatest asset and that their hard work, dedication, and creativity make us successful. GoldWings' new Reward & Recognition Policy was launched to recognise and celebrate our employees' efforts.

The Evonith Steel Goldwings Reward & Recognition Policy allows managers and leaders to recognise employees who go above and beyond and appreciate individuals and teams that excel. Evonith Steel created a comprehensive communications plan to promote the R&R Goldwings policy, increase participation, and foster appreciation. Creating content and messages for Evonith Steel's LinkedIn page, posters, and standees was the launch's focus. We also held R&R Goldwings policy awareness workshops for HODs and Managers at Evonith Steel City, Wardha, and Mumbai offices.

#### Hello 365 - Employee Wellbeing and Assistance Program at Evonith Steel



Evonith Steel is committed to support the overall health and well-being, of our employees both inside and outside of work. We want our employees to lead happy, healthy, and balanced life which will help them perform at their best, both professionally and personally and to enable that we have partnered with Silver Oak Health for the "Employee Wellbeing and Assistance Program – Hello 365".

The Hello 365 program provides confidential support for any personal or work-related challenges our employees may face. Whether it is seeking guidance on managing stress, navigating personal relationships, or simply looking for resources to enhance their well-being.

#### Grievance Redressal Mechanism

Evonith Steel's Grievance Redressal Mechanism allows employees to voice their concerns, complaints, and grievances in a transparent and efficient manner. Our approach emphasises accessibility, fairness, and prompt resolution, fostering trust and open communication within the organisation and increasing employee satisfaction.

Evonith Steel values an environment where employees can voice concerns and complain without repercussions. The company believes that resolving grievances at the lowest level speeds up the process. Three steps ensure a transparent and efficient grievance resolution process.

An employee should first approach their immediate superior or escalate the grievance to the latter's superior. If the employee is unhappy with the outcome, they can write a formal grievance letter to the department manager or HR Head. We aim to resolve issues in step one or two within two business days. If issues persist, a CEO-led grievance hearing is the last resort. CEO will be crucial to grievance resolution. The systematic and effective grievance resolution procedure at Evonith Steel promotes trust, transparency, and employee security.

By embedding this Grievance Redressal Mechanism in the Company's sustainability practices, Evonith Steel reinforces its commitment to ethical conduct, fairness, and a workplace culture that prioritizes the well-being and concerns of its employees and stakeholders. This proactive approach aligns with the broader sustainability goals, contributing to the creation of a resilient and responsible organizational ecosystem.

Grievance hearing by the CEO

Letter to department manager or HR Head

Discussion with immediate superior

## Labour Management

Adhering to all relevant laws, rules, and regulations, the company complies with the requisite notifications to employees before implementing operational changes that may impact them. The company ensures advance notification and, when necessary, engages in consultations regarding specific operational changes. We ensure a minimum notice period of two weeks for employees and their representatives before implementing operational changes that may affect them.

## Human Rights

Evonith Steel strives to improve business practices and rights holder lives across its value chain. Human rights abuses in the supply chain can damage a company's brand and PR. Thus, this issue is crucial to the company. The firm seeks community improvement. The company intentionally changed its approach to create an enabling, supportive, and safe workplace. Its strong Sexual Harassment Prevention Policy shows this dedication. The company's employee human rights redress process is fast. By involving more stakeholders across its value chain, the company hopes to create a comprehensive human rights code of practice that addresses child labour, forced or coerced employment, and other major issues.

## Occupational Health & Safety

At Evonith Steel, safety is a fundamental priority. Aligned with the company's core value of "Well-being for all. We assure. We ensure," The Company's paramount focus is on the holistic well-being of its employees, with a particular emphasis on ensuring their safety. To uphold this commitment, the company conducts regular training sessions on health and safety matters and involve its employees in problem-solving workshops, creating a collaborative environment where potential production hazards can be identified and addressed collectively. This approach reflects the company's dedication to nurturing a workplace culture that prioritizes the well-being and safety of every individual within the organization.

## Safety Training



In-house safety training programmes empower workers on 20 critical topics designed for the Training Needs Identification (TNI) process. HR collaborates with HODs to create effective training. For training effectiveness, the company evaluates pre- and post-training. Companies can assess safety training programmes' efficacy using Multiple Choice Questionnaires (MCQs). The company schedules annual and monthly safety training to spread knowledge.

Workplace Safety Officer visits involve proactive safety measures from the safety department. These visits correct safety violations immediately with on-the-job training. Staff and supervisor attend these sessions. These on-the-job trainings address safety. This company approaches safe work processes holistically with conversations and demonstrations. The company emphasises workplace safety with the right tools, tackles, and PPE.

In the visitor's room near the security gate are employee safety and guest safety training kiosks. Visitors get vital safety information at this kiosk. Visitors learn plant safety and hazards from a detailed film. Visitors must test after instruction. Score 60% or higher to enter the factory. Visitors below 60% receive more instruction. Conformity training allows security to issue gate passes and admit visitors according to the company's strict safety rules.



## Safety Audit

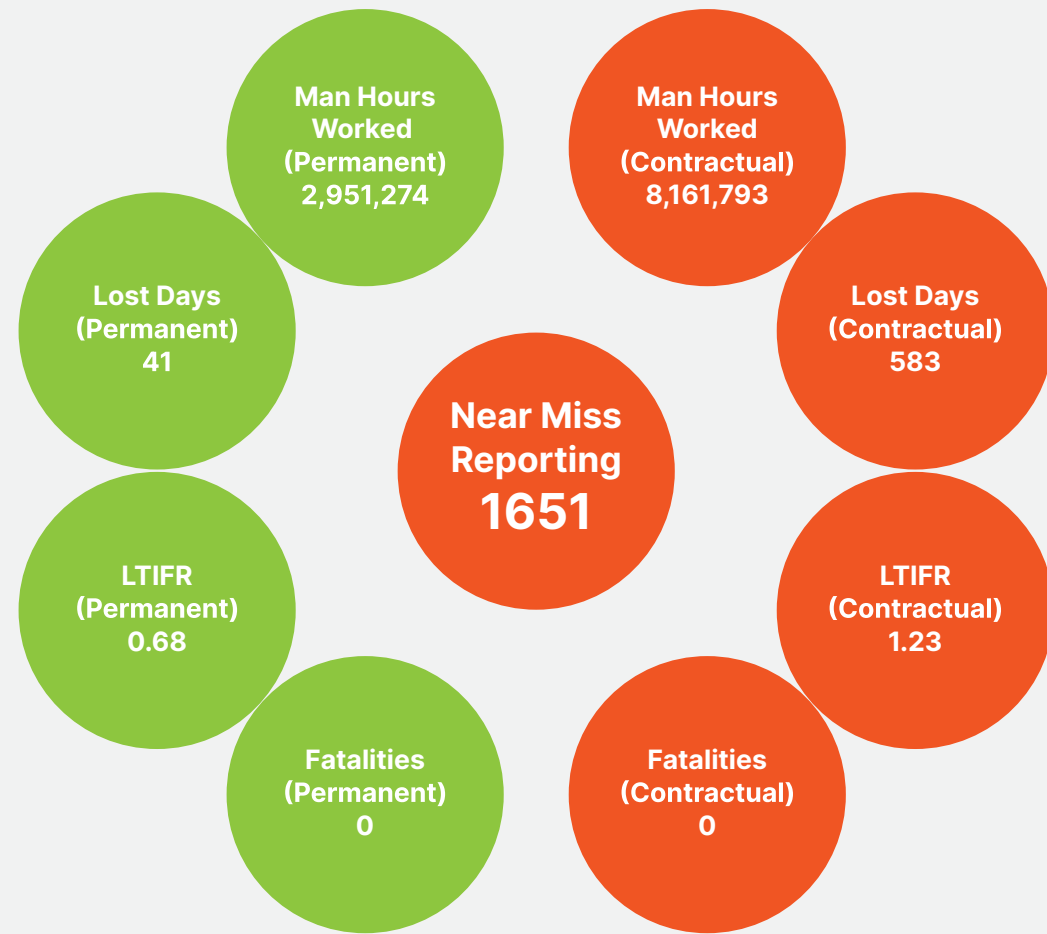
The organisation undertakes extensive assessments and audits to detect work-related hazards and analyse risks. HIRA, Plant Safety Inspection, Layer Audit, Safety Excellence Audit, and internal and external safety audits follow IS 14489 requirements.

A "Layer Safety Audit" initiative began in January 2022 to improve plant safety. Authorised auditors from relevant departments inspect shop floors, offices, buildings, and storerooms. Audit results are maintained in department registers and checked by department heads, with regular Apex Safety Committee Meetings discussing compliance. Different layers of staff are accountable for audit frequency, from daily inspections by the Area/Site Engineer/Shift in-charge to annual external audits.

EML and EVSL departments undergo monthly excellence assessments using HSE standards to assess safety. This audit pits departments against each other for nine months, with winners receiving rewards. The 100-point audit emphasises hazard control and safety improvement programmes.

Evonith Steel's internal auditor training programme was run by an outside organisation in FY23. Graduates were certified to undertake plant internal audits. These rigorous reviews help keep workers safe, identify dangers, and comply with safety standards.

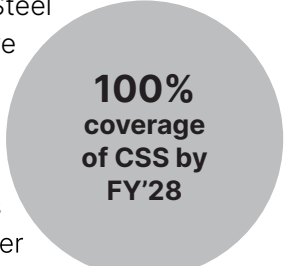
## Safety Performance for FY 2023-24



## Customer-driven Company

The company understands that excellence extends far beyond the quality of its steel products. It is deeply rooted in the company's approach to fostering collaborative and enduring relationships with Evonith Steel's business partners or customers. Evonith Steel's customer-centric philosophy is not a mere transactional engagement; it is a strategic alignment with the unique needs and aspirations of its clients. Evonith Steel's journey towards excellence is propelled by holistic learning and a collective spirit that defines us as a community. Evonith Steel stands as a testament to its ethos of care, commitment, and collaborative excellence, shaping a future where its stakeholders, particularly its valued customers, thrive and flourish.

The company's product portfolio can be divided into four categories: hot-rolled steel (HR), cold-rolled steel (CR), galvanized steel products (GP), and raw material- pig iron. Currently, the company conducts customer satisfaction survey (CSS) for HR products and aims to extend its coverage of CSS to GP products by FY'24 and to all product categories by FY'28.



## Customer Satisfaction Index Score

The company has taken steps to improve its production processes to lower its cost of poor quality (COPQ), currently Rs. 13/mt for HR products and Rs. 12/mt for GP products. Because consistent cooling temperature is crucial, the company is upgrading laminar cooling headers. This improvement ensures optimal temperature distribution, improving hot steel strip quality.

The company is also modifying its reheating furnace to ensure slab thickness temperature uniformity. This targeted adjustment improves the Company's heating processes, reducing uneven heating and quality issues. These and other initiatives demonstrate the company's commitment to improving steel product quality through technological upgrades and process optimisations. By proactively addressing these critical production line elements, we can meet and exceed quality standards, reducing the cost of poor quality.



## Corporate Social Responsibility

Corporate Social Responsibility (CSR) is a critical component of any organization's dedication to enhancing the welfare of the communities it serves. Evonith Steel's commitment to the comprehensive development of the communities it engages with, as well as its aspiration to become a prominent 2.5 MTPA flat steel producer at its Steel Complex, are congruent with its profound commitment to environmental, social, and governance (ESG) practices. The company has initiated a transformative journey that is guided by the visionary leadership of Jai Saraf, Chairman at Evonith Steel. The objective is to redefine industry standards and positively influence lives through sustainable and socially responsible business practices.



## Our CSR Focus Areas

Evonith Steel aligns its Corporate Social Responsibility strategy with its corporate philosophy of being a responsible corporate and giving back to society.

We implement sustainable interventions that are focused on social development issues and motivate our stakeholders to participate. Our Corporate Social Responsibility (CSR) Team serves as the primary entity responsible for the development and execution of our initiatives.



**Highlights** | 10 villages | Rs. 30.6 Million Spent | 19,142 Beneficiaries

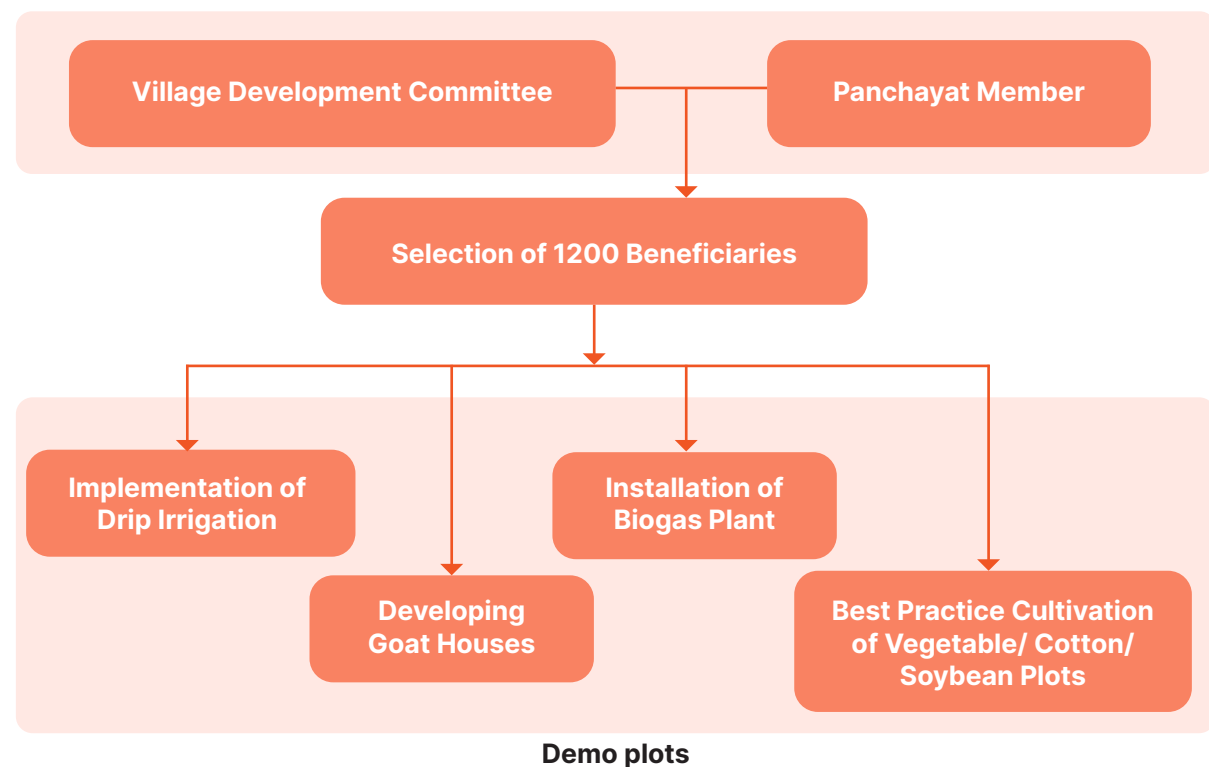
CSR Project	No. of Beneficiaries	Objective
Mobile Medical Unit	15,219	To provide basic primary health care to rural population to surrounding villages with medically equipped ambulance with MBBS Doctor & Team. Visits are held twice a week in 9 villages for 2 hours per village
Sexual And Reproductive Health Program- Project Unnati	763	Working with adolescent girls, adolescent boys, young women, young men in changing mind-set and practices surrounding reproductive health
Providing slag for Pandan road	150	Supply of slag for Pandan road Development
Rural Livelihood Program	1,519	Sustainable and resilient agriculture, integrated livestock development, rural micro-enterprise development
Infra support to Zila Parishad schools, Anganwadi & Mathura School	850	Repair, painting and other work completed in 6 Zila Parishad schools, 6 Anganwadi & Mathura schools
Surgical Camp Hemalkasa, Gadchiroli	190	Cataract and other surgeries through Rotary Club, Nagpur
Remediation and Spoken English program in Zila Parishad schools	451	Spoken English program conducted by BVB students for 10 Zila Parishad school children



## Rural Livelihood Programme

Objective is to improve the income of the local communities through enhancing their existing agricultural practices and introducing cost efficient advances in agricultural techniques in neighbouring villages.

After successful completion of CSR activities in 5 villages in FY 22-23, Evonith Steel decided to include 5 additional villages (Jamtha, Kurzadi, Jaulgaon, Ashtha, Mandavgad) in our CSR program in FY 23-24.



These Demo Plots are equipped with latest and new age agriculture practice that significantly improves the farming experience. These Demo Plots assist the nearby local farmers to enhance knowledge on the new age farming techniques, which will result in improving the yield from their respective land parcels. In addition, a call centre has been established for Technical Agriculture Knowledge, that has benefitted more than 400 farmers.

## Production and Income Improvement in Demo Plot compared to Control Plot

Soybean Crop	211 kg Higher Production 26.90% Income Increment
Gram Crop	121 kg Higher Production and 22.36% Income Increment
Wheat Crop	271 kg Higher Production and 24.90% Income Increment
Cotton Crop	152 kg Higher Production and 30.10% Income Increment

## Case Study

### Livelihood Promotion Through Integrated Agriculture Strategy

**Smt. Sangita Lade's family and other farmers in Chitoda village facing problem of lower income due to dependent on a traditional cropping pattern, accessibility of agricultural services.** Lack of awareness about the improved varieties, crop diversification and improved management practices of orchard, floriculture and other high value and cash crops. low fertility due to degradation of soil due to heavy application of chemical fertilizers.



Mrs. Sangita Rahul Lade with programme supported papaya plot

### Solution

To address the challenges faced by Smt. Sangita Lade's family and other farmers in Chitoda village, a comprehensive and sustainable approach can be implemented. Demonstrating horticulture (Papaya) and suggesting the cultivation of floriculture (Marigold/Shewanti) as an intercrop are excellent steps. Here's a detailed plan to further support these initiatives:

### Horticulture and Floriculture Integration:

- Papaya Orchard: Continue promoting papaya cultivation due to its high yield, limited duration crop and market demand.
- Intercropping with Marigold & Shewanti: Marigold and Shewanti has been grown between papaya plants. Marigold is a short-term crop that had provided additional income, improved soil health, and help in pest management due to its nematocidal properties.
- Drought-Resistant Varieties: Introduce drought-resistant and early-maturing crop varieties (Papaya-Taiwan) to withstand adverse weather conditions.
- Advisory Services: Provide farmers with access to weather forecasts and climate advisories through Sanvadini to plan their agricultural activities accordingly.
- Efficient Irrigation Systems: Promoted the use of drip irrigation to optimize water use.
- Organic Farming: Encouraged the use of organic fertilizers such as compost, vermi-compost, and green manure to improve soil fertility and natural food and do not use any type of chemical pesticides.

## Outcome

To date, over 600 organically grown papayas have been harvested, amounting to a total weight of 530 kilograms. These papayas have been sold directly from home at a rate of 50 rupees per kilogram, generating a revenue of more than 26,500 rupees. Additionally, she has diversified her agricultural activities by integrating floriculture crops between the papaya plants, which brought in an additional income of approximately 15,000 rupees from July 2023 to December 2023.

Adoption and Replication: Encouraged by the success, she has decided to replicate this model by expanding her cultivation area by 0.50 acres, planting an additional 200 papaya plants, thus enhancing her agricultural productivity and income potential.

The expansion of her cultivation area and integration of floriculture crops reflects a deeper understanding of sustainable agricultural practices. By diversifying her crops, she not only increases her income potential but also enhances soil fertility and biodiversity on her farm.

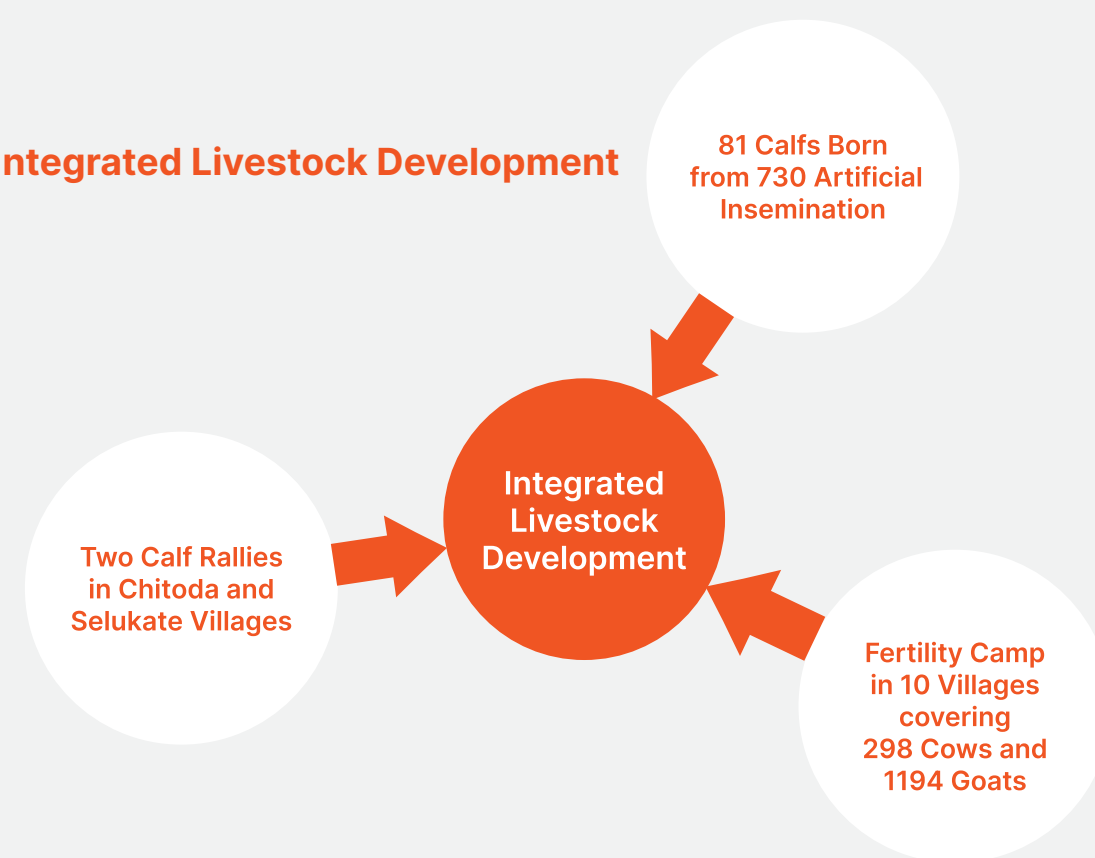


Mrs. Sangita with her replicated papaya plot (200 saplings)



Mrs. Sangita's father-in-law with intercropping of Shewanti in project supported plot and Marigold in replicated plot

## Integrated Livestock Development



## Case Study

### Improving Livelihood through increasing productivity of livestock and crops



Smt. Rina Laxman Chowdhary with her complete grown plot of fodder and replicated plot.

The village where Rina resides, suffers from a scarcity of high-quality, nutritious fodder. The family primarily feeds their livestock with locally available grass and crop residues, which did not meet the animals' dietary needs. This led to malnutrition and weak animals, further reducing their productivity. Without knowing the efficient uses of cow dung, the family was spending huge amount on using LPG cylinder for cooking and using fuel wood for heating water and boiling the milk as well. She blows in the stove due to uses of fuelwood, it has unnecessary effects on her health.

## Solution

For dissemination of the technology demonstration approach has been used. Training, exposure visits to the model plot of the crops, Farmer Field School has been implemented for wide scale adoption of the recommended practices.

- Demonstration plots of 5 to 10 Guntas have been developed for cultivation of Maize – African Tall and BAIF Hybrid Napier-10 & 11. The sowing has been undertaken in the Kharif season
- The project support has been in the form of improved seeds and required doses of fertilizers along with package of practices.
- The fodder has been used for feeding milking cattle as well as preparing silage.
- Farmers rearing dairy cattle and able to spare land for cultivation of fodder in the Kharif season have been selected.
- Eligible farmers have sufficient space in the homestead for establishing the IRESA unit and farmers rearing minimum about 4 to 5 dairy cattle have been selected for support.

### The above program provided the following:

- **Access to Nutritious Fodder:** To provide high-quality fodder through the program can significantly improve livestock health and productivity.
- **Veterinary Services:** Establishing more accessible veterinary services Artificial Insemination can ensure improve the cattle breed.
- **Training and Education:** Trainings, exposure visits and workshops on modern animal husbandry practices can help the family adopt improved methods.
- **Utilization of Animal Manure:** Reena's family can use the manure from their livestock to produce biogas. This not only provides a sustainable energy source but also helps in managing livestock waste more efficiently.
- **Production of Nutrient-Rich Slurry:** The by-product of biogas production is a nutrient-rich slurry, which can be used as organic fertilizer for their crops. This can enhance crop yield and quality, providing better feed for their livestock.
- **Uses of nutrient-rich water:** The wastewater come out from the biogas it can be used for the nutritional garden to ensure quality, natural and organic food for the family



Smt. Rina Laxman Chowdhary sowing the fodder



Smt. Rina with the BAIF Hybrid Napier-10



Smt. Rina Chowdhary with Biogas Unit



Smt. Rina with her complete grown replicated plot

## Outcome

1. Green fodder available throughout the year and saved their cost on purchasing of dry fodder around Rs. 8,000.
2. The milk of cow has been constant there is no reduction in daily milk generation. Due to the best quality of fodder and no wastage in green fodder.
3. She is focused on the indigenous breeds for quality milk supply to the consumers, so her family have increased their breed of Gir and Sahiwal through Artificial Insemination.
4. While using the cow dung in the Biogas, she is saving 1 LPG gas cylinder in every three months that means she is saving Rs. 4,616.00 (Rs. 1154.00 × 4) in a year. Therefore, now her family completely stopped purchasing fuelwood Due to regular uses of Biogas.



Smt. Rina Laxman Chowdhary cooking food from Biogas



Smt. Rina Chowdhary with indigenous breed calf Gir

## Preventive Healthcare

### Project Unnati - Sexual Reproductive Health Program

The Unnati project employs a transformational approach, which entails that the peer educators are older adolescents and young adults who receive training through the programme. The educational sessions in their villages are conducted by them under the supervision of the project's field personnel. Each village employs two adolescent peer educators - one male and one female - to facilitate educational sessions. Additionally, one young female mobilizer is instructed to facilitate educational sessions for married young women. As well as conducting sessions with groups of young women, she is accountable for mentoring the adolescent peer educators.



#### Group Formation

Girls and boys in the community were encouraged to form groups. These groups were educated on sexual and reproductive health issues. The groups trained and managed by adolescent peer educators - selected from the community in ages 17- 19 were trained intensively on SRH issues before they start the educational sessions.

Beneficiaries	Groups	Members
Adolescent Girls (12-19)	26	347
Adolescent Boys (12-19)	22	242
Young Women (20 -24)	15	174
<b>Total</b>	<b>63</b>	<b>763</b>

#### Group Session

The girls and boys were educated through educational modules on SRHR themes which includes Growth, Sex and Gender, Nutrition, Good Touch Bad Touch, RTI /STI, Violence, substance abuse etc. The content of the modules was finalized and translated into local language (Marathi) and provided to all peer educators/mobilizers.

Beneficiaries	Total Sessions
Adolescent Girls session	251
Adolescent Boys session	218
Young Women session	147

## Success Stories

### Story of Seema

Seema Sandeep Bhandare, a 28-year-old mother of two, holds a Bachelor's degree in Agriculture. She was previously a non-working member of her family and had limited exposure to economic opportunities. When she was introduced to the Unnati Project and selected as a female mobilizer, her journey towards empowerment commenced. Initially, Seema was hesitant to assume the role of a female mobilizer because of her shyness and lack of prior work experience. Nevertheless, she accepted the opportunity with the encouragement of project members and the support of her sister-in-law. Seema's confidence increased as a result of the training sessions she attended on menstruation and growth and development, and she began to excel in her position.

The Unnati Project's transformative power in fostering community development and empowering women is exemplified by the case of Seema Sandeep Bhandare. The project established pathways for women to leave their homes, contribute to their family income, and realise their full potential by providing education, training, and support for mobility for economic opportunities. In order to guarantee the ongoing empowerment of women in rural India and beyond, it is essential to continue investing in initiatives of this nature.

### Testimony of Savita

Savita Ghodmare, 25, of Mahsul Nagar, Barbadi village. She underwent a transformative 'Project Unnati' journey. Interaction with Project Unnati's Field Executive, Ms. Sangeeta, changed her life. Ms. Sangeeta visited Savita's village to recruit young women for the Unnati project.

She was excited about starting a women's group in our village and learning about empowerment topics. She volunteered as our village's Female Mobilizer because she knows the project's goals. This choice started a journey of confidence, growth, and learning. As the project progressed, she attended sessions on various topics like adolescent girl groups. These sessions helped her learn and improve her leadership and communication skills. She felt empowered and more capable of changing my community. Her trip highlights included visiting the One Stop Centre, National Rural Livelihood Mission, and Nasha Mukti Kendra in Wardha. These visits gave her a new perspective on the many resources and opportunities for women in our region. She is feeling confident and skilled like never before.

## Infrastructure Development

### Surgical Camps

As a social responsibility initiative, the organisation operates in ten adjacent villages. Additionally, we collaborated with the Rotary Club Nagpur to arrange a surgical camp in Hemalakasa, located in the Gadchiroli district. Hemalakasa is a tribal-inhabited area that is extremely remote, and its residents have limited access to health facilities. A surgical camp was conducted at the residence of Prakash Amte in Hemalakasa. A total of 68 surgeries and 122 cataract surgeries were successfully completed.

There is a strong dedication to sustainable development that harmoniously balances the needs of the present with those of the future, as well as to a broader, all-encompassing social progress. We guarantee that all initiatives (that are in accordance with Schedule 7) are sustainable, scalable, and replicable over the long term, with a positive impact on the beneficiaries and an enhancement in their quality of life.

We are steadfast in our dedication to community development, ESG, and corporate social responsibility as we continue this journey of growth and transformation. It is not merely a component of our corporate strategy; it is the foundation of Evonith Steel's identity. We are collectively effecting change, one step at a time.



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	2-3	Reporting period, frequency and contact point	5
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	2-5	External assurance	Not Conducted
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	2-18	Evaluation of the performance of the highest governance body	32
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	201-2	Financial implications and other risks and opportunities due to climate change	Not Available
	201-3	Defined benefit plan obligations and other retirement plans	69
	201-4	Financial assistance received from government	Not Available
<b>Market Presence</b>	3-3	Management of material topics	
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not Available
	202-2	Proportion of senior management hired from the local community	Not Available
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	302-4	Reduction of energy consumption	48
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	304-3	Habitats protected or restored	61
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	306-2	Management of significant waste-related impacts	56
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	308-2	Negative environmental impacts in the supply chain and actions taken	Not Available
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	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	70
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	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	43
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	415-1	Political contributions	Not Available
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### Disclaimer:

We've conducted an assessment and developed the ESG strategy framework for the Company. Having embarked on this journey, we have published this inaugural Sustainability Report. We wish to assure the readers that the information detailed is accurate, reliable and covers all the topics of material importance to the organization's stakeholders.

### Reference standard:

This report has been developed in accordance with the Global Reporting Initiative (2021) Standards for the period between 1st April 2022 to 31st March 2023.

### Data compilation methodology:

The data published in our sustainability report has been collected through various internal reporting systems. We employ comprehensive data management system for collecting, analyzing, and managing data for our sustainability report. We have undertaken a comprehensive materiality assessment through dialogues with relevant stakeholder groups with the aim of identifying key sustainability issues perceived by the stakeholders. Standard calculation methodologies for estimation and quantification of data have been used. Our direct and indirect emissions and energy consumption are calculated using the emissions and energy factors published by the Intergovernmental Panel on Climate Change (IPCC) and Central Electricity Authority (CEA).