



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2024-25



भारत डायनामिक्स लिमिटेड
BHARAT DYNAMICS LIMITED

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Headquartered in Hyderabad, Bharat Dynamics Limited (BDL or "the Company") was incorporated on 16 July 1970 as a Public Sector Undertaking under the Ministry of Defence, Government of India to be the manufacturing base for guided missile systems and allied equipment for the Indian Armed Forces.

Since its inception, BDL has been working in collaboration with DRDO & foreign Original Equipment Manufacturers (OEMs) for manufacture and supply of various missiles and allied equipment to Indian Armed Forces.

The lead taken by the Nation to develop indigenous, sophisticated and contemporary missiles through the Integrated Guided Missile Development Programme (IGMDP), gave BDL an opportunity to be closely involved in the programme, wherein it was identified as the Prime Production Agency. This opened up a plethora of opportunities to assimilate advanced manufacturing and programme management technologies and skills.

Today, BDL has evolved as one among the few industries in the world having state-of-the-art facilities for manufacture and supply of Guided Missiles, Underwater Weapons, Air- borne products and allied defence equipment for the Indian Armed Forces. The Company also offers Product Life Cycle Support and Refurbishment / Life Extension of vintage Missiles.

BDL has graduated from being a missile manufacturer to a Weapon System Integrator and has emerged as a complete solution provider for the Indian Armed Forces.

BDL has three manufacturing units, out of which two are located in Telangana State (Hyderabad and Bhanur) and one in Andhra Pradesh (Visakhapatnam). As a part of expansion plan, the Company is in the process of setting up of additional manufacturing facilities at Ibrahimpatnam (near Hyderabad), Amravati in Maharashtra and Jhansi in UP which will be used to

manufacture Surface to Air Missiles (including new generation Missiles), VSHORAD rockets and propellants for various Anti-Tank Guided Missiles (ATGMs) respectively.

BDL has been constantly working towards upgrading its manufacturing technologies and processes to state-of-the-art including industry 4.0 / QA 4.0, Robotics operated workshops, latest Surface Mounted Devices assembly lines and has always maintained highest quality standards in its products by adopting to best QA practices like AS 9100, etc. The pursuit has resulted in reduction in production cost, benchmarking of productivity norms and modernization of management system and less dependence on imported technology.

The 'ease of doing business' approach adopted by the Government of India has paved the way to create a congenial ecosystem for the company to manufacture products indigenously and offer its products/services to the customers, both, the Indian Armed Forces and the global buyers. During last few years, the Company has forayed into international market by offering its products to friendly foreign countries.

BDL, with its over five decades of missile and allied defence equipment manufacturing experience, skill-sets developed and state-of-the-art infrastructure, is poised to enter new avenues of manufacturing covering a wide range of weapon systems such as Air-to-Air Missiles, Air-to-Surface Missiles, Air Defence Systems, Underwater Weapons and Mines.

The quest for technological excellence has been the guiding principle of BDL and living up to the sobriquet, 'THE FORCE BEHIND PEACE'.

1

PRINCIPLE 1
Ethics, Transparency & Accountability

2

PRINCIPLE 2
Product Life Cycle Sustainability

3

PRINCIPLE 3
Employee Well Being

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PRINCIPLE 4
Stakeholder Engagement

5

PRINCIPLE 5
Human Rights

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PRINCIPLE 6
Environment

7

PRINCIPLE 7
Policy Advocacy

8

PRINCIPLE 8
Inclusive Growth and Equitable Development

9

PRINCIPLE 9
Customer Value Creation

SECTION A: GENERAL DISCLOSURES

I) Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:
L24292TG1970GOI001353

2. Name of the Listed Entity:
Bharat Dynamics Limited

3. Year of incorporation:
1970

4. Registered office address:
Kanchanbagh, Hyderabad, Telangana
500058

5. Corporate address:
Plot No.38-39, TSFC Building, Near ICICI
Towers, Financial District, Nanakramguda
Hyderabad, Telangana 500032

6. E-mail: investors@bdl-india.in

7. Telephone: 040-23456174

8. Website: <https://bdl-india.in>

9. Financial year for which reporting is being done:
April 2024 - March 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:
₹1832812500

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:
N Nagaraja, Company Secretary
Email: investors@bdl-india.in
Contact Number: 040-23456145

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):
Standalone

14. Name of assurance provider:
M/s. Sustainability Actions (P) Ltd

15. Type of assurance obtained:
Reasonable

II) Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Weapon Systems	Missiles, Underwater weapons and Allied Defence Equipments	93 %
2	Repairs & Maintenance	Repairs & Overhauls and Job work	7%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Weapon systems	29271	89%

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	3	2	5
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Entire Indian Territory through Defence Forces
International (No. of Countries)	2

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

Around 35% of the total turnover.

c. A brief on types of customers:

BDL supplies to both national and international customers catering to Defence. The majority of the Company's supplies are to the Indian Armed forces namely Indian Army, Indian Navy and Indian Air Force.

IV) Employees

20. Details as at the end of Financial Year:

Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	759	648	85.38%	111	14.62%
2.	Other than Permanent (E)	543	405	74.59%	138	25.41%
3.	Total employees (D + E)	1302	1053	80.88%	249	19.12%
WORKERS						
4.	Permanent (F)	1510	1338	88.61%	172	11.39%
5.	Other than Permanent (G)	1578	1300	82.38%	278	17.62%
6.	Total workers (F + G)	3088	2638	85.43%	450	14.57%

Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	25	23	92.00%	2	8.00%
2.	Other than Permanent (E)	6	6	100.00%	0	0.00%
3.	Total differently abled employees (D + E)	31	29	93.55%	2	6.45%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	68	65	95.59%	3	4.41%
5.	Other than permanent (G)	6	6	100.00%	0	0.00%
6.	Total differently abled workers (F + G)	74	71	95.95%	3	4.05%

21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	0	0.00
Key Management Personnel	1	0	0.00

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

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.10	5.45	7.72	9.76	4.74	9.08	1.67	0.00	1.10
Permanent Workers	7.84	7.91	7.85	7.58	2.18	6.99	5.01	2.11	4.7

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

23. Names of holding/subsidiary/associate companies/joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Electronic Warfare (Defence) Testing Foundation*	Joint Venture	10%	No
2	Advanced Materials (Defence) Testing Foundation*	Joint Venture	20%	No

* These two companies are section 8 companies incorporated under DTIS Scheme promulgated by Ministry of Defence, GoI and these entities are not considered for preparation of consolidated financial statements as the company does not have rights to variable returns from its involvement, other than equity investment.

VI) CSR Details

24.

- Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes
- Turnover (in ₹): ₹ 3345.05 crore
- Net worth (in ₹): ₹ 4008.95 crore

The details of complete CSR activities are reported in the Annual Report-2024-25 as **Annexure-I**

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:

BDL abides by its Code of Conduct (CoC), which is a comprehensive document for ethical conduct for all internal and external stakeholders of the Company, thus covering 100% of its operations. The CoC has sections with sub-clauses that cover employees, customers, communities and the environment, value chain partners, financial stakeholders, governments, and group companies. The CoC extends to Group JVs/Subsidiaries/Suppliers/Contractors. There are defined channels for receiving complaints/grievances from stakeholders and these are addressed with expediency in upholding the ethical standards practiced in the Group.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Centralised Public Grievance Redress and Monitoring System (CPGRAMS) under the Ministry of Personnel, Public Grievances & Pensions, the Department of Administrative Reforms & Public Grievances	3	1	Nil	18	0	Nil
Investors (other than shareholders)	NA	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes https://bdl-india.in/investor-grievance-redressal-contact-details	20	0	Nil	7	0	Nil
Employees and workers	Yes https://bdl-india.in/sites/default/files/14GrievanceProcedure.pdf	12	0	Nil	2	0	Nil
Customers	Yes*	17	18	Nil	29	15	Nil
Value Chain Partners	Yes through CPGRAMS Portal**	9	1	Nil	2	0	Nil
Other (HR & Miscellaneous matters)		0	0	Nil	14	0	Nil

* BDL supplies to both national and international customers catering to Defence. The majority of the Company's supplies are to the Indian Armed forces, hence all communication with customers is confidential information, so there is no weblink of the same. The issues were discussed with the customer and appropriate action has been taken

** CVC has appointed Independent External Monitors as an alternative mechanism for dispute resolution between the stakeholders. The contact details of the IEMs are provided at <https://bdl-india.in/integrity-pact-iems>. Hence, there is no separate web-link for the policy.

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

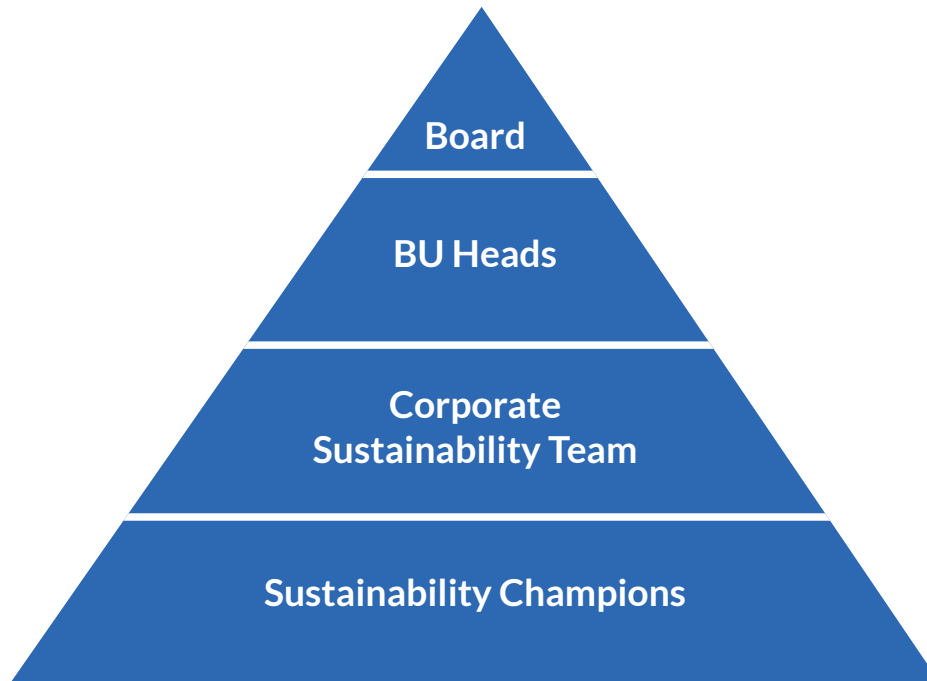
Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

Sl. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Footprint -Waste management	Risk	Inadvertent non-compliance to existing and emerging regulations around recycling can result in statutory fines & penalties and also will lead to reputation damage.	Reduction in waste generation, maximization of recycling and reuse.	Positive
2	Emission reduction and Energy Management	Opportunity	Opportunity to move towards energy efficiency, use of renewable energy, more energy efficient use of appliances to address climate change.	Not Applicable	Positive
3	Social Responsibility -Alignment with Local Communities	Risk	The business must be rooted in community and be aligned with the community's larger interests. Any adversarial relationship can hurt the company's ability to create longer term value	Fostering local communities, job creation, skill development, supporting local relief efforts where required in times of crisis and paying taxes	Negative
4	Corporate Governance — Board composition	Risk	BDL being a CPSE, the appointment of Directors are made by Govt. of India and the Company has no control over filling up of the vacancy within the stipulated time frame specified under the Act/ Rules / Regulations, to comply with the same.	Continuous follow up to be made with Administrative Ministry, GoI for Appointment of Directors	Negative
5	Human Resources	Risk/ Opportunity	Retirement of skilled manpower will be a risk as well as opportunity. As a opportunity it will open window for induction of new talent and young blood which will increase the productivity and efficiency in the company.	The company is working with recruitment strategies to meet long workforce needs, including campus recruitments. Knowledge transfer and cross functional trainings are being planned and implementation is in progress. Skill revalidation and upgradation programs are being conducted for the employees in various trades	Positive
6	Cyber Security	Risk	Privacy and Data Security is becoming a major risk due to increasing digitization.	The Company has implemented measures as per IT Security Policy for protecting from Cyber-attacks & threats	Negative

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.

BDL has a well-established Sustainability Governance Structure to benchmark, implement and monitor sustainability aligned decisions and actions. The sustainability performance funnels into the Apex Leadership team and the CSR Committee at Board for guidance.



SUSTANABILITY GOVERNANCE STRUCTURE

Sl. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1	A Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	B Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	C Web Link of the Policies, if available	https://bdl-india.in/sites/default/files/ESGPolicy_0.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	BDL divisions/units are certified to AS 9100D/ISO 9001:2015 (QMS)/ISO 14001:2015 (EMS)/ISO / IEC 17025:2017/ISO/IEC 27001:2022								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	BDL being a PSU, the specific commitments, goals and targets are being set by the company on an annual basis as a part of MoU signed with Ministry of Defence (MoD), Government of India. Accordingly, BDL has signed MoU with MoD for the year 2024-25 which includes financial, non-financial targets and compliance parameters for the year 2024-25 with weightage of 100 marks.								

Sl. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	As stated above at Sl. No. 5, the performance of BDL against the specific commitments, goals and targets are being measured in the MoU 2024-25 signed with MoD, Government of India. Currently, the said MoU is under evaluation. On completion of evaluation, the same will be submitted to the MoD/DPE for further evaluation and award of rating.								
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The Company being a Defence Manufacturing Company, its products are tested at various level with many trials, which has impact on environment. We aim to create a sustainable future through environment and energy conservation activities for the community. All emissions and waste generated are monitored as prescribed by the Pollution Control Boards thereby BDL is complying with all applicable act/rules. The Company is also actively promoting socioeconomic rejuvenation through targeted CSR activities such as healthcare, Skill Development for Employment Enhancement & Self Employment, Education, Sanitation, Drinking Water, Environment Sustainability and Sports Development etc.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	CMD and Director (Finance)								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, CSR & Sustainability Development Committee are responsible for decision making on sustainability related issues.								
10	Details of Review of NGRBCs by the Company									
	Performance against above policies and follow up action	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Frequency (Annually/Half-Yearly/Quarterly/Any other-please specify)	As and when required								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Frequency (Annually/Half-Yearly/Quarterly/Any other-please specify)	As and when required								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable.									

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:

BDL is guided by the principles of the code of conduct. The Company requires its employees to be aware of the code and conduct themselves in line with the principles outlined therein. There are regular training sessions for new inductees and annual online certification/re-certification on the learning platform which are required to be completed to ensure thorough dissemination of what is considered ethical conduct and the repercussions of non-adherence.

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Director certification Masterclass program attended by Independent Director. Apart from this the Board has been provided various updates from time to time pertaining to business, regulatory, safety, cyber security, BDL code of conduct, Integrity, ESG matters etc. These topics provided insights on the said Principles.	9.00%
Key Managerial Personnel	1	Capacity Building, Corporate Governance, Wellness, Orientation Programme	100.00%
Employees other than BoD and KMPs	60	Skill based, safety, governance, cybersecurity and human rights	38.00%
Workers	27	Skill based, safety, governance, cybersecurity and human rights	7.40%
Apart from the above trainings were conducted during Vigilance Awareness Week, International Women's Day, Int'l Day of Persons with Disabilities			

- 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. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of the Listing Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the case	Has any appeal been preferred? (Yes/No)
Penalty/Fine	1	a) Bombay Stock Exchange Ltd b) National Stock Exchange of India Ltd	10,23,060/- 10,23,060/-	Non-compliance with Board composition and Constitution of Statutory Committees	NO
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has any appeal been preferred? (Yes/No)
Imprisonment			NIL	
Punishment				

- 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: Not Applicable, since there are no appeals/revisions.
- 4) Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy: Yes, https://bdl-india.in/sites/default/files/BDLACABPolicy_0.pdf
- 5) Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:
No Directors/KMPs/employees/workers were involved in bribery/corruption both in FY 2024-25 and FY 2023-24. On above grounds, no action was taken by any law enforcement agency.
- 6) Details of complaints with regard to conflict of interest:
No complaints were received with regard to conflict of interest against Directors/KMPs in FY 2024-25 and FY 2023-24.
- 7) Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest:
Not applicable, as there are no fines/penalties/action taken by any law enforcement authority during the financial year on cases of corruption and conflicts of interest.
- 8) Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured):

	FY 2024-25	FY 2023-24
Number of days of accounts payables	181	217

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:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	2.78%	0.6%
	b) Number of trading houses where purchases are made from	335	441
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	54%	41%
Concentration of Sales	a) Sales to dealers/distributors as % of total sales	BDL is engaged in the business of manufacturing and supply of various Missiles and allied Defence equipments. The majority of the Company's supplies are to the Indian Armed forces	
	b) Number of dealers / distributors to whom sales are made		
	c) Sales to top 10 dealers/distributors as % of total sales to dealers / distributors		
Share of RPTs in	a) Purchases (Purchases with related parties / Total Purchases)	NIL	
	b) Sales (Sales to related parties / Total Sales)		
	c) Loans & advances (Loans & advances given to related parties/Total loans & advances)		
	d) Investments (Investments in related parties / Total Investments made)		

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
6	1. MSME Vendor Meet 2. Srijan Portal on indigenization drive	0.25 %

2) Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. The company has well defined Code of Conduct for Board members, Key Managerial Personnel (KMP) and Senior Management, which stipulates guidelines for avoiding and disclosing potential conflict of interest with the company. The Directors abstain from participating in the Board/ Committee meetings on matters in which they are interested. A confirmation on compliance with Code of conduct by all the Senior Management Personnel is made in the Boards' Report forming part of the Annual Report.

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:

	Financial Year 2024-25	Financial Year 2023-24	Details of improvements in environmental and social impacts
R&D	Not Tracked	Not Tracked	BDL products are of use in strategic/national security applications and are developed and certified according to the customer specifications.
Capex	0.63%	3.46%	Purchase of energy efficient equipment led to reduction in carbon emission.

2) Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?

In compliance with the Procurement Policy of the Government of India, BDL has surpassed the mandated procurement requirement of 25% from Micro, Small, and Medium Enterprises (MSMEs). During the year 2024-25, BDL has procured 29.12% of goods and services amounting to approximately ₹460.48 crore from MSMEs, out of its total procurement of ₹1581.42 crore. By achieving the mandated target of 25% from MSMEs, BDL has demonstrated its commitment to supporting and promoting the growth of these enterprises and established a sustainable sourcing.

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

The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications. After the products are sold, nothing would return to the business. Hence, the company is not in a position to reclaim the products for reusing, recycling and disposing at the end of life. However, BDL has a defined procedure in place for disposal of e-waste, hazardous waste and metal scrap.

4) Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Extended Producer Responsibility is currently not applicable to BDL activities.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?** No
- 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.** Not Applicable
- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry):** Not Applicable
- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the format:** Nil
- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.** Nil

PRINCIPLE 3:

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C /A)	Number (D)	% (D /A)	Number (C)	% (E / A)	Number (F)	% (F/A)
Permanent Employees											
Male	648	648	100%	648	100%	0	0%	648	100%	648	100%
Female	111	111	100%	111	100%	111	100%	0	0%	111	100%
Total	759	759	100%	759	100%	111	14.62%	648	85.38%	759	100%
Other than permanent Employees											
Male	405	405	100%	405	100%	0	0%	0	0%	0	0%
Female	138	138	100%	138	100%	138	100%	0	0%	0	0%
Total	543	543	100%	543	100%	138	25.41%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1338	1338	100%	1338	100%	0	0%	1338	100%	1338	100%
Female	172	172	100%	172	100%	172	100%	0	0%	172	100%
Total	1510	1510	100%	1510	100%	172	11.39%	1338	88.61%	1510	100%
Other than permanent Employees											
Male	1300	1300	100%	1300	100%	0	0%	0	0%	0	0%
Female	278	278	100%	278	100%	0	0%	0	0%	0	0%
Total	1578	1578	100%	1578	100%	0	0%	0	0%	0	0%

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.88%	1.03%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total employees	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 employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	Nil	Nil	NA	Nil	Nil	NA
Others – please specify						
a) Leave Encashment	100	100	NA	100	100	NA
b) Contributory Pension	100	100	NA (Voluntary Deduction)	100	100	NA (Voluntary deduction)
c) Group Insurance Scheme	100	100	Y	100	100	Y

3) Accessibility of workplaces

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

Yes, BDL complies with the requirements as prescribed under Rights of Persons with Disabilities Act, 2016

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

Yes, the web link to the policy is https://bdl-india.in/sites/default/files/EqualOppurtunityPolicy_0.pdf

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

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

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 Other than Workers	Workers/ Permanent	<p>Yes. The procedure has three stages to ensure transparency and involvement of higher officers in case of any difficulty faced by lower level officers to redress the grievances. At the first stage, the employee has to put in his grievance in a specific format to the Sectional Head. The decision will be communicated to the aggrieved employee within 6 days by the Sectional Head.</p> <p>In the second stage, the employee may put in his grievance to the Departmental Head and the Departmental Head will give his decision within 10 days.</p> <p>In the third stage, the employee may prefer a representation to the Secretary of the Grievance Redressal Committee. The Committee after consultation with the Officers concerned and the aggrieved employee give its decision within 15 days.</p>
Permanent Other than Employees	Employees/ Permanent	<p>Yes. An aggrieved officer, shall present his grievance in writing giving full details of his grievance to his Departmental Head, who shall meet the concerned officer in the presence of the Officer's immediate superior. After hearing the grievance, the Head of the Department should give his decision within fifteen days of the receipt of the grievance.</p> <p>At second stage, the employee may send a representation to the Secretary or the Grievance Redressal Committee with a copy to Departmental Head, who gave/did not give the decision at the first stage who will give its recommendations to the General Manager/Head of the Division within one month from the date of receipt of the grievance by the secretary of the committee. The decision of the General Manager/Head of the Division which will be conveyed to the aggrieved officer within one month from the date of receipt of the recommendation of the Grievance Committee, will be final.</p> <p>In exceptional cases, the aggrieved officer whose grievance was considered and who is not satisfied with the decision of the General Manager/Head of the Division, will have the option to appeal to the Managing Director/Director concerned. Decision of such appeals will be taken within one month from the date of receipt of appeal and conveyed to the officer. The decision of the Managing Director/Director concerned, as the case may be, will be final and binding on the aggrieved officer.</p>

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	759	759	100%	769	769	100%
Male	648	648	100%	660	660	100%
Female	111	111	100%	109	109	100%
Total Permanent Workers	1510	1510	100%	1621	1621	100%
Male	1338	1338	100%	1439	1439	100%
Female	172	172	100%	182	182	100%

8) Details of training given to employees and workers:

Category	Total (A)	FY 2024-25				FY 2023-24				
		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. (C)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	648	51	7.88%	439	57.99%	660	81	12.27%	361	54.70%
Female	111	14	12.73%	69	9.11%	109	20	18.35%	38	34.86%
Total	759	65	8.56%	508	66.93%	769	101	13.13%	399	51.89%
Workers										
Male	1338	3	0.22%	75	5.61%	1439	35	2.43%	15	1.04%
Female	172	0	0.00%	15	8.72%	182	5	2.75%	5	2.75%
Total	1510	3	0.20%	90	5.96%	1621	40	2.47%	20	2.47%

9) Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	648	648	100%	660	316	47.88%
Female	111	111	100%	109	49	44.95%
Total	759	759	100%	769	365	47.46%
Workers						
Male	1338	1338	100%	1439	212	14.73%
Female	172	172	100%	182	34	18.68%
Total	1510	1510	100%	1621	246	15.18%

All the employees undergo Performance and Career Development Reviews. The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback for development is provided. Performance review of workers are determined on the basis of Productivity Linked Performance.

10) Health and safety management system:

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

Yes, safety is a core value over which no business objective can have a higher priority. BDL Safety Management Framework covers all the business activities and the same are aligned with the BDL Health and Safety Management System as well as ISO 45001:2018 requirements. The coverage is 100% and includes all employees and workers.

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

BDL Safety Management System comprises standard safety processes for identifying work related hazards and assess risks.

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

Yes, the Company has an established Hazard Identification and Risk Assessment (HIRA) process for both routine and non-routine jobs.

- d) **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or nearby. In addition, personnel are being trained to respond appropriately to medical emergencies on-site.

11) Details of safety related incidents:

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.1967	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	1	2
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure.

Hierarchy of controls is followed for application of risk control measures, Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range.

Safety Committees are in place at various levels to review the adequacy of resources for safety and to provide support for safety management system deployment.

Deployment of Safe and Healthy system of work is assured through periodic safety audits and inspections across sites.

13) Number of Complaints on the Working Conditions and Health and Safety made by employees and workers:

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	5	0	Nil	12	5	Nil
Health & Safety	6	1	Nil	11	0	Nil

14) Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100 % of the plants and offices were assessed by TG Factories Dept. (Statutory body), Annual Working Conditions
	Explosive Safety audit by CFEEs (MoD, Delhi) and Explosive safety audit by MSQAA.

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.

All safety related accidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of corrective actions deployment being checked during safety audits. The following are the some of the action taken points to address safety-related incidents during the year:

- Stringent implementation of work permit system for non-routine works (e.g., working at height, hot works, civil-infra, excavation, electrical works etc.)
- Safety awareness display boards installed across the plant.
- Water sprinkler system installation is under progress at MSDS substation for firefighting of transformers.
- Do's & Don'ts regarding to explosive handling, storage & transportation have been displayed.
- Explosive Hazard divisions and fire-fighting action display boards have been repainted/re-installed across the plant.
- Regular training imparted in "industrial & explosive" internally (in-plant) & externally (out of the plant) conducted by National Safety Council.
- Explosive handling training program was conducted for mid-level management executives working in Explosives handling division.
- Periodical Industrial & Explosive Safety committee meetings are conducted to apprise/review the identified health & safety issues.
- Fire emergency preparedness mock drill was conducted in association with National Disaster Response Force (NDRF), TS Fire Services Department, overseen by District Sub-collector.
- System of Cross Unit Safety Audit was initiated to ensure the effectiveness of safety system in each unit.
- As per Telangana Factory Rules, Special Health checkups are being conducted periodically for painting section employees.

Leadership Indicators

1) Does the entity extend any life insurance or any compensatory package in the event of death of –

(A) Employees (Y/N): Yes

(B) Workers (Y/N): Yes

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

The bills of the contractor are cleared after ensuring remittance of statutory dues to the concerned authorities by verifying deposit/remittance challans submitted along with the bills.

3) Provide the number of employees / workers having suffered high consequence work related injury/ ill-health/ fatalities who have been are rehabilitated:

	Total no. of affected employees/ workers		Rehabilitated employees/workers placed in employment or family members placed on employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	2	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4) Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No): No

5) Details on assessment of value chain partners:

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

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.

- ISO 45001 /OHSAS 18001 certification is mandatory for all value chain partners involved with High-Risk jobs execution with organization
- Ensured 100% Safety Training of Workforce of Service providers by an approved Training Institute
- Ensured periodic safety performance evaluation of Service providers.
- Safety performance linked incentive schemes for service providers are being provided

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.

BDL identifies its stakeholder groups through the Stakeholder Engagement and Materiality Assessment process. The company has effective system for identification of key stakeholders and it is an ongoing process, where the Company interacts with its stakeholders at different levels to understand and address their expectations and collaborates with them for creating shared value.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Wesbite, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others –please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Meetings, emails, newspaper advertisement, website, Annual Reports	Annually	To redress the grievances of the investors/ shareholders and to review measures for effective exercise of voting rights by shareholders
Employees	No	E-newsletter	Monthly, weekly, occasionally and fortnightly	Information on Company activities
Customers	No	Email, Letters, Meeting	Monthly	To understand product requirements and also sorting out technical and logistics issues
Vendors/ Suppliers	No	Website, Emails, Newspaper Advertisements	Annually and against specific tenders	To increase the vendor base and also address the grievances in tendering process. Tenders are hosted on the website for vendors participation
Industry bodies, Regulators	No	Email, letters, Meetings	As and when required	Ensure compliances to all local laws
Safety Committee	No	Emails & Notice Board	As and when required	To address safety issues in the Company from time to time, ensure proper working conditions and to create safety awareness among the employees
Works Committee	No	Emails & Notice Board	As and when required	Matters related to issue of uniforms, overcoats, shoes etc, amenities such as drinking water, crèche, restrooms, etc
Welfare Committee	No	Emails & Notice Board	As and when required	conducting recreational and cultural activities annually, social and educational awareness programmes, etc. Arrange outdoor and indoor games

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.

The company interacts with various stakeholders through sub-committees of the Board namely viz. CSR & SD Committee, Risk Management Committee and other Management Committees.

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

Yes. The company engages with its stakeholders on continuous basis to identify and address environmental and social topics. These interactions helps the company to stay aligned with the expectations and concerns of various stakeholder groups.

Inputs received from stakeholders are incorporated into the company's policies and activities in several ways.

CSR Initiative - Projects in the areas such as education, healthcare and community development are undertaken based on inputs received on stakeholders and community needs.

Policy Development - Directions and recommendations from sub-committees of the Board which reflect stakeholders perspectives are integrated into the company's policies and operational activities.

This systematic consultations ensures that the company's social and environmental initiatives are aligned with the stakeholders expectations, regulatory requirements and long-term sustainability goals.

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

BDL is deeply committed to development, institution building and sustainable oriented initiative with a focus on empowering marginalized and underprivileged communities. CSR activities are designated to promote inclusive growth and equitable social development. A large portion of CSR efforts are directed towards addressing the needs of vulnerable and marginalized stakeholder groups.

Key areas of intervention includes:

- (a) Healthcare** - strengthening of health infrastructure in Government hospitals, deploying healthcare units in rural and under-served areas.
- (b) Education and knowledge enrichment** - facilitating access to technology enabling learning resources in government learning institutions and supporting vocational skill development programs for improving the employability of youth and preparing them for evolving industry needs.
- (c) Community empowerment and livelihood** - encouraging sustainable livelihood opportunities by providing skill training and designing initiatives that enhance inclusivity and uplift underprivileged groups.

PRINCIPLE 5:

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D/C)
Employees						
Permanent	759	408	53.76%	769	-	-
Other than permanent	543	-	-	100	-	-
Total Employees	1302	408	31.34%	869	-	-
Workers						
Permanent	1510	207	13.71%	1621	-	-
Other than permanent	1578	-	-	1826	-	-
Total Workers	3088	207	6.70%	3447	-	-

2) Details of minimum wages paid to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E /D)	No. (F)	% (F/D)
Employees										
Permanent	759	-	-	759	100%	769	-	-	769	100%
Male	648	-	-	648	100%	660	-	-	660	100%
Female	111	-	-	111	100%	109	-	-	109	100%
Other than permanent	543	-	-	543	100%	100	-	-	100	100%
Male	405	-	-	405	100%	65	-	-	65	100%
Female	138	-	-	138	100%	35	-	-	35	100%
Workers										
Permanent	1510	-	-	1510	100%	1621	-	-	1621	100%
Male	1338	-	-	1338	100%	1439	-	-	1439	100%
Female	172	-	-	172	100%	182	-	-	182	100%
Other than permanent	1578	1578	100%	-	-	1826	1826	100%	-	-
Male	1300	1300	100%	-	-	1476	1476	100%	-	-
Female	278	278	100%	-	-	350	350	100%	-	-

3) Details of remuneration/salary/wage:

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	63,66,895	0	0
Key Managerial Personnel	1	31,50,277	0	0
Employees other than BoD and KMP	650	19,96,217	108	17,99,282
Workers	1437	11,31,520	185	10,39,898

b. Gross Wages paid to females as % of total wages paid by the entity:

	FY 2024-25	FY 2023-24
Gross wages paid to females	11.01%	10.99%

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, GM (HR) will be addressing these issues.

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

BDL has well established systems and mechanisms namely, Internal Complainants Committee (POSH), Employee Grievance Redressal System, Safety Committee, Welfare Committee, Whistle Blower Policy and Vigilance set up which have been institutional in redressing grievances related to Human rights. Further, the contracts and recruitment policies of BDL prohibits child labour / forced labour practices.

6) Number of Complaints on the Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages and Other human rights related issues made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Not Applicable	1	1	Internal Complaints Committee has conducted the inquiry, disposed the same and submitted report to the Management
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour				NIL		
Wages						
Other human rights related issues						

7) Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013,

	FY 2024-25	FY 2023-24
Total complaints reported under sexual harassment on of women at workplace (prevention, prohibition and redressal) Act, 2013 (POSH)	Nil	1
Complaints on POSH as a % of female employees/workers	Not Applicable	0.15%
Complaints on POSH upheld	Not Applicable	1

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

It is ensured that no work related adverse consequences are meted out to the Complainant by placing the Complainant & Respondent in different work places, in case both were in the same work place. Moreover, the Complainant is encouraged to report any such incidences to the higher authorities for appropriate action.

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

Clauses pertaining to Human Rights are incorporated in agreements on case-to-case basis.

10) Assessments for the year:

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

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

Not applicable, since no significant risk/concern was identified.

Leadership Indicators

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

Nil.

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

BDL ensures due diligence for human rights in its HR processes viz., recruitment, promotions, training & development, etc., and complies to relevant statutes / Government directives pertaining to Equal Opportunity, Diversity & Inclusion, Equal Remuneration, Prevention of Sexual Harassment, Safety & Health, Working conditions, Prohibition of child labour & forced labour, Anti-corruption, etc.

- 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	
Child labour	NIL
Forced/Involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others-please specify	

- 5) Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4.** Not Applicable

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:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	24490 Giga Joules	15027 Giga Joules
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption from renewable sources (A+B+C)	24490 Giga Joules	15027 Giga Joules
From non-renewable sources		
Total electricity consumption (D)	68077 Giga Joules	70721 Giga Joules
Total fuel consumption (E)	2186 Giga Joule	2218 Giga Joule
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	70263 Giga Joules	72939 Giga Joules
Total energy consumed (A+B+C+D+E+F)	94753 Giga Joules	87966 Giga Joules
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) (GJ/Cr.)	28.32	37.12
Energy intensity per rupee of turnover adjusted for purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) GJ million USD @ exchange rate of ₹ 20.66	1.37	0.44
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : Yes, reasonable assurance has been carried out by M/s. Sustainability Actions Private Limited.		

2) Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.: NIL

3) Provide details of the following disclosures related to water:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilo litres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	348786	573157
(iii) Third party water	231877	216987
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	580663	790144
Total volume of water consumption (in kilolitres)	580663	790144
Water intensity per rupee of turnover (Total water consumption/ Revenue from operations) (KL/Cr.)	173.58	333.49
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (Total water consumption / Revenue from operations adjusted for PPP)USD @ exchange rate of ₹ 20.66	8.40	3.97
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : Yes, reasonable assurance has been carried out by M/s. Sustainability Actions Private Limited.		

4) Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
– No treatment		
– With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
– No treatment		
– With treatment – please specify level of treatment		
(iii) To Seawater	Nil	Nil
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment	Nil	10 KL
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment*	137455.79	133255.8
Total water discharged (in kilolitres)	137455.79	133265.8

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : Yes, reasonable assurance has been carried out by M/s. Sustainability Actions Private Limited.

*The water treated in STP and ETP/RO and used for gardening purpose and recycled back into system. The urinal waste water is treated in STP and effluent is treated in ETP and this is again treated in RO.

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

Yes, BDL has implemented Zero Liquid Discharge system. Total treated water through effluent treatment plant is again treated in RO. The RO treated water is also fed to DM (Demineralized Water) plant for producing DM Water. DM Water is utilized in Electroplating Shop, CNC machines and flow forming machines in Work Shops of BDL. Total treated water from sewage treatment plant is also utilized for gardening purpose inside the premises.

6) Details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm3	22.8-55.4	10-22.6
SOx	mg/Nm3	13.2-28.2	8-17.9
Particulate matter (PM)	mg/Nm3	16.2-61.6	31-69.8
Persistent Organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others –please specify: PM2.5	µg/m3	16.4-37.1	9.2-39.5

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : Yes, reasonable assurance has been carried out by M/s. Sustainability Actions Private Limited.

7) Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2024-25 [#]	FY 2023-24 [#]
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3491*	175
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	15317	15780
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		5.62	6.73
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)		0.27	0.08
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (Optional)-the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : Yes, reasonable assurance has been carried out by M/s. Sustainability Actions Private Limited.

*Included top up of Refrigerant gas: 3319 Tons CO₂/Ton

[#]BDL has revisited the methodology for calculating GHG emissions in line with: "The GHG Protocol: Corporate Accounting and Reporting Standards". The same has been reflected in both the reporting period FY 2023-24 and FY 2024-25.

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

Yes, towards sustenance and conservation of resources initially, 100 KW roof top solar photo voltaic plants have been installed over the canteen and D&E Building Roofs of Kanchanbagh unit. Afterwards, BDL has installed 5 MW solar power plants each at Bhanur & Ibrahimpatnam Units to reduce greenhouse gas emissions. BDL also planned to set up 0.5 MW additional SPP at Visakhapatnam unit. Under energy efficiency action of MoD, BDL has Procured and installed LED lights (14032 Nos.), BLDC Fans (744 Nos.), 5 Star Rated ACs (74 Nos.), IE3 Motors (30 Nos.), e-mobility (2 wheelers -3 Nos. & 4 wheelers – 5 Nos.)

In view of the above, BDL has taken initiatives to convert existing building to green buildings.

9) Details related to waste management by the entity:

Parameter	FY 2024-25*	FY 2023-24*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.6 T	2.24 T
E-waste (B)	11.62 T	1.615 T
Bio-medical waste (C)	0.1077 T	0.29 T
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	1.1 T	4.6 T
Radioactive waste (F)	Nil	Nil
Other Hazardous waste generated. Please specify, if any. (G)	20.794 T	36.511 T
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	515 T	215.101 T
Total (A+B + C + D + E + F + G+ H)	550.221 T	260.357 T
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (T/Cr.)	0.16	0.10
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)USD @ exchange rate of ₹ 20.66	0.0079	0.0013
Waste intensity in terms of physical output	-	-
Waste intensity (Optional) - the relevant metric may be selected by the entity	-	-

Parameter	FY 2024-25*	FY 2023-24*
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	471.56	204.86
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	25.54	35.74
Total	497.10	240.60
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.8	0.29
(ii) Landfilling	3.28	0.52
(iii) Other disposal operations	49.04	18.942
Total	53.12	19.752

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : Yes, reasonable assurance has been carried out by M/s. Sustainability Actions Private Limited.

*BDL has revisited the methodology for calculating waste generation and disposal. The same has been reflected in both the reporting period FY 2023-24 and FY 2024-25.

- 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.**

Waste Oil:

It is kept in storage shed. Responsibility is given to designated officer. Storage facility is away from the inflammable source. Oil storage facility is checked at regular intervals. Containers are kept closed. Each container is labeled and sealed properly. Care is taken as per MSDS. It is handled in secured manner to avoid any leakage or spillage. Required training is given as per in-house and external training schedule. The disposal is done through the agency certified by Pollution Control Board.

E-Waste:

The computer and it accessories is mainly generated as a part of e-waste. The waste is collected, stored at the identified and secured place. The disposal is done through the agency certified by Pollution Control Board.

Biomedical Waste:

Containers are placed at injection room and dressing room. Responsibility is given to Medical Officer. Waste is stored as per Biomedical waste management & handling rule. Each container is labeled. It is handled in secured manner to avoid mixing of other waste. Required training is given as per in-house and external training schedule. The disposal is done through the agency certified by Pollution Control Board.

Oil / Chemical Soaked Cotton Waste/Hand gloves:

It is stored in closed container in hazardous waste room. It is handled under the supervision of qualified officer. While handling all PPEs are used. The disposal is done through the agency certified by Pollution Control Board.

ETP / Paint Sludge:

Dried sludge is stored in PVC bags. It is stored in hazardous waste room. It is handled under the supervision of qualified officer. While handling all PPEs are used. The disposal is done through the agency certified by Pollution Control Board.

Lead Acid Batteries:

It is stored at identified place and stacked properly. Care is taken for avoiding. Leakages/spillage of chemicals. Given on buy-back to the dealers/recyclers.

Coolant Wastewater:

It is stored at identified place. Each container is labeled. It is handled in secured manner to avoid mixing of other waste. Required training is given as per in-house and external training schedule. The disposal is done through the agency certified by Pollution Control Board.

Chemical empty containers(PVC/Tin/Glass):

It is stored in hazardous waste room. It is handled under the supervision of qualified officer. While handling all PPEs are used. The disposal is done through the agency certified by Pollution Control Board.

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

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance is being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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BDL does not have any operations/offices nearby ecological sensitive areas.

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

NIL

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

Not Applicable as BDL is 100% compliant with all applicable Environmental Acts/Rules. This is complied through consent for operation terms and conditions.

Leadership Indicators

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

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

(i) **Name of the area:** Kanchanbagh, Bhanur and Visakhapatnam Units.

(i) **Nature of operations:** Manufacturing and Supply of Defence Products.

(ii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	348786	573157
(iii) Third party water	231877	216987
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	580663	790144
Total volume of water consumption (in kiloliters)	580663	790144
Water intensity per rupee of turnover (Water consumed / turnover) (KL/Cr.)	173.58	333.49
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	Nil	Nil
- No treatment		
- With treatment - please specify level of treatment		

Parameter	FY 2024-25	FY 2023-24
(iii) Into Seawater	Nil	Nil
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties	Nil	10 KL
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment	137455.79	133255.8
The above water treated and used for gardening purpose and recycled back into system		
Total water discharged (in kilolitres)	137455.79	133265.8

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No.

2) Details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The activity will be assessed in due course of time.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.			

3) With respect to the ecologically sensitive areas reported at Question 11 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.

BDL is not operated nearby ecological sensitive area, hence no direct/indirect impact on biodiversity.

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:

BDL has taken initiatives to replace trichloroethylene with Scalegun B and isopropyl alcohol which reduces impact due to chemical emission.

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

Bharat Dynamics Limited is having disaster management plan which cover major disasters such as spillage of chemicals, floods, stage hostage situations, earthquake, cyclone, biological, countering cyberattacks, warning issued by IMD and nodal agencies when person working on vessels. The disasters are emphasizing on objective, prevention and emergency plan. The roles and responsibilities have been assigned in the event of disaster. BDL has also taken into account process hazards such as plant maintenance (corrosion, failure of control equipment, structure collapse, failure of fume extraction, Lightning and its Control Methods, Safety Measures at EP Shop and Explosive building, waste disposal and sabotage), storage and transportation and their control methods. The hazards division are categorised from 1.1 to 1.4 and Fire divisions are also categorised from 1 to 4 including their firefighting actions.

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

Nil

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

Nil

- 8) How many Green Credits have been generated or procured by the listed entity:

Nil

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)
- Number of affiliations with trade and industry chambers/ associations: Five
 - List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Society of Indian Defence Manufacturers (SIDM)	National
2	Hyderabad Management Association (HMA)	State
3	Society of Defence Technologists (SODET)	National
4	Standing Conference of Public Enterprises (SCOPE)	National
5	Confederation of Indian Industry (CII)	National

- 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.

BDL has not received any adverse orders from any regulatory authorities related to anti-competitive conduct.

Leadership Indicators

- 1) Details of public policy positions advocated by the entity: Nil

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.**

Nil.

- 2) **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:**

Not Applicable, since there are no such projects undertaken by the Company.

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

Complaint can be received through Centralized Public Grievance Redress and Monitoring System(CPGRAMS) under the Ministry of Personnel, Public Grievances & Pensions, the department of Administrative Reforms & Public Grievance (www.pgportal.gov.in)

- 4) **Percentage of inputs directly sourced**

	FY 2024-25	FY 2023-24
From MSMEs/ small producers	29.12% (worth about ₹460.48 crore, out of its total procurement of ₹1581.42 crore)	27.70% (worth about ₹450.38 crore, out of its total procurement of ₹1625.92 crore)
Sourced directly from within India	99.5%	99.88%

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

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-Urban	-	-
Urban	42.84%	23.67%
Metropolitan	57.16%	76.33%

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):** Not Applicable
- 2) **Information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	Project	State	Aspirational District	Amount spent (₹ in lakh)
1	Smart Class rooms in Government Schools	Andhra Pradesh	Vizianagaram	100.00
2	Distribution of Dual Desks to Govt. Schools	Andhra Pradesh	Vishakhapatnam	39.99
3	Medical Infrastructure at Government Healthcare Centers	Telangana	Asifabad	37.43
4	Distribution of Aids & Appliances including Artificial Limbs & Calipers to the Persons with Disabilities (PwDs)	Telangana	Asifabad	25.00
5	Dokra Craft development Project	Andhra Pradesh	Vizianagaram	16.63
6	Terracotta Handicraft Development Project	Andhra Pradesh	Vishakhapatnam	4.25

3)

a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? Yes

b&c) From which marginalized/vulnerable groups do you procure? What percentage of total procurement (by value) does it constitute?

BDL has policies and guidelines in place for vendor enlistment and ordering to encourage and provide growth opportunities to entrepreneurs among the marginalized /vulnerable groups or communities. The percentage of total procurement (by value) from SC/ST Entrepreneurs and Women Entrepreneurs for the year 2024-25 and 2023-24 is as follows:

S.No	Particulars	FY 2024-25	FY 2023-24
1	% Procurement from SC/ST Entrepreneurs	1.19%	1.71%
2	% Procurement from Women Entrepreneurs	3.83%	3.22%

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: Nil

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. Not applicable

6) Details of beneficiaries of CSR Projects:

Sl. No.	Description	No. of Persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Mid-day meal program through Akshaya Patra Foundation Govt. School Children of TS & AP	1000	100%
2	Newly Build Centre of Excellence in Missile Technologies at DIAT, Pune	3000	50%
3	Smart Class rooms in Government schools of Vizianagaram District (Aspirational Dist.), AP	5600	100%
4	Dokra Craft development & Terracotta Handicraft Development Project(s) in Asifabad (Aspirational Dist.), TS	232	100%
5	Infrastructure to Govt. Degree College, Huzurabad	500	75%
6	Infrastructure to Balwadi School at NWWA, Vishakhapatnam	150	100%
7	High Pressure Toilet Cleaning Machines to Govt. Schools in Secunderabad	16000	100%
8	Healthy Baby Nutrition Support (3000 kits) by ABV Foundation, Secunderabad	3000	100%
9	Awareness creation and supplying of Sanitary Napkins to Girl Students of Govt. Schools in Telangana State (NIRDPR)	11500	100%
10	Construction of three additional class rooms at ZP School, Mukundapuram, Telangana	500	100%
11	Construction of Choultry (III floor) + Lift at MNJIO & RCC, Hyderabad (MNJ)	1200	100%
12	Distribution of Dual Desks through Central Prisons, Secunderabad Constituency	2200	100%
13	Four X-Ray Machines at Four Community Health Centers(CHC), Sitapur, UP	5000	80%
14	Machinery for NIEPID, Manovikas Nagar, Secunderabad	5000	80%
15	Distribution of Aids & Appliances including Artificial Limbs & Calipers to the Persons with Disabilities (PwDs) in Adilabad & Kumrambheem Asifabad Dist of T.S.	231	100%
16	Education to underprivileged children by Utkarsh foundation, Gonda District, UP	500	100%
17	Distribution of Dual Desks to Govt. Schools in Aspirational District - Kumurambheem Asifabad Dist.	3000	100%

Sl. No.	Description	No. of Persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
18	Sahara Hostel for Veer Naaris, Visakhapatnam	144	100%
19	Solar Lights to Nainital District, Uttarakhand	1229	90%
20	Sterrad 100s Gas Plasma Sterilizer at MNJIO & RCC, Hyderabad (MNJ)	7200	100%
21	Contribution to Pandit Jasraj Cultural Foundation for "Cultural Heritage Digital Infrastructure – OTT app and portal"	5000	50%
22	Advanced Critical Care Ambulance for Military Hospital, Secunderabad	528	20%
23	Smart Class Rooms to Vyomayana Samstha Vidyalaya, Koraput	400	80%
24	Contribution to Chinmaya Mission for construction of Ground Floor, Visakhapatnam	2280	100%
25	Infrastructure to ECHS-Secunderabad	4800	20%
26	Shishu Shiksha Samithi, Assam - Construction of "Separate classroom and toilet block f or Nursery students"	2000	100%
27	Medical Infrastructure at Healthcare Centers at Kumurum Bheem Asifabad of TS, Parvathipuram & Gajapathinagaram of AP	14400	80%
28	Field Analyser for Glaucoma Treatment for Sankar Foundation, Visakhapatnam	1992	80%
29	Telangana Nataka Academy, Hyderabad	500	50%
30	Skill Development Programme (Stipend paid to the Apprentices)	427	75%

PRINCIPLE 9:

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

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

Defence forces have a well-established, structured and periodic meetings for raising issues. Same is being followed and compiled by the Company. These documents are treated as confidential by Defence forces.

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	The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/national security applications. Hence, not applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/national security applications. Further these items cannot be recycled or reused. Hence, not applicable.

3) Number of consumer complaints in respect of the Data privacy, Advertising, Cyder-security, Delivery of essential services, Restrictive Trade Practices, Unfair Trade Practices, other: 17 complaints received from the customers during the year 2024-25 on production related/technical issues.

4) Details of instances of product recalls on account of safety issues: NIL

5) Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy. Yes, the web-link is https://bdl-india.in/sites/default/files/Cybersecuritypolicy_0.pdf

- 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.**

BDL's customers being the defence forces, the information is confidential. However, adequate systems have been put in place to identify the issues faced by the customers and ensure timely resolution of the same. Efforts are made to continually strengthen the quality assurance system, improve delivery timelines and address issues of safety and security and disposal as per the applicable laws of the country.

- 7) **Provide the following information relating to data breaches, Number of instances of data breaches, Percentage of data breaches involving personally identifiable information of customers, Impact, if any, of the data breaches:**

Not applicable as no data breaches occurred.

Leadership Indicators

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

On BDL official website <https://bdl-india.in/products>

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

The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications. Hence, not applicable.

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

The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications by Armed Forces. The company is having regular interactions with the customers (who are mostly Indian Armed Forces) and hence they will be well informed in case of any disruption/discontinuation of essential services through direct communication.

- 4) **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable):** Not Applicable as the company is into business of manufacture of weapon systems. The product information is sensitive and classified.

- 5) **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No):**

The main products of the company are Missiles, Underwater Weapons and allied Defence Equipments for use in strategic/ national security applications. The Company always take feedback from the Customers at regular intervals.

To,
The Board of Directors
Bharat Dynamics Limited
Corporate Office, TSFC Building
Gachibowli, Hyderabad – 500032
Telangana, India

Independent Assurance Statement

Scope and Approach

Sustainability Actions Private Limited (“SAPL”) has been engaged by the management of Bharat Dynamics Limited (“BDL” or “the Company”), as an Independent Reasonable Assurance Provider of the Company’s Business Responsibility and Sustainability Report (BRSR) Core Matrices (refer to Annexure I) for the Financial Year 2024-25.

Reporting Criteria

Our reasonable assurance covers the sustainability Information listed in Annexure-I of this report. The reporting boundary is disclosed in Question 13 of Section A: General Disclosure of the BRSR, with exceptions noted under respective questions.

The criteria utilized by the Company to prepare the identified sustainability information are as follows:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements), Regulations, 2015, as amended;
- Chapter IV-B of SEBI master circular for compliance with the provisions of the SEBI (LODR) Regulations by listed entities, issued vide SEBI/HO/CFD/PoD2/CIR/P/0155 and dated November 11, 2024;
- “Guidance Note for Business Responsibility and Sustainability Reporting Format” by Securities and Exchange Board of India (SEBI); and
- SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 – Industry Standards Note on Reporting of BRSR Core.
- SEBI/HO/CFD/PoD-1/P/CIR/2025/42 dated March 28, 2025 – Measures to facilitate ease of doing business with respect to framework for assurance or assessment, ESG disclosures for value chain, and introduction of voluntary disclosures on green credits.

Management Responsibilities

The Company's Management is responsible for identification of key aspects, content and presentation of the Business Responsibility and Sustainability Report in accordance with the Criteria mentioned above. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Business Responsibility and Sustainability Report and measurement of BRSR Core Matrices which are free from material misstatement, whether due to fraud or error.

Independence and Quality Control

We are independent from the entity in accordance with the requirements of independence and quality assurance set out in BRSR provisions and professional pronouncements and have fulfilled our additional professional obligations in accordance with these requirements.

Our assurance engagements are based on the assumption that the data and information provided by the company to us as part of our review have been provided in good faith and free from material misstatements. We were not involved in the preparation of any statements or data included in the Report except for Assurance Statement. Our firm applies International Standard on Quality Management and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We apply SQC 1 for quality control in assurance and related services.

Reasonable Assurance

A reasonable assurance engagement includes identifying and assessing the risks of material misstatement of the Identified Sustainability Information, whether due to fraud or error, and responding to the assessed risks as required by the circumstances.

As part of our assurance process, a multi-disciplinary team of sustainability and assurance specialists reviewed the disclosures presented within the Report and referenced information, and sampled the disclosures and were reviewed through the company's customised sustainability information management system.

The procedures conducted were based on professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluation of quantification methods and reporting policies, analytical procedures, and reconciliation with underlying records. Given the circumstances of the engagement, in executing the procedures outlined above, we:

- Obtained an understanding of the identified sustainability information and related disclosures;
- Acquired knowledge of the assessment criteria and assessed their adequacy for evaluating and/or measuring the identified sustainability information;
- Conducted inquiries with Company's management, including the environment team, compliance team, human resources team, and other relevant personnel responsible for preparing the Report;
- Developed an understanding and performed an evaluation of the design of key systems, processes, and controls for recording, processing, and reporting the identified sustainability information at the corporate office and other locations.
- Based on our understanding and the potential risks of material misstatement in the identified sustainability information, we determined the nature, timing, and extent of further procedures.
- We tested the Company's process for compiling sustainability information by comparing or reconciling it with the underlying records.
- We verified the consolidation of data from various plants and offices on a sample basis within the reporting boundary to ensure the completeness of the reported data.

We believe that the evidence we have gathered is both sufficient and appropriate to provide a basis for our reasonable assurance opinion.

Our Responsibility

Our responsibility is to express a reasonable assurance conclusion on the identified sustainability indicators, based on the procedures we have performed and the evidence we have obtained. We conducted our engagement in accordance with the International Standard for Assurance Engagements other than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with the Company. Those standards require that we plan and perform our engagement to obtain reasonable assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

Reasonable Assurance Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the company's identified sustainability criteria as per BRSR core framework for the financial year ended 31st March 2025 are not prepared, in all material respects, in accordance with the Reporting Criteria.

Inherent Limitations

We have relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review. The assurance scope excludes:

- Any disclosure other than those mentioned in the scope section above
- Data and information outside the defined reporting period
- Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
- The reported financial data are based on audited financial statements issued by the Company's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial data from the Annual Report.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

For and behalf of Sustainability Actions Pvt. Ltd.

(CIN – U74999HR2021PTC093811)



Sustainability Actions (P) Ltd.
Director

Saket Sinha

(Director)

Dt:- 27th May'25

Gurgaon, India

Annexure – I

BRSR Core attributes

	BRSR Indicator	Type of Assurance
P1 E8	Number of days of accounts payable	Reasonable
P1 E9	Concentration of purchases & sales done with trading houses, dealers and related parties Loans and advances & investments with related parties	Reasonable
P3 E1c	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
P3 E11	Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
P5 E3b	Gross wages paid to females as % of wages paid	Reasonable
P5 E7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees and complaints upheld	Reasonable
P6 E1	Details of total energy consumption (in Joules or multiples)	Reasonable
P6 E1	Details of total energy intensity	Reasonable
P6 E3	Details of water withdrawal by source	Reasonable
P6 E3	Details of water consumption	Reasonable
P6 E4	Details of water discharged	Reasonable
P6 E6	Details of Air Emissions (Other than GHG emissions)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 1)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 2)	Reasonable
P6 E7	Details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
P6 E9	Details related to waste generated by category of waste	Reasonable
P6 E9	Details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
P6 E9	Details related to waste disposed by nature of disposal method	Reasonable
P8 E4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable
P8 E5	Job creation in smaller towns	Reasonable
P9 E7	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable