Ashoka Buildcon Limited

September 05, 2025

To
The Manager
The Department of Corporate Services
BSE Limited
Floor 25, P. J. Towers,
Dalal Street, Mumbai – 400 001

Scrip Code: 533271
Debt Codes: CPs – 728882, 729123 & 729743; and
Debt Code NCDs: 976190 / 976191 / 976192

To
The Manager
The Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai – 400 051

Scrip Symbol: ASHOKA EQ.

Dear Sir / Madam,

Sub.: Submission of Business Responsibility & Sustainability Report for FY 2024-25 under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report for the Financial Year 2024-25.

Please take the same on your records.

Thanking you,
Yours faithfully
for ASHOKA BUILDCON LIMITED

Manoj Achyut Kulkarni
Digitally signed by Manoj Achyut Kulkarni
Date: 2025.09.05 12:32:13 +05'30'

(Manoj Kulkarni)
Company Secretary
ICSI M. No. FCS – 7377

Encl.: As above

ANNEXURE VII

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FY 2024-25

SECTION A : GENEREAL DISCLOSURES

I. Details of the Listed Entity

1	**Corporate Identity Number (CIN) of the Listed Entity**	L45200MH1993PLC071970
2	**Name of the Listed Entity**	Ashoka Buildcon Limited
3	**Year of incorporation**	1993
4	**Registered office address**	S.NO. 861, ASHOKA HOUSE, ASHOKA MARG, VADALA, NASIK - 422 011
5	**Corporate address**	S. No - 861, Ashoka House, Ashoka Marg, Ashoka Nagar, Nashik. 422011
6	**E-mail**	secretarial@ashokabuildcon.com
7	**Telephone**	253-6633705
8	**Website**	www.ashokabuildcon.com
9	**Financial year for which reporting is being done**	2024-2025
10	**Name of the Stock Exchange(s) where shares are listed**	BSE LIMITED AND NATIONAL STOCK EXCHANGE OF INDIA LIMITED
11	**Paid-up Capital**	1403616085
12	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	
	a) Contact Person Name and Designation:	Manoj Kulkarni
	b) Contact Person Telephone :	253-6638705
	c) Contact Person Email :	manoj.kulkarni@ashokabuildcon.com
13	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis :**	Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). - Standalone basis
14	**Name of assurance provider**	NA
15	**Type of assurance obtained**	Not Applicable

II. Product/Services

16. Details of business activities

Sr. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Construction	Engineering Procurement Construction for Roads, Railways, Power T&D, Smart Infra	95.94

17. Products/Services sold by the entity

Sr No	Product / Service	NIC Code	% of total Turnover contributed
1	EPC work	43101	95.94

III. Operations

18. Number of Locations where Plants and/or Operations/Offices of the Entity are Situated

Location	Number of plants	Number of offices	Total
National	104	15	119
International	4	2	6

19. Markets Served by the Entity

a. Number of Locations

Location	Number
National (No. of States)	18
National (No. of Union Territories)	2
International (No. of Countries)	6

b. What is the contribution of exports as a percentage of the total turnover of the entity? 9.76%

c. A brief on types of customers

The Company is engaged in infrastructure construction, serving a diverse range of clients including NHAI, State PWDs, and State Electricity Boards. Its key clientele also comprises various State and Central Government departments, Ministries, and local municipal authorities

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including Differently Abled):

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	1265	1224	96.76	41	3.24
2	Other than Permanent (E)	675	643	95.26	32	4.74
3	Total Employees (D + E)	1940	1867		73	
WORKERS						
4	Permanent (F)	136	135	99.26	1	0.74
5	Other than Permanent (G)	33	30	90.91	3	9.09
6	Total Workers (F + G)	169	165		4	

b. Differently abled employees and workers :

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total differently abled Employees (D + E)	2	2		0	
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0.00	0	0.00
5	Other than Permanent (G)	0	0	0.00	0	0.00
6	Total differently abled Workers (F + G)	0	0		0	

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B /A)
Board of Directors	8	1	12.50
Key Management Personnel	0	0	0.00

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

	FY 2025 Turnover rate in current FY			FY 2024 Turnover rate in previous FY			FY 2023 Turnover rate in the year prior to the previous FY		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
No. of Permanent Employees who have left the employment of the entity in the FY	78	3	81	134	3	137	433	11	444
No. of Permanent Workers who have left the employment of the entity in the FY	5	1	6	71	5	76	41	2	43
Average No. of Permanent Employees employed in FY	30558.00	820.00	31,378.00	26015.00	645.00	3,675.00	21977.00	568.00	22,545.00
Average No. of Permanent Workers employed in FY	3293.00	134.00	3,427.00	3030.00	89.00	3,119.00	3084.00	61.00	3,145.00
Permanent Employee Turnover Rate	0.26%	0.37%		0.52%	0.47%		1.97%	1.94%	
Permanent Worker Turnover Rate	0.15%	0.75%		2.34%	5.62%		1.33%	3.28%	

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ashoka Concessions Limited	Subsidiary	66.00	NO
2	Ashoka Highways (Durg) Limited	Subsidiary	66.00	NO
3	Ashoka Highways (Bhandara) Limited	Subsidiary	82.66	NO
4	Ashoka Belgaum Dharwad Tollway Limited	Subsidiary	66.00	NO
5	Ashoka Sambalpur Baragarh Tollway Limited	Subsidiary	66.00	NO
6	Ashoka Dhankuni Kharagpur Tollway Limited	Subsidiary	66.00	NO
7	Jaora-Nayagaon Toll Road Company Private Limited	Subsidiary	35.00	NO
8	Ashoka-DSC Katni Bypass Road Limited	Subsidiary	99.89	NO
9	Ashoka Mudhol Nipani Roads Limited	Subsidiary	100.00	NO
10	Ashoka Bagewadi Saundatti Road Limited	Subsidiary	100.00	NO
11	Ashoka Hungund Talikot Road Limited	Subsidiary	100.00	NO
12	Ashoka Kandi Ramsanpalle Road Private Limited	Subsidiary	100.00	NO
13	Ashoka Kharar Ludhiana Road Limited	Subsidiary	66.00	NO
14	Ashoka Ranastalam Anandapuram Road Limited	Subsidiary	66.00	NO
15	Ashoka Khairatunda Barwa Adda Road Limited	Subsidiary	66.00	NO
16	Ashoka Karadi Banwara Road Private Limited	Subsidiary	66.00	NO
17	Ashoka Mallasandra Karadi Road Private Limited	Subsidiary	66.00	NO
18	Ashoka Belgaum Khanapur Road Private Limited	Subsidiary	66.00	NO
19	Ashoka Ankleshwar Manubar Expressway Private Limited	Subsidiary	66.00	NO
20	Ashoka Bettadahalli Shivamogga Road Private	Subsidiary	100.00	NO

	Limited			
21	Viva Highways Limited	Subsidiary	100.00	NO
22	Ashoka Infraways Limited	Subsidiary	100.00	NO
23	Ashoka Infrastructure Limited	Subsidiary	100.00	NO
24	Viva Infrastructure Limited	Subsidiary	100.00	NO
25	Ashoka Pre-Con Private Limited	Subsidiary	51.00	NO
26	Ashoka Auriga Technologies Road Private Limited	Subsidiary	100.00	NO
27	Ashoka Highway Research Centre Private Limited	Subsidiary	100.00	NO
28	Ashoka Concrete Private Limited (erstwhile Ashoka Aerospace Private Limited)	Subsidiary	100.00	NO
29	Unique Hybrid Renewables Energy Private Limited (erstwhile Ratnagiri Natural Gas Private Limited)	Subsidiary	100.00	NO
30	Blue Feather Infotech Private Limited	Subsidiary	100.00	NO
31	Ashoka Endurance Road Developers Private Limited	Subsidiary	100.00	NO
32	Ashoka Path Nirman (Nasik) Private Limited	Subsidiary	100.00	NO
33	Tech Berater Private Limited	Subsidiary	74.00	NO
34	Ashoka Purestudy Technologies Private Limited	Subsidiary	59.00	NO
35	Ashoka Banwara Bettadahalli Road Private Limited	Subsidiary	100.00	NO
36	AP Technohorizon Private Limited	Subsidiary	47.20	NO
37	Ashoka Baswantpur Singnodi Road Private Limited	Subsidiary	100.00	NO
38	Ashoka Aakshya Infraways Private Limited	Subsidiary	51.00	NO
39	GVR Ashoka Chennai ORR Limited	Subsidiary	100.00	NO
40	Abhijeet Ashoka Infrastructure Private Limited	Subsidiary	50.00	NO
41	PNG Tollway Limited	Associate	17.16	NO
42	Dynamicx Ropeway Private Limited	Associate	49.00	NO
43	Mohan Mutha - Ashoka Buildcon LLP	Joint Venture	50.00	NO
44	Cube Ashoka JV Co.	Joint Venture	40.00	NO
45	Ashoka Buildcon Guyana INC	Subsidiary	100.00	NO
46	Ashoka Bowaichandi Guskara	Subsidiary	100.00	NO

	Road Private Limited			
47	Ashoka Buildcon Limited for Contracting	Subsidiary	100.00	NO
48	Ashoka Rajasthan Renewable Energy 1 Private Limited	Subsidiary	100.00	NO
49	Ashoka Renewable Energy 1 Private Limited	Subsidiary	100.00	NO
50	Ashoka Renewable Energy 2 Private Limited	Subsidiary	100.00	NO
51	Ashoka Renewable Energy 3 Private Limited	Subsidiary	100.00	NO
52	Ashoka Renewable Energy 4 Private Limited	Subsidiary	100.00	NO
53	Ashoka Renewable Energy 5 Private Limited	Subsidiary	100.00	NO
54	Prakashmaan Renwable Energy Private Limited	Subsidiary	100.00	NO
55	Prakashmitra Solar Private Limited	Subsidiary	100.00	NO
56	Unique Hybrid Globle Renewable Energy Private Limited	Subsidiary	100.00	NO
57	Unique Hybrid Renewable Energy 1 Private Limited	Subsidiary	100.00	NO
58	Unique Hybrid Renewable Energy 2 Private Limited	Subsidiary	100.00	NO
59	Unique Hybrid Renewable Energy 3 Private Limited	Subsidiary	100.00	NO
60	Unique Hybrid Renewable Energy 4 Private Limited	Subsidiary	100.00	NO
61	Unique Hybrid Renewable Energy 5 Private Limited	Subsidiary	100.00	NO
62	Unique Hyport Renewable Energy Private Limited	Subsidiary	100.00	NO
63	Unique Hytech Renewable Energy Private Limited	Subsidiary	100.00	NO
64	Unique Vidyutsutra Renewale Energy Private Limited	Subsidiary	100.00	NO
65	Ashoka Aakshaya Project Private Limited	Subsidiary	51.00	NO

VI. CSR Details

24.	**(i) Whether CSR is applicable as per section 135 of Companies Act, 2013:**	YES
	(ii) Turnover (in Rs.):	70614289081
	(iii) Net worth (in Rs.)	40094030804

VII. Transparency and Disclosures Compliances

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

Sr No.	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025 CFY Number of complaints filed during the year	FY 2025 CFY Number of complaints pending resolution at close of the year	FY 2025 CFY Remarks	FY 2024 PFY Number of complaints filed during the year	FY 2024 PFY Number of complaints pending resolution at close of the year	FY 2024 PFY Remarks
1	Shareholders	YES	27	0	NA	40	1	It was resolved during the Q1 FY 24-25
2	Communities	YES	0	0	NA	0	0	NA
3	Investor	YES	0	0	NA	0	0	NA
4	Employees and Workers	YES	0	0	NA	0	0	NA
5	Customers	YES	0	0	NA	0	0	NA
6	Value Chain partners	YES	0	0	NA	0	0	NA
7	Others	YES	0	0	NA	0	0	NA

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

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

Sr No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change, Energy & Emission Management	OPPORTUNITY	We view climate change as an opportunity as the response to mitigate climate change will require the world to get ready for new and better products with lower carbon footprint and environmental impacts.	The Organization is preparing itself for the changing business environment as a result of climate change	Positive
2	Environmental Impact	RISK	The Organization is in construction business and the disruption in operations could have	The Organization has implemented ISO 14001:2015 guidelines with environment	Negative

			the risk of creating an adverse economic impact	protecting environment as key Priority	
3	Energy conservation	OPPORTUNITY	Energy conservation leads to use of lesser energy for same or higher output and hence, it leads to lower costs and significantly helps in reducing environmental impact	The Organization is continuously taking steps for conservation of energy such as installation of more energy efficient technology and Products.	Positive
4	Carbon Emissions	OPPORTUNITY	Carbon emission is considered the primary driver of global climate change. The scientific studies have proven that carbon emissions from industries strengthen the greenhouse effect, causing climate change.	The Organization is working on a plan to reduce the emissions and align itself to the emission reduction mcommitments	Positive
5	Water usage and management	OPPORTUNITY	Efficient water usage and management leads to lower costs and also helps in reducing negative impact on groundwater depletion and pollution in water bodies.	The Organization has a mechanism to recycle waste water and it is processed accordingly. The Organization is also committed to efficient use of water	Positive
6	Waste reduction	OPPORTUNITY	Waste reduction is the general practice of using less material to minimize waste generation. Waste reduction leads to conservation of natural resources and savings in costs	The Organization is committed to waste reduction in order to accomplish environmental and economic benefits.	Positive
7	Material handling	RISK	The Organization is involved in material handling which includes the movement and storage of materials and products. This includes various steps such as construction material handling, building operations, and other activities.	The Organization adopts the best-in-class industry practices to deal with materials to ensure the most efficient and effective material handling. This helps us to minimize and mitigate the risks involved.	Negative
8	Supply chain management	RISK	The external and internal events could lead to difficulty in	The Organization constantly optimizes on cost effectiveness	Negative

			sourcing and transport of materials and end products leading to loss of business opportunity and revenues	and efficient deliveries. The materials are procured from reputed manufacturers to ensure delivery timelines	
9	Health & Safety	RISK	Because of the nature of its operations, health and safety is a key risk, which could jeopardize the health and safety of our employees and customers. It requires that we make an objective assessment of hazards that can lead to the harm, injury, death, or illness of employees at the workplace or could harm customers	The Organization has ‘zero tolerance’ for any compromise or deviation from accepted safety norms and everyone is expected to abide with them.	Negative
10	Talent Management	OPPORTUNITY	Attracting, developing and retaining the right talent is essential for business operations on a day-to-day basis and for the employee morale on a long-term basis. The future growth of the Organization is critically dependent on these aspects	The Organization strongly believes that human capital is one of the vital constituents for success. The Organization has been actively working on this	Positive
11	Employee Engagement	OPPORTUNITY	Employee engagement is an objective and subjective measure of the interest, drive, level of enthusiasm and dedication employees feel toward their job and their broader responsibilities. This is an opportunity for the Organization as it has been observed that better engaged employees are more concerned about their work and about the performance of the Organization.	The Organization strives to provide a conducive and supportive work environment to help the employees excel through various employee engagement programs. The management focuses on making available better tools, technology, techniques at the work place to optimally harness the potential of employees and teams.	Positive
12	Community Engagement	OPPORTUNITY	For business resilience and a	The Organization endeavour’s to track	Positive

			positive and sustainable long-term engagement with the community, the organizations need to work collaboratively and with a clear vision. The people directly and indirectly associated and affiliated with the Organization are important stakeholders.	its initiatives undertaken to ensure that the community is benefited. The programs and progress are regularly reviewed and assessed by the senior management.	

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Policy and management processes

Principle	Disclosure Questions					
	1a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)		**1b. Has the policy been approved by the Board? (Yes/No)**		**1c. Web Link of the Policies, if available**	
Principle 1	Yes	Yes	Yes	Yes	Yes	NA
Principle 2	Yes	Yes	Yes	Yes	No	NA
Principle 3	Yes	Yes	Yes	Yes	No	NA
Principle 4	Yes	Yes	Yes	Yes	No	NA
Principle 5	Yes	Yes	Yes	Yes	No	NA
Principle 6	No	Yes	No	Yes	No	NA
Principle 7	No	Yes	No	Yes	No	NA
Principle 8	No	Yes	No	Yes	No	NA
Principle 9	No	Yes	No	Yes	No	NA

Principle	Disclosure Questions					
	2. Whether the entity has translated the policy into procedures. (Yes / No)		**3. Do the enlisted policies extend to your value chain partners? (Yes/No)**		**4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade,Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	
Principle 1	Yes	Yes	Yes	Yes	No	NA
Principle 2	Yes	Yes	Yes	Yes	No	NA
Principle 3	Yes	Yes	Yes	Yes	Yes	ISO 45001:2018
Principle 4	Yes	Yes	Yes	Yes	No	NA
Principle 5	Yes	Yes	Yes	Yes	No	NA
Principle 6	Yes	NA	Yes	NA	No	ISO 14001:2015
Principle 7	Yes	Yes	Yes	Yes	No	NA
Principle 8	Yes	Yes	Yes	Yes	No	NA
Principle 9	Yes	Yes	Yes	Yes	No	ISO 9001:2015

Principle	Disclosure Questions			
	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.		**6. Performance of the entity against the specific commitments, goals and targetsalong-with reasons in case the same are not met**	
Principle 1	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.
Principle 2	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.
Principle 3	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.
Principle 4	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.

		performance of the same will be evaluated in due course of time.		
Principle 5	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.
Principle 6	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.
Principle 7	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.
Principle 8	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.

Principle 9	Yes	Our Company recognizes the significance of establishing targets to assess advancement towards achieving all the principles of the NGRBC. Since the ESG reporting is at the initial stage, commitments and targets will be set out and performance of the same will be evaluated in due course of time.	Yes	Monitoring processes are being developed in order to periodically review the performance against the commitments and targets.

Governance, leadership and oversight

Question Details	**Answer Details**
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Good governance is at the core of all our operations. We believe in highest ethical standards while functioning, and continue to follow the same and watchful about all the compliances. As an organization, we understand the significance of environmental, social, and governance practices in fostering a better future for the community. Our operations focus on integration of ESG practices through various initiatives for achieving our sustainability goals. Our CSR initiatives cover various sectors mainly healthcare and education. We maintain a culture of fairness and equality by providing consistent food quality, regular health check-ups, health & safety awareness campaigns from time to time at sites and employee engagement activities. We also provide training on health & safety, quality and functional aspects.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sanjay Londhe, Whole-time Director and CEO (Projects)
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No

10. Details of Review of NGRBCs by the Company:

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

Subject for Review	Frequency (Annually/ Half yearly/Quarterly/ Any other – please specify)								
	P1 Frequency	**P2 Frequency**	**P3 Frequency**	**P4 Frequency**	**P5 Frequency**	**P6 Frequency**	**P7 Frequency**	**P8 Frequency**	**P9 Frequency**
Performance against above policies and follow up action	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Compliance with statutory requirements of relevance to the principles,and,rectification of any non - compliances	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually

Principle	Disclosure Questions	
	11. Has the entity carried out independent assessment / evaluation of the working ofits policies by an external agency ?(Yes / No).If yes,provide name of theagency.	
Principle 1	No	Not Applicable
Principle 2	No	Not Applicable
Principle 3	No	Not Applicable
Principle 4	No	Not Applicable
Principle 5	No	Not Applicable
Principle 6	No	Not Applicable
Principle 7	No	Not Applicable
Principle 8	No	Not Applicable
Principle 9	No	Not Applicable

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

Principle	Disclosure Questions			
	12a. The entity does not consider the Principles material to its business (Yes/No)	**12b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)**	**12c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)**	**12d. It is planned to be done in the next financial year (Yes/No)**
Principle 1	No	No	No	No
Principle 2	No	No	No	No
Principle 3	No	No	No	No
Principle 4	No	No	No	No
Principle 5	No	No	No	No
Principle 6	No	No	No	No
Principle 7	No	No	No	No
Principle 8	No	No	No	No
Principle 9	No	No	No	No

	12e. Any other reason (please specify)
Principle 1	NA
Principle 2	NA
Principle 3	NA
Principle 4	NA
Principle 5	NA
Principle 6	NA
Principle 7	NA
Principle 8	NA
Principle 9	NA

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Corporate governance, Regulatory updates, Code of Conduct and BRSR applicability. These trainings are intended to support the BoD with respect to overseeing responsible business conduct, and to guide the business to be future-ready.	100.00
Key Managerial Personnel	4	Corporate governance, Regulatory updates, Code of Conduct and BRSR applicability. The KMPs are apprised on the latest developments, while ensuring responsible business conduct along the operations	100.00
Employees other than BoD and KMPs	68	HSE Management, EMS, OHSMS Mangement system. The trainings given to the employees helps ensure that proper safety protocols are followed in the workplace, but also to ensure that resource usage is done in a way that leads to minimal impact on the environment.	72.00
Workers	130	Worker's OHS Training Program, On-Job Safety Measures. This is done to ensure that proper safety protocols are followed at work, reducing the chance of injuries.	54.00

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

Sr No	Details	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred?(Yes/No)
1	Fine		Stamp duty	599900	Stamp duty penalty	No
2	Fine		RTO Penalty	1718926	RTO fine	No

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

Sr No	Case Details	Name of the regulatory / enforcement agencies / judicial institutions
1	NA	NA

4. Does the entity have an anti-corruption or anti-bribery policy ? : Yes

If yes, provide details in brief and if available, provide a web-link to the policy.:

Ashoka Buildcon Limited maintains a zero-tolerance policy towards all forms of corruption and bribery. As outlined in the Company's Code of Conduct, the offering, giving, solicitation, or acceptance of any bribe is strictly prohibited.

This policy applies to senior management, employees, and all associated individuals, ensuring compliance with applicable anti-bribery laws, regulations, and international standards. The Company is fully committed to conducting its business with the highest standards of integrity and ethical conduct across all operations.

To support this commitment:

Any engagement in bribery or corrupt practices is strictly forbidden.
The full policy is available to employees through the Company's intranet portal.
A reporting mechanism has been established, enabling employees to confidentially file complaints. A complaint can be lodged by scanning the dedicated QR code, which is managed and accessible through Corporate HR.

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	3
Workers	0	0

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

	FY 2025 Current Financial Year		FY 2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA

Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

NA

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Number of days of accounts payables	71.15	70.62

9. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers,

and related parties along-with loans and advances & investments, with related parties,in the following format :

Parameter	Metrics	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	0.00	0.00
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00	0.00
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.00	0.00
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0.00	0.00
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.30	3.46
	b. Sales (Sales to related parties / Total Sales)	13.92	19.05
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100.00	100.00

	d. Investments (Investments in related parties / Total Investments made)	99.90	99.71

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
68	Health, Safety & Environment awareness trainings and awareness sessions on BRSR & Principle 6	40.00

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board ?

Yes

If Yes, provide details of the same.

Yes,
The Company has processes in place to avoid/ manage conflict of interests involving members of the Board. Generally, approval of the Audit committee and if required Board approval from non-interested directors especially independent director is obtained. This is to avoid any potential conflicts of interest with the Company. The Board is aware of its fiduciary capacity and it exercises its responsibilities diligently.

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

Essential Indicators

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	NIL	NA
Capex	NIL	NIL	Nil

2. Does the entity have procedures in place for sustainable sourcing ?

Yes, as a construction company, we have used the locally available material from industries which is the waste of manufacturing industries, and power plants such as pond ash, fly ash, copper, iron slag, and shredded plastics. 20% to 25 % of Fly Ash, and 25% to 30% of Reclaimed Asphalt Pavement material (milling material) is sustainably procured.

If yes, what percentage of inputs were sourced sustainably ? 25.000%

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

(a) Plastics (including packaging) :

Plastic waste which is generated during the construction activities are handed over to the authorized recycler agency

(b) E-waste :

We are partnered with an authorized recycler agency and ensure that all electronic waste (E-waste) is handed over only to vendors approved by the Pollution Control Board (PCB).

(c) Hazardous waste :

We are partnered with an authorized recycler agency and ensure that all Hazardous waste is handed over only to vendors approved by the Pollution Control Board (PCB).

(d) Other waste :

NA

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No): No

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

No

If Yes, you may provide the explantion :

Not Applicable

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Sr No	NIC Code	Name of Product / Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain	Web Link
1	NA	NA	0.00	Cradle-to-Grave	NA	No	NA

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same

Sr No	Name of Product / Service	Description Of The Risk / Concern	Action Taken
1	Disposal of hazardous waste like waste oil, tyres, oil containers etc.	Land and Air pollution due to hazardous waste storage and disposal	Implementation of waste management guidelines based on 3R principle i.e. Reduce, Reuse & Recycle. Reduction in waste generation is achieved by proper material planning, eco-friendly material packaging etc. Waste Oil is sold to the Authorized Oil waste recycler for disposal as per PCB Norms.

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

Sr No	Indicate Input Material	Recycled or re-used input material to total material	Recycled or re-used input material to total material
1			

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

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (In Tonnes)	0.00	0.00	9.58	0.00	14.26	0.00

E-waste (In Tonnes)	0.00	0.00	1.53	0.00	21.10	0.00
Hazardous waste (In Tonnes)	0.00	0.00	20.79	0.00	31.03	0.00
Other waste (In Tonnes)	0.00	0.00	8.10	0.00	0.00	0.00

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

Sr. No	**Indicate product category**	**Reclaimed products and their packaging materials as % of total products sold in respective category**
1	NA	0.00

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

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	% (B / A)	Number(C)	% (C / A)	Number(D)	% (D / A)	Number(E)	% (E / A)	Number(F)	% (F / A)
Permanent employees											
Male	1224	1224	100.00	1224	100.00	0	0.00	0	0.00	0	0.00
Female	41	41	100.00	41	100.00	41	100.00	0	0.00	0	0.00
Total	1265	1265		1265		41		0		0	
Other than Permanent employees											
Male	643	643	100.00	643	100.00	0	0.00	0	0.00	0	0.00
Female	32	32	100.00	32	100.00	32	100.00	0	0.00	0	0.00
Total	675	675		675		32		0		0	

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number(B)	% (B / A)	Number(C)	% (C / A)	Number(D)	% (D / A)	Number(E)	% (E / A)	Number(F)	% (F / A)
Permanent workers											
Male	135	135	100.00	135	100.00	0	0.00	0	0.00	0	0.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	0	0.00
Total	136	136		136		1		0		0	
Other than Permanent workers											
Male	30	30	100.00	30	100.00	0	0.00	0	0.00	0	0.00

Female	3	3	100.00	3	100.00	3	100.00	0	0.00	0	0.00
Total	33	33		33		3		0		0	

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.14	0.10

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

Benefits	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority(Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority(Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Others – please specify	0.00%	0.00%	Not Applicable	0.00%	0.00%	Not Applicable

3. Accessibility of workplaces

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

Yes

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

NA

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 ?

Yes

If not, provide a web-link to the policy :

Yes , https://hrcorner.purestudy.com/hr_policy. This policy is available on our intranet

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

Gender	Return to work rate		Retention rate	
Permanent Employees				
	Total No.of employees that did return to work after parental leave in the reporting period.	Total No.of employees due to return to work after taking parental leave in the reporting period.	Total No.of employees retained 12 months after returning to work following a period of parental leave.	Total No.of employees returning from parental leave in the prior period.
Male	0	0	0	0
Rate For Male	0.00		0.00	
Female	0	0	0	0
Rate For Female	0.00		0.00	
Total	0.00		0.00	
Permanent Workers				
Male	0	0	0	0
Rate For Male	0.00		0.00	
Female	0	0	0	0
Rate For Female	0.00		0.00	
Total	0.00		#Error	

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

	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	Yes. Grievance redressal mechanism is available at all project site locations. Complaints can be raised through the QR code provided at the project site or directly reported to the HR & Admin and Project Head. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to the respective function owner and resolved through the respective departments.
Other than Permanent Workers	Yes	Yes. Grievance redressal mechanism is available at all project site locations. Complaints can be raised through the QR code provided at the project site or directly reported to the HR & Admin and Project Head. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to the respective function owner and resolved through the respective departments.
Permanent Employees	Yes	Yes. Grievance redressal mechanism is available at all project site locations. Complaints can be raised through the QR code provided at the project site or directly reported to the HR & Admin and Project Head. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to the respective function owner and resolved through the respective departments.
Other than Permanent Employees	Yes	Yes. Grievance redressal mechanism is available at all project site locations. Complaints can be raised through the QR code provided at the project site or directly reported to the HR & Admin and Project Head. Also, grievances can be raised through e-mails and all the grievances that are received through different platforms are directed

		to the respective function owner and resolved through the respective departments.

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

Category	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Total employees/workers in respective category(A)	No. of employees/workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category(C)	No. of employees / workers in respective category, who are part of association(s)or Union (D)	% (D /C)
Total Permanent Employees	1265	0	0	1442	0	0
- Male	1224	0	0	1404	0	0
- Female	41	0	0	38	0	0
Total Permanent Workers	169	0	0	152	0	0
- Male	165	0	0	150	0	0
- Female	4	0	0	2	0	0

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

FY 2025 Current Financial Year						FY 2024 Previous Financial Year				
Category	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)
Employees										
Male	1867	1673	89.61	1400	74.99	2136	2024	100.00	2136	100.00
Female	73	69	94.52	51	69.86	65	58	89.23	65	100.00
Total	1940	1742	184.13	1451	144.85	2201	2082	189.23	2201	200.00
Workers										
Male	169	169	100.00	130	76.92	190	190	100.00	190	100.00
Female	4	4	100.00	4	100.00	5	5	100.00	5	100.00
Total	173	173	200.00	134	176.92	195	195	200.00	195	200.00

9. **Details of performance and career development reviews of employees and worker :**

FY 2025 Current Financial Year				FY 2024 Previous Financial Year		
Category	Total (A)	No.(B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1867	1867	100.00	2136	2136	100.00
Female	73	73	100.00	65	65	100.00

Total	1940	1940		2201	2201	
Workers						
Male	169	169	100.00	190	190	100.00
Female	4	4	100.00	5	5	100.00
Total	173	173		195	195	

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity ?

Yes

If yes, the coverage such system ?

Ashoka Buildcon Limited is ISO certified as an Occupational Health and Safety Management System (ISO45001:2018 OHSMS) and Implemented at all project sites. ABL has implemented the OHSMS system as per the clause conditions of OHSMS (ISO 45001:2018):

1. Hazard identification and assessment
2. Incident reporting and investigation
3. Employee training and awareness
4. HSE Management Plan
5. Emergency preparedness and response
6. Contractor management
7. Monitoring and evaluation
8. HSE Promotional activity: A. HSE Awareness Campaign B. Safety Contests C. Safety Committee D. Safety Rewards and Recognition
9. Compliance Obligations A. Occupational Health and Safety

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

ABL has implemented a hazard identification and risk Assessment (HIRA) process to identify and control all the hazards in construction project sites. All identified risks and risk control measures as per risk assessment are documented, approved and communicated to all relevant parties involved in the activity. Critical activities are carried out using a permit to work system which identifies the hazards as per checkpoint and permits are given only after compliance with safety norms. HSE Inspections using a checklist help to identify the hazards for all types of routine activities. Corporate team inspections, safety walks etc. are carried out on a non-routine basis

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2025 Current Financial Year	FY 2024 Previous Financial Year

Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0.00	0.00
	Workers	0.00	0.00
Total recordable work-related injuries	**Employees**	0.00	0.00
	Workers	0.00	0.00
No. of fatalities	**Employees**	0.00	0.00
	Workers	0.00	0.00
High consequence work-related injury or ill-health (excluding fatalities)	**Employees**	0.00	0.00
	Workers	0.00	0.00

LTIFR – LOST TIME INJURIES FREQUENCY RATE :

$$\text{LTIFR} = \frac{\text{(Total number of reportable lost time injury X 10,000,00)}}{\text{(Employee total hours worked)}}$$

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

Ashoka Buildcon Limited strives to provide a safe and healthy workplace for employees, contractors, and visitors through the following measures:
1.Educating employees, workers, and contractors on Health and safety systems
2.Conducting Regular Safety Inspections,
3.Providing First Aid and Medical Facilities
4. Providing Insurance and Policy: All workers and employees are ensured under the WC Policy.
5. Providing a welfare policy for all project staff members.
6.Implementing Safety Policies and Procedures
7.Providing the appropriate personal protective equipment (PPE) to Employees and contractors.
8.Conducting Hazard Assessments to determine the appropriate control measures to mitigate the risks

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

	FY 2025 Current Financial Year			**FY 2024 Previous Financial Year**		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Working Conditions	0	0	Nil	0	0	NA
Health & Safety	0	0	Nil	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities orthird parties)
Health and safety practices	100.00%
Working Conditions	100.00%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Health, Safety & Environment Policy and procedures are implemented at the site and its verification is carried out through internal audits. The Procedures include guidelines for safe working at sites and its verification through various types of checklists. The identified Observations are discussed with the project team for immediate actions to be taken and to minimize the significant risks. The Internal audit helps to identify the gaps and to suggest the appropriate corrective actions. HSE risk assessment practices are adopted by the project team to identify the risk in advance and significant risks are discussed in safety meetings to improve safety during the activities such activities are identified as follows: 1. Self E-Learning- Ashoka Buildcon Learning Environment - HSE Training Modules on high-risk activities with assessments. 2. Establishment of wellequipped training halls for all levels of pieces of training 3. HSE Alert on incidents and its related control measures 4. Warning Signs/ cautionary signs at the work locations Company has Prepared and implemented in detailed Incident Investigation methodology for all types of incidents to identify the correct root cause of accidents and the reports are reviewed during Board of Directors Meetings to ensure its effective implementation

Leadership Indicators

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

(A) Employees Yes

(B) Workers Yes

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

Adherence to the statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The Company has set the mechanism that all the relevant clauses dealing with statutory compliance are followed by both sides:
• At the time of on-boarding value chain partner, the Company prefers selection of statute-compliant value chain partners.
• The Copies of statutory dues, challans are obtained from value chain partners towards statutory dues applicable while processing payment of bills.
• To adhere to strict statutory compliance, company holds part of value chain partner’s dues toward the noncompliance observed and it is released on receipt of compliance.

3. Provide the number of employees / workers having suffered high consequence workrelated injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025 Current Financial Year	FY 2024 Previous Financial Year	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment ?

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	55.00%
Working Conditions	45.00%

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

The company had its own mechanisms to address such risks through its HR & HSE policy and SOPs. Periodic training is conducted through the various channels and procedures and corrective & preventive measures are specified to avoid such risks.

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

Essential Indicators

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

Any individual or group of individuals or institution that adds value to the business chain of the Ashoka Buildcon Limited is identified as a core stakeholder. This inter alia includes government agencies, investors, shareholders, employees and customers and key partners, regulators, lenders, research analysts, communities and non-governmental organizations, suppliers amongst others.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics	Concerns raised during such engagement
1	Investor / Stakeholder	NO	Press Releases, dedicated email ID for Investor Grievances, Annual Reports, Integrated Reports, AGM (Shareholders interaction), Investors meets, stock exchange filings and corporate website	Others	To understand their need and expectation which are material to the Company Key topics are company's financial performance, ESG performance etc.	Nil
2	Government	NO	Press Releases, Quarterly Results, Annual Reports, Sustainability / Integrated Reports, Stock Exchange filings, issue specific meetings, representations and filing on Govt. Portals as mandated by Rules & Regulations applicable to the company	Others	Reporting requirement, statutory compliance, support from authority and resolution of issues.	Nil

3	Employees	NO	Employee satisfaction surveys, engagement surveys • Circular and messages from corporate and management on Notice Board, E-mails, SMS, via intranet, social media	Others	Employees' growth and benefits, their expectation, volunteering, career growth, professional development and continuing education and skill training etc.	Nil
4	Suppliers/ contractors	NO	Regular supplier and dealer meets	Others	Need and expectation, schedule, supply chain issue, need for awareness and other training, their regulatory compliance, EHS performance etc.	Nil
5	Communities / non- governmental organizations	NO	Direct engagement and through the Company's CSR project implementation partners	Others	Their expectation and feedback on impact/success of CSR project. Also review scale up potentials and further Engagement scope.	nil

Leadership Indicators

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

Process For Consultation On ESG :

Ashoka Buildcon Limited is always proactive to understand the stakeholders' issues and hence interacting with the various stakeholders and is also carrying out formal and informal surveys to understand their views. Also maintaining constant and proactive engagement with our key stakeholders enables the Corporation to better communicate its strategies and performance. Continuous interaction helps align expectations, thereby empowering the organization to better serve its stakeholders. The board is kept well- informed on various developments and feedback on the same is sought from the directors.

Is Process For Consultation Delegated : NO

Feedback Process To Board :

NA

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No) ?

YES

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Input To Policies And Activities :

Stakeholder inputs play a vital role in understanding their expectations and in establishing standards and targets aligned with best practices. The organization consistently engages with stakeholders to assess the impact of its sustainability approach, while regular consultations remain instrumental in shaping and advancing its sustainability initiatives.

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

Sr. No.	Stakeholder Group	Date	Instance Of Engagement	Actions Taken
1	NA	22-08-2024	NA	NA

PRINCIPLE 5 : Businesses should respect and promote human rights

Essential Indicators

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

FY 2025 Current Financial Year				FY 2024 Previous Financial Year		
Category	**Total (A)**	**No. of employees / workers covered (B)**	**% (B / A)**	**Total (C)**	**No. of employees / workers covered (D)**	**% (D / C)**
Employees						
Permanent	1265	1265	100.00	1442	1442	100.00
Other than permanent	675	675	100.00	759	759	100.00
Total Employees	1940			2201		
Workers						
Permanent	136	136	100.00	152	152	100.00
Other than permanent	33	33	100.00	43	43	100.00
Total Workers	169			195		

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

FY 2025 Current Financial Year						FY 2024 Previous Financial Year				
Category	**Total (A)**	**Equal to Minimum Wage**		**More than Minimum Wage**		**Total (D)**	**Equal to Minimum Wage**		**More than Minimum Wage**	
		No.(B)	**% (B / A)**	**No.(C)**	**% (C / A)**		**No.(E)**	**% (E / D)**	**No.(F)**	**% (F / D)**
Employees										
Permanent										
Male	1224	0	0.00	1224	100.00	1404	0	0.00	1404	100.00
Female	41	0	0.00	41	100.00	38	0	0.00	38	100.00
Other than Permanent										
Male	643	0	0.00	643	100.00	732	0	0.00	732	100.00
Female	32	0	0.00	32	100.00	27	0	0.00	27	100.00
Workers										
Permanent										

Male	135	135	100.00	0	0.00	150	150	100.00	0	0.00
Female	1	1	100.00	0	0.00	2	2	100.00	0	0.00
Other than Permanent										
Male	30	30	100.00	0	0.00	40	40	100.00	0	0.00
Female	3	3	100.00	0	0.00	3	3	100.00	0	0.00

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

a. Median remuneration / wages :

	Male		**Female**	
	Number	**Median remuneration/ salary/wages of respective category**	**Number**	**Median remuneration/salary/ wages of respective category**
Board of Directors(BoD)	4	513516	0	NA
Key Managerial Personnel	2	513516	73	513516
Employees other than BoD and KMP	1867	513516	73	513516
Workers	165	513516	4	513516

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

	FY 2025 Current Financial Year	**FY 2024 Previous Financial Year**
Gross wages paid to females as % of total wages	1.91	1.66

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business ?

Yes

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

All grievances are addressed as and when received by the respective Project Head in coordination with HR. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit.

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

Category	**FY 2025 Current Financial Year**			**FY 2024 Previous Financial Year**		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Sexual Harassment	0	0	NA	0	0	NA

Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2025 Current Financial Year	**FY 2024 Previous Financial Year**
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention,Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00	0.00
Complaints on POSH upheld	0	0

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

The Company has a Whistle Blower Policy wherein the employees can report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take requisite actions.

9. Do human rights requirements form part of your business agreements and contracts ?

Yes

10. Assessments for the year :

Sr No.	**Area of Assessment**	**% of your plants and offices that were assessed(by entity or statutory authorities or third parties)**	**Others**
1	Child labour	100.00	

2	Forced/involuntary labour	100.00	
3	Sexual harassment	100.00	
4	Discrimination at workplace	100.00	
5	Wages	100.00	

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

No complaint received against the human rights violation, thus no business processes were required to be modified.

Leadership Indicators

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

The Company adheres to the principles which include Human Rights clauses. These clauses are part of the Company's Code of Conduct (CoC) and is extended across entire value chain. Fostering a culture of caring and trust through various corporate policies like Environment, Health & Safety (EHS) Policy, Whistle-Blower policy, Protection of Women's Rights at Workplace Policy and the CoC.

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

NA

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

Yes

4. Details on assessment of value chain partners :

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100.00%
Discrimination at workplace	100.00%
Child Labour	100.00%
Forced Labour/Involuntary Labour	100.00%
Wages	100.00%
Others – please specify	0.00%

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

No corrective actions were required to be taken, as no such concerns/risks arose. Periodic training is conducted through the various channels and procedures and preventive measures are specified to avoid such risks.

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

Essential Indicators

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

Select Reporting Unit : Giga Joule

Parameter	**FY 2025 Current Financial Year**		**FY 2024 Previous Financial Year**	
	Value	**Unit**	**Value**	**Unit**
From Renewable Sources				
Total electricity consumption (A)	0.00	Giga Joule	17004.56	Giga Joule
Total fuel consumption (B)	0.00	Giga Joule	0.00	Giga Joule
Energy consumption through other sources (C)	0.00	Giga Joule	0.00	Giga Joule
Total energy consumed from renewable sources (A+B+C)		Giga Joule		Giga Joule
From Non-Renewable Sources				
Total electricity consumption (D)	58043.00	Giga Joule	55370.03	Giga Joule
Total fuel consumption (E)	961582.41	Giga Joule	1013951.59	Giga Joule
Energy consumption through other sources (F)	0.00	Giga Joule	0.00	Giga Joule
Total energy consumed from renewable sources (D+E+F)	1019625.41	Giga Joule	1069321.62	Giga Joule
Total energy consumed (A+B+C+D+E+F)	1019625.41	Giga Joule	1086326.18	Giga Joule
Energy intensity per rupee of turnover(Total energy consumed/ Revenue from operations)	0.000000	Giga Joule Per Rupee of Turnover	0.000000	Giga Joule
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total energy consumed / Revenue from operations adjusted for PPP)	0.000296	Giga Joule	0.000348	Giga Joule
Energy intensity in terms of physical output	0.000000	Giga Joule	710.990000	Giga Joule
1. Energy intensity (optional) per	0.00	Giga Joule Per	0.00	Giga Joule Per
NA		NA		NA
2. Energy intensity (optional) per	0.00	Giga Joule Per	0.00	Giga Joule Per
NA		NA		NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency :

Yes, GHG data assessment is carried out CPG Assurance Services

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)

No

If yes, disclose whether targets set under the PAT scheme have been achieved :

NA

In case targets have not been achieved, provide the remedial action taken, if any :

NA

Essential Indicators

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

Parameter	**FY 2025 Current Financial Year**		**FY 2024 Previous Financial Year**	
	Value	**Unit**	**Value**	**Unit**
Water withdrawal by source (in kilolitres)				
(i) Surface water	152320.00	kilolitre	150775.00	kilolitre
(ii) Groundwater	122500.00	kilolitre	151809.00	kilolitre
(iii) Third party water	380560.00	kilolitre	322390.00	kilolitre
(iv) Seawater / desalinated water	0.00	kilolitre	0.00	kilolitre
(v) Others	0.00	kilolitre	0.00	kilolitre
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	655,380.00000	kilolitre	624,974.00000	kilolitre
Total volume of water consumption (in kilolitres)	655380.00	kilolitre	624974.00	kilolitre
Water intensity per rupee of turnover(Total Water consumption/Revenue from operations)	0.000000	kilolitre Per Rupee	0.000000	kilolitre Per Rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000188	kilolitre Per Dollar	0.000181	kilolitre Per Dollar
Water intensity in terms of physical output	0.000000	kilolitre Per NA	409.040000	kilolitre Per NA
1. Water intensity (optional) per NA	0.00	kilolitre Per NA	0.00	kilolitre Per NA
2. Water intensity (optional) per NA	0.00	kilolitre Per NA	0.00	kilolitre Per NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency. :

NA

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

Parameter		**FY 2025 Current Financial Year**			**FY 2024 Previous Financial Year**	
		Value	**Unit**		**Value**	**Unit**
Water discharge by destination and level of treatment (in kilolitres)						
i) To Surface water		0.00	kilolitres	Secondary	0.00	kilolitres
- No treatment		0.00	kilolitres		0.00	kilolitres
- With treatment – please specify level of treatment	Primary	0.00	kilolitres	Primary	0.00	kilolitres
(ii) To Groundwater		0.00	kilolitres		0.00	kilolitres
- No treatment		0.00	kilolitres		0.00	kilolitres
- With treatment – please specify level of treatment	Tertiary	98307.00	kilolitres	Primary	0.00	kilolitres
(iii) To Seawater		0.00	kilolitres		0.00	kilolitres
- No treatment		0.00	kilolitres		0.00	kilolitres
- With treatment – please specify level of treatment	Primary	0.00	kilolitres	Primary	0.00	kilolitres
(iv) Sent to third-parties		0.00	kilolitres		0.00	kilolitres
- No treatment		0.00	kilolitres		0.00	kilolitres
- With treatment – please specify level of treatment	Primary	0.00	kilolitres	Primary	0.00	kilolitres
(v) Others		0.00	kilolitres		0.00	kilolitres
- No treatment		0.00	kilolitres		0.00	kilolitres
- With treatment – please specify level of treatment	Tertiary	65530.00	kilolitres	Tertiary	0.00	kilolitres
Total water discharged (in kilolitres)		163,837.00000	kilolitres		0.00000	kilolitres

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency :

NA

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? (Y/N)** No

If yes, provide details of its coverage and implementation

NA

Essential Indicators

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

Parameter	Please specify unit	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
NOx	ppm	22.20	21.80
SOx	ppm	12.80	13.10
Particulate matter (PM)	ppm	62.00	68.90
Persistent organic pollutants (POP)	NA	0.00	0.00
Volatile organic compounds (VOC)	NA	0.00	0.00
Hazardous air pollutants (HAP)	NA	0.00	0.00
Others – please specify	NA	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency. :

By M/s CPG Assurance, Mumbai

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

Parameter	Unit	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	71192.16	78382.30
Total Scope 2 emissions(Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	11721.54	12477.96
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent per rupee of turnover	0.000000	0.000000
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent per	0.000000	0.000000
	Dollar		

Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent per	0.000000	0.000000
	NA		
1. Total Scope 1 and Scope 2 emission intensity (optional) per	Metric tonnes of CO2 equivalent per	0.00	0.00
NA	NA		
2. Total Scope 1 and Scope 2 emission intensity (optional) per	Metric tonnes of CO2 equivalent per	0.00	0.00
NA	NA		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency :

By M/s. CPG Assurance, Mumbai

8. Does the entity have any project related to reducing Green House Gas emission ?

If Yes, then provide details :

Ashoka Buildcon Ltd has planned to reduce the Scope 1 and Scope 2 emissions by identifying potential activities in their own processes by referencing the GHG reduction guidelines. Following are the key project implemented at project sites.
1. Use of Renewable Energy – The company has installed solar plants at toll plazas & Corporate office locations.
2. Use of Electrical Vehicles – The Company promotes the use of electric vehicles at offices as well as project sites
3. Milling Activity - The company has adopted this eco-friendly technique of reusing of the old road with an approved mix design and saving the scope 1 emissions of Transportation, Crusher operations forextraction and HMP production
4. HMP Technology - Organization has identified new energy efficient technology for its Hot Mix Plant (HMP) for scope 2 reduction.
5. Bundled Methane Avoidance Projects of biogas plant at Nashik with capacity of 1T of food waste and cow dung treatment daily

Essential Indicators

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

Parameter	**FY 2025 Current Financial Year**		**FY 2024 Previous Financial Year**	
	Value	**Unit**	**Value**	**Unit**
Total Waste generated (in metric tonnes)				
Plastic waste (A)	15.10	metric tonnes	22.00	metric tonnes
E-waste (B)	1.53	metric tonnes	21.00	metric tonnes

Bio-medical waste (C)	0.00	metric tonnes	0.00	metric tonnes
Construction and demolition waste (D)	404461.00	metric tonnes	390883.00	metric tonnes
Battery waste (E)	3.20	metric tonnes	0.00	metric tonnes
Radioactive waste (F)	0.00	metric tonnes	0.00	metric tonnes

Other Hazardous waste. Please specify, if any. (G)

Sr. No.	Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year	Unit
1	Other Hazardous waste	8.50	35.00	metric tonnes

Total :

CFY Other Hazardous waste = 8.50000

PFY Other Hazardous waste = 35.00000

Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)

Sr. No.	Parameter	FY 2025 Current Financial Year	FY 2024 Previous Financial Year	Unit
1	Other Non-hazardous waste generated	2813.00	6714.00	metric tonnes

Total :

CFY Other Non-hazardous waste = 2813.00000

PFY Other Non-hazardous waste = 6714.00000

Total (A+B + C + D + E + F + G + H) **:**

CFY Total Waste generated **=** 407302.33000

PFY Total Waste generated **=** 397675.00000

Parameter	FY 2025 Current Financial Year		FY 2024 Previous Financial Year	
	Value	**Unit**	**Value**	**Unit**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000	metric tonnes per rupee of turnover	0.000000	metric tonnes per rupee of turnover
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000117	metric tonnes per Dollar	0.000102	metric tonnes per Dollar
Waste intensity in terms of physical output	0.000000	metric tonnes per	0.000000	metric tonnes per

		NA		NA
1. Waste intensity (optional) per	0.00	metric tonnes per	0.00	metric tonnes per
NA		NA		NA
2. Waste intensity (optional) per	0.00	metric tonnes per	0.00	metric tonnes per
NA		NA		NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)				
Category of waste				
(i) Recycled	405597.10	metric tonnes	397667.00	metric tonnes
(ii) Re-used	0.00	metric tonnes	0.00	metric tonnes
(iii)Other recovery operations	0.00	metric tonnes	0.00	metric tonnes
Total	405,597.10000	metric tonnes	397,667.00000	metric tonnes
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)				
Category of waste				
(i) Incineration	0.00	metric tonnes	0.00	metric tonnes
(ii) Landfilling	0.00	metric tonnes	0.00	metric tonnes
(iii) Other disposal operations	0.00	metric tonnes	0.00	metric tonnes
Total	0.00000	metric tonnes	0.00000	metric tonnes

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency. :

NA

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

Ashoka Buildcon Limited is certified for compliance with the ISO 14001:2015 standard. Wherever applicable, the company adheres to the 3R principles—Reduce, Reuse, and Recycle—for effective waste management. Waste-related data is monitored periodically, and awareness sessions are conducted for employees who have roles and responsibilities in waste management.
In terms of hazardous waste generated during operations, the primary component is waste oil. This oil is collected and handed over to authorized hazardous waste disposal agencies for appropriate treatment, including recycling or incineration.

Essential Indicators

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

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

Essential Indicators

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

Sr. No.	Name and brief details of project	EIA Notification No	Date	Whether conducted by independent external agency(Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	As an EPC Contractor, EIA is not applicable to Ashoka Buildcon Limited as a standalone company. For any projects, we are compliant with all regulatory compliances applicable to our Project scope	NA	05-08-2025	No	No	NA

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes

If not, provide details of all such non-compliances, in the following format :

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Complied with applicable Environmental laws and regulations.	—	—	—

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

Leadership Indicators

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

1	**Name of the Area**	**Not Applicable**					
	Nature of Operations	**Not Applicable**					
	Parameter	**FY 2025 Current Financial Year**			**FY 2024 Previous Financial Year**		
			Value	**Unit**		**Value**	**Unit**
	Water Withdrawal, Consumption and Discharge Details						
	Water withdrawal by source (in kilolitres)						
	(i) Surface water			kilolitres			kilolitres
	(ii) Groundwater			kilolitres			kilolitres
	(iii) Third party water			kilolitres			kilolitres
	(iv) Seawater / desalinated water			kilolitres			kilolitres
	(v) Others			kilolitres			kilolitres
	Total volume of water withdrawal (in kilolitres)		0.00000	kilolitres		0.00000	kilolitres
	Total volume of water consumption (in kilolitres)			kilolitres			kilolitres
	Water intensity per rupee of turnover (Water consumed / turnover)			kilolitre Per Rupee			kilolitre Per Rupee
	1. Water intensity (optional) per						
	2. Water intensity (optional) per						
	Water discharge by destination and level of treatment (in kilolitres)						
	i) Into Surface water			kilolitres	Secondary		kilolitres
	- No treatment			kilolitres			kilolitres
	- With treatment – please specify level of treatment			kilolitres			kilolitres
	(ii) Into Groundwater			kilolitres			kilolitres

	- No treatment			kilolitres			kilolitres
	- With treatment – please specify level of treatment			kilolitres			kilolitres
	(iii) Into Seawater			kilolitres			kilolitres
	- No treatment			kilolitres			kilolitres
	- With treatment – please specify level of treatment			kilolitres			kilolitres
	(iv) Sent to third-parties			kilolitres			kilolitres
	- No treatment			kilolitres			kilolitres
	- With treatment – please specify level of treatment			kilolitres			kilolitres
	(v) Others			kilolitres			kilolitres
	- No treatment			kilolitres			kilolitres
	- With treatment – please specify level of treatment			kilolitres			kilolitres
	Total water discharged (in kilolitres)		0.00000	kilolitres		0.00000	kilolitres
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency ?						
	#Error						
	If yes, name of the external agency :						

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

Parameter	**Unit**	**FY 2025 Current Financial Year**	**FY 2024 Previous Financial Year**
1. Break-up Total CO2, emission, if available)	Metric tonnes of CO2 equivalent	1969.00	968.67
2. Break-up Total CH4 , emission, if available)	Metric tonnes of CO2 equivalent	0.00	0.00
3. Break-up Total N2O , emission, if available)	Metric tonnes of CO2 equivalent	0.00	0.00
4. Break-up Total HFCs , emission, if available)	Metric tonnes of CO2 equivalent	0.00	0.00
5. Break-up Total PFCs , emission, if available)	Metric tonnes of CO2 equivalent	0.00	0.00
6. Break-up Total SF6 , emission, if available)	Metric tonnes of CO2 equivalent	0.00	0.00
7. Break-up Total NF3 , emission, if available)	Metric tonnes of CO2 equivalent	0.00	0.00
Total Scope 3 Emissions	Metric tonnes of CO2 equivalent	1969.00000	968.67000
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per rupee of turnover	0.00000	0.00000
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	TCO2e / rupee of turnover	2.78	1.23

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency ?

Yes

If yes, name of the external agency :

By M/S CPG Assurance, Mumbai.

Leadership Indicators

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

Sr. No.	Ecologically sensitive area reported	Details of significant direct & indirect impact on biodiversity	Prevention and Remediation Action
1	Environmental Management	NA	All the requisite Environmental Management Plans including are in place and implemented. All the regulatory compliance reports are being submitted as mentioned in the EC/Approval terms and conditions. Further, all the applicable Consent to Establish (CTE) and Consent to Operate (CTO) are in place for Batching Plants, Precast Yards, Fabrication Yard, etc., as applicable.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Web Link	Outcome of the initiative
1	Use of Fly Ash in construction	NHAI project sites are utilizing the fly ash generated by thermal power plants in nearby project locations which was good replacement for aggregate and soil	NA	Total Fly ash quantity of 51125 MT utilized at the project site which replaced the same quantity of the aggregate and soil. Ultimately Natural resource such as quarrying transportation aggregate has been saved.
2	Use of renewable energy	Use of solar energy at street light for labour camp and office area	NA	NA
3	Organic food waste composter	i) Eco-friendly Waste management ii) Improving Hygiene in the Workplace.	NA	(i)Eco-friendly Waste management (ii)Improving Hygiene in the Workplace. i) 100 kg capacity of organic waste composter is operational at project site which results in avoiding emissions around 10 tCO_2e/year (ii)Impact on employee or society; 50 employees are trained & 135 people are benefited from the Fertilizer.
4	Use of Electrical vehicles	Use of electrical vehicles considering the reduction in pollution as well as cost	NA	Reduction in Carbon Emissions by 9.38 tCO_2e in year 2024- 25.

		effective use of transportation at the corporate office and project Sites.		

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

The Project specific emergency preparedness plans are established at each project site by the company to deal with the probable emergency situations. Emergency response procedures like provision for first aid, fire control and rescue are implemented for preventing and mitigating the hazard & risk and environmental impacts. The duties and responsibilities of all the staff and workers are being communicated periodically through regular trainings and mock drills at project sites. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity:

NA

What mitigation or adaptation measures have been taken by the entity in this regard :

No significant adverse impact reported from any value chain partners.

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

0.00%

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations : 6

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

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State/National)
1	FICCI (Federation of Indian Chambers of Commerce & Industry)	National
2	CII (Confederation of Indian Industry)	National
3	NSCI (National Safety Council of India)	National
4	Project Exports Promotion council of India	National
5	Maharashtra Chambers of Commerce, industry & Agriculture	State
6	Institute of Engineers Nashik	State
7	NA	NA
8	NA	NA
9	NA	NA
10	NA	NA

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
1	NA	NA	NA

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others –	Web Link, if available

				please specify) Web Link, if available Add New Refresh No records to display.	
1	NA	NA			NA

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Sr. No.	Name of Project	Details of Project	SIA Notification No	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
1	NA	NA	NA				NA

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

Sr. No.	Name of Project	Details of Project	State	District	No. of Project Affected Families (PAFs)	% of PAFs Covered by R & R	Amounts Paid to PAFs In the FY (In INR)
1	Not Applicable, As a EPC Contractor R&R is responsibility of Client NHAI and State PWD	NA	NA	NA	0	0.00	0

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

Any community member can raise his complaint to Company, through various communication channels like QR, email, WhatsApp & Courier etc. All such complaints related to ethics, misrepresentation, fraud, misconduct, corruption, financial issues, conflicts of interest, theft, employee relations and human resources issues are monitored and addressed at appropriate levels. The complaints or grievances received from community are addressed by the site management involving the Project head and administration department and also the Corporate office, as applicable for appropriate action. Any issue which is unresolved or needs management intervention is escalated to the respective vertical heads. For the Road Projects, we have constituted Grievance Management Cell at every site which facilitates redressal of the grievances on its receipt. The grievance once received from the community is placed before the Cell for review and resolution of the same as per the prevailing practices in the Industry. The same grievance is addressed and resolved as per the Terms of the Contract / Concession agreement.

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Directly sourced from MSMEs/ small producers	18.14	4.81

Sourced directly from within the district and neighbouring districts	81.86	95.21

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent on non - permanent / on contrast basis) in the following locations, as % of total wages cost :

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Rural	66	46
Semi-urban	1	2
Urban	12	39
Metropolitan	21	13

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

Leadership Indicators

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

Sr. No.	Details of negative social impact identified	Corrective action taken
1	NA	NA

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
1	NA	NA	0

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

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

(c) What percentage of total procurement (by value) does it constitute? : 0.00

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	NA	Owned	NO	NA

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:

Sr. No.	Name of authority	Brief of the Case	Corrective action taken
1	NA	NA	NA

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons	% of beneficiaries from vulnerable and marginalized groups
1	Creation of infrastructure for Mother Child Health Unit	0	0.00
2	Promotion of Education in Tribal Communities	0	0.00
3	Ensuring environmental sustainability and animal welfare	0	0.00
4	Protection of national heritage, art and culture	0	0.00

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

Essential Indicators

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

Ashoka Buildcon Limited has established a Grievance Redressal Mechanism (GRM) for communities.
Complaints related to Environment, Health, and Safety are recorded in registers maintained at project sites and are jointly reviewed with the client to ensure resolution within the stipulated timeframe

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

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

	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	NA
Advertising	0	0	Nil	0	0	NA
Cyber-security	0	0	Nil	0	0	NA

Delivery of essential services	0	0	Nil	0	0	NA
Restrictive Trade Practices	0	0	Nil	0	0	NA
Unfair Trade Practices	0	0	Nil	0	0	NA
Other	0	0	Nil	0	0	NA

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

	Number	**Reasons for recall**
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy ? Yes

If available, provide a web-link of the policy :

We do have a policy in place for the same. Currently, the policy is on intranet i.e. available for internal teams only and not in public domain.

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

Although no issues or instances necessitating corrective actions were reported, continuous improvements are being made in the delivery of internal services and cybersecurity, with the adoption of the latest products and technologies.

7. Provide the following information relating to data breaches :

a. Number of instances of data breaches along-with impact : 0

b. Percentage of data breaches involving personally identifiable information of customers : 0.00%

c. Impact, if any,of the data breaches : NA

Leadership Indicators

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

Yes

Sr. No.	Channel / Platform Name	Weblink
1	Details about the Company’s services are available on	www.ashokabuildcon.com.

	its official website."	

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

During Road Safety Week, training camps are organized for road users, particularly truck drivers. Additionally, awareness signage is installed at key locations to highlight sharp turns, over-speeding risks, emergency contact numbers, and other safety information

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

During the execution of construction projects, necessary approvals for road closures and traffic diversions are obtained from the concerned authorities following the submission of Traffic Diversion Plans. At such locations, advance warning boards, barricades, and signals are installed in accordance with relevant standards to alert road users

4. Does the entity display product information on the product over and above what is mandated as per local laws ?

Not Applicable

If yes, provide details in brief :

For construction projects, necessary approvals for road closures and traffic diversions are secured from the concerned authorities upon submission of Traffic Diversion Plans. To ensure public safety, advance warning boards, barricades, and signals are provided at these locations in line with applicable standard

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole ?

Yes