



नेशनल फर्टिलाइजर्स लिमिटेड

(भारत सरकार का उपक्रम)

कॉरपोरेट कार्यालय : ए-11, सेक्टर-24, नोएडा - 201301

जिला गौतम बुद्ध नगर (उ.प्र.),

दूरभाष : 0120-2412294, 2412445, फैक्स : 0120-2412397



NATIONAL FERTILIZERS LIMITED

(A Govt. Of India Undertaking)

Corporate Office : A-11, Sector-24, Noida-201301,

Distt. Gautam Budh Nagar (U.P.)

Ph.: 0120-2412294, 2412445, Fax : 0120-2412397

Ref. No. NFL/SEC/SE/1827

Dated: 02.09.2025

National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block-G, Bandra Kurla Complex, Bandra (E), Mumbai-400051 NSE Symbol: NFL	BSE Limited Corporate Relationship Department, 1st Floor, New Trading Wing, Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 BSE Scrip Code: 523630
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015, we are enclosing Business Responsibility and Sustainability Report which also forms part of Annual Report of the Company for the Financial Year 2024-25.

This is submitted for your information and records.

Thanking you,

Yours faithfully,
For National Fertilizers Limited

(Ashok Jha)
Company Secretary

Encl: As above.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN)	L74899DL1974GOI007417
2	Name of the Listed Entity	NATIONAL FERTILIZERS LIMITED
3	Year of incorporation	1974
4	Registered office address	Scope Complex, Core-III, 7, Institutional Area, Lodhi Road New Delhi – 110003
5	Corporate address	A – 11, Sector – 24, Noida Distt. Gautam Budh Nagar – 201301
6	E-mail	cs@nfl.co.in
7	Telephone	0120-2412383
8	Website	www.nationalfertilizers.com
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	NSE / BSE
11	Paid-up Capital	INR 490.58 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. P. Parthiban General Manager (B.E.C. &C.) Telephone : 0120-2412294/2412445 Ext.3623 Fax: 0120-2412397 Email : parth@nfl.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and sale of fertilizer - Urea	a) Manufacture & Sale of fertilizer Grade Urea, Bentonite Sulfur and other industrial products. b) Trading of other fertilizers & Agro Products (Agrochemicals, Seeds etc.)	>99.42

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

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1.	Manufacture & Sale of Urea	20121	66.98
2.	Trading of Fertilizers and Agrochemicals	46692	29.00
3.	Manufacturing of Industrial Products	20123	3.44

* Based on 2024-25 data.

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	5	38	43
International	Nil	Nil	Nil

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	Nil

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

Nil

c) A brief on types of customers

The entity is engaged in manufacturing of Fertilizers, Industrial Products and trading of mainly Agro Inputs which are supplied to customers (Farmers) through Wholesale dealers network (Private, Government & Institutional).

IV. Employees

20. Details as at the end of Financial Year:

a) 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)	1277	1177	92.17	100	7.83
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1277	1177	92.17	100	7.83
WORKERS						
4.	Permanent (F)	1234	1150	93.19	84	6.81
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	1234	1150	93.19	84	6.81

b) 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)	11	10	90.91	1	9.09
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	11	10	90.91	1	9.09
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	34	33	97.06	1	2.94
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	34	33	97.06	1	2.94

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.28
Key Management Personnel *	24	3	12.5

* Includes Senior Management

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

	FY 2024-25 (Turnover rate in Current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.64	5.00	16.64	13.37	10.05	23.42	10.11	0.33	10.44
Permanent Workers	9.20	5.68	14.88	7.71	10.52	18.23	7.01	0.33	7.34

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

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

Sr. No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A; participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Urvarak Videsh Limited (UVL)	Associate	33.33	NA
2.	Ramagundam Fertilizers and Chemicals Limited (RFCL)	Associate	26.00	-

VI. CSR Details

- 24.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) **Yes**
(ii) Turnover (in Rs.) : 19794.50 Crore
(iii) Net worth (in Rs.) : 2763.97 Crore

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:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		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	-	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes	1	0	1 Complaint was received from shareholder and same was resolved within timeline	Nil	Nil	-
Employees and workers	Yes	3	2	-	2	Nil	-
Customers	Yes	Nil	Nil	-	40	Nil	-
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-
Other (please specify)	-	-	-	-	-	-	-

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Plastic waste Management rules-2016 (along with subsequent amendments) : MOEF&CC notified "Plastic Waste Management Rules 2016 (amended)" wherein fertilizer manufacturing companies have to get registered with State Pollution Control Board / Central Pollution Control Board as Brand Owner and prepare an action plan for collecting back the plastic waste and its disposal.	Risk	- Urea is sold to farmers in the country in multilayered plastic bags. - As per latest draft Notification dtd 06.10.2021 on the matter, 100% recycling of Plastic Waste generated is required to recycle in year 2024-25. - The annual plastic waste generated by NFL is approx. 16300 MT.	NFL has achieved the target of recycling of 100% of plastic waste for the year 2024-25.	Negative - Total financial implication for the year 2024-25 is Rs 1.75 Cr. - Urea is controlled commodity and additional expenditure will impact the financials of the company.
2.	Tightening of Energy norms by Gol by implementation of NUP-2015 norms and further revision is due from April 2025	Risk	Tightening of energy norms has reduced company's operational profit from urea manufacturing business. Further, reduction in energy norms shall make operation unviable.	- To meet the revised norms of NUP-2015, NFL has already spent more than Rs 1000 Crore. - However, by implementation of these schemes NFL was able to only reduce losses but further tightening of energy norms will make operation of these plants unviable.	Negative - NFL has completed the energy saving projects by March 2022 leading to reduction of energy consumption and reduction of carbon footprints by more than 25%. - However, Urea operations were at risk till the projects were completed as energy consumption

				- Energy Norms of NUP-2015 (REN) for Vijaipur-I Unit under consideration for extension till 31.03.2025 with penalty of 35% of difference between REN and Target Energy Norms (TEN) or till the unit achieves the TEN, whichever is earlier. - Further, revision of energy norms beyond 01.04.2025 are under review and notification for the same is awaited.	was higher than the norm. Further, energy reduction norms by GoI will severely impact NFL profitability.
3.	Notification of BEE for compliance of renewable power	Risk	All fertilizer manufacturing plant operate by sourcing the power from running the GTG-HRSG to avoid frequent plant tripping and thermal shocks to plant.	NFL has to purchase equivalent RCO/REC for compliance	Negative The estimated financial implication on account of purchase of REC will be Rs. 4-5 Cr.
4.	Agriculture Waste Management (Composting/ FOM/ PDM)	Opportunity	Agriculture Waste can be utilized as Organic manure which offers numerous environmental benefits, primarily by reducing pollution, enhancing soil health and promoting sustainability in agriculture.	NA	The organic agro-products i.e. City Compost, FOM & PDM increase the turnover & profitability of Company.

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.

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	The Principles of the NGRBC are, by and large, included in various policies, Vision and Mission statements of the company, even though there is no consolidated policy which covers all the nine principles of NGRBC.								
b) Has the policy been approved by the Board? (Yes/No) No									
c) Web Link of the Policies, if available No									
2. Whether the entity has translated the policy into procedures. (Yes / No) No									
3. Do the enlisted policies extend to your value chain partners? (Yes/No) No									
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO-9001 ISO-45001-2018 ISO-50001-2018					ISO- 14001		ISO-9001	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Principles of the NGRBC are, by and large, included in various policies, Vision and Mission statements of the company, even though there is no consolidated policy which covers all the nine principles of NGRBC.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, Leadership and Oversight									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>) Company strives to achieve excellence in improving employees occupational and personal health by minimizing health hazards and providing model facilities. Company has well equipped hospitals at all units. In addition to that the employees also have access to specialized medical services wherever required. Periodic medical examinations and health check-up of all employees is being done as per occupational health policy. Company remained focused towards achieving Sustained energy efficient operations of its manufacturing facilities while maintaining pollution free environment and process safety. All manufacturing Units continue to be ISO 9001-2015, ISO 14001-2015 and ISO 45001-2018 certified which indicate Company's commitment to quality, Environment and Occupational Health and Safety. To tackle climate change, company remained focused towards achieving a low carbon footprint, reducing emission level and effluent discharge from the units. All the units have installed on-line monitoring system both for effluent and emission discharge. On-line monitoring systems are already integrated with Central and State Pollution Control Boards in order to monitor the level of pollutants on continuous real time basis.									

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Dr. U. Saravanan Chairman & Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes , the entity has constituted Corporate Social Responsibility and Sustainable Development Committee for looking into the matter of sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	No									N.A.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All NFL Units are in Compliance with statutory requirements.																	
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	No																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	No	No	No	No	No	No	No	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

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 them with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators			
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
Segment	Total number of training and awareness programs held	Topics/Principles covered under the training and its impact	%age of persons in respective category by the awareness programs
Board of Directors	Nil	Nil	Nil
Key Managerial Personnel (KMP) (including Senior Management)	96	- Fertilizer Logistics - Port handling Operations and Coastal Shipping - E-Commerce and Digital Agriculture - Agrochemicals R&D & Innovations - Improving Professional and Personal Effectiveness - GFR 2017, Government e- Market & Latest Manual for Procurement of Goods, Works, Consultancy & Other Services - Investigation of Financial Crime - Public Procurement with e-Procurement - Right to Information Act - Public Procurement - Preventive Vigilance - Need for reforms in Fertilizer Policy-Way Forward - Administrative Vigilance and Prevention of Corruption, Handling/ Scrutiny/ Investigation of Complaint/ Grievances having vigilance Angle	80%

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
		- Recruitment Rules and Reservation Rosters - Stress Management and Work Life Balance - Fertigation and Sustaining Soil Health through Integrated Nutrient Management - Inventory Management Strategies - Training of Trainers Programme as per CVC guidelines - Workshop on Corporate Social Responsibility - Advanced Global Techno- Management Program - Fertilizer Business Management - Cyber Hygiene and Security - Harnessing Future- Ready Enterprises for Quantum Growth and Global Leadership - Ethics in Governance: Shaping Tomorrow' s Transformation - Prevention of Sexual Harassment of Women at Workplace - Right to Information act for CPIO & Appellant Authorities - Senior Maintenance Engineers in Fertilizer Industry - Retirement: A milestone for better tomorrow - Advanced Procurement & Contract Management - Contracts and their Management - Conference on Cyberlaw, Cybercrime & Cybersecurity - Training Program for IOs/POs - Training for Inquiry Officers/Presenting Officers - Gender Mainstreaming Policies for Government Officers (A) & "Smart and Sustainable Cities" - Argus Fertilizer Asia Conference 2024 - Training of Trainer on Cyber Security & Cyber Hygiene	

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
		- FAI Annual Seminar-2024 - Bearing Selection, Handling, Assembly, Lubrication and Maintenance- Monitoring the Bearing, Lifeline of Rotating Machines - Procurement in CPSEs - Public Procurement (Emphasis on Goods, Services and Consultancy) - Vigilance Administration - Indian Accounting Standards - Pay Fixation Rules - Fertilizer Policy in India- Need for Reforms - Public Procurement Principles and GeM - Preventive Vigilance Modules - Public Sector Enterprises 2047- the GIFT IFSC opportunity-2024 edition - Disciplinary Rules & Procedures - Capacity building program for Executive Secretaries, Personal Assistants and AOs - GFR 2017, Government e- Market & Latest Manual for Procurement of Goods, Works, Consultancy & Other Services - Outbound Transformational Leadership Training Program - International Program on Organizational Leadership - Improving Leadership Skill for Better Performance - Developing Occupational Safety, Health and Welfare, - Safety in Chemical and Other Hazardous Industries - Team Building, Collaboration and Cohesiveness	

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
Employees other than BOD and KMPs	325	- Preventive Vigilance Strategies- Focusing on Vulnerable Areas, - Purchase Procedure, - Sustainable built Environment for Future, - Project Mind Set - the key to Competitiveness, - Role of Employee participation in Improving Occupational Safety and Health at Work Place, - Financial Awareness & Money Management talk, - FirstAid & CPR, “Only one Earth” - Production and use of Green Hydrogen and Green Ammonia in Process Industry, “Presidential Directives on Reservation”, - Importance of Safety Work Permit, - Health and Happiness - Onsite Emergency Plan and different types of hazards and their remedial measures, - Stores Manual, - HDPE Bag Testing Procedure, - Preventive Vigilance – Tool for Corruption Free India for a developed Nation, - Industrial Safety Awareness Programme, - Startup of Primary Reformer & Trip Interlock System, - Procurement of Services through GeM Portal, - Organizational Change Management, - Capacity Building and Leadership Development, - Stress Management and Work Life Balance, - Green Growth through Green Ammonia and Green Hydrogen, Passion for Performance, - Internal Auditor Training on IMS ISO 9001:2015, ISO 14001:2015, ISO 45001: 2018,	60%

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
		• Review of Risk, Opportunities, Environment aspect • Implementation of Energy Management Systems (ISO 50001:2018), • Developing Occupational Safety, Health and Welfare, • Safety in Chemical and Other Hazardous Industries • Team Building, Collaboration and Cohesiveness, • Reservation Policy for SCs/STs/ OBCs/ EWS in Services etc., • Training of IO/PO, • E- Procurement, • Leadership for Women Officials, • Recruitment Rules and Rosters, • Training for Company Secretaries of CPSEs • Training program on RTI, • Administrative Vigilance with Disciplinary Rules & Procedures, • Key Features of Various Labour Codes, • Transparency Audit with respect of compliance under Section 4 of RTI Act, 2005 & Right to Information Act, • Procurement by CPSEs from MSEs and through GeM, • Fertilizers and Food Security Challenges and Way Forward, • Fertilizer Logistics, Port Handling Operations and Coastal Shipping, • A New Paradigm of Holistic Health, • Startup & Shut down activities of GTG, • Contract Labour Management.	

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category by the awareness programs
Workers	120	• Role of Employee participation in Improving Occupational Safety and Health at Work Place, • Prevention of Sexual Harassment at Work place, • Loco Operation Training, • Participative Safety & Health in Hazardous Process Factories etc., Passion to Performance, Stress Management, • Procurement of Services through GeM Portal, • Anti -Fraud Policy.	60%
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website): For matters pertaining to companies Act, 2013 and SEBI Regulations, No fine or penalties have been paid by the entity or by Directors / KMPs.			

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	Nil				
Compounding fee	Nil				
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment	Nil				
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. For matters pertaining to Companies Act, 2013 and SEBI Regulations, No Appeals/ Revision was made by the entity or by Directors / KMPs.					
Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions				
Nil					
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. No However, NFL enters into an integrity pact with all vendors while finalizing contracts with value of Rs. 1 Crore and above. IEMs have also nominated, details of which are available on the NFL website at the following link: https://www.nationalfertilizers.com/wp-content/uploads/2024/08/Integrity-Pact-new-one-more-IEM-Aug-2024.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:					
	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year		
Directors	Nil*		Nil*		
KMPs	Nil*		Nil*		
Employees	Nil		Nil		
Workers	Nil		Nil		
* For matters pertaining to Companies Act, 2013 and SEBI Regulations, no disciplinary action was taken against Directors/ KMPs.					

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

	FY 2024-25 Current Financial Year		FY 2023-24 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil*	N.A.	Nil*	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil*	N.A.	Nil*	N.A.

* For matters pertaining to Companies Act, 2013 and SEBI Regulations only.

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.

For matters pertaining to companies Act, 2013 and SEBI Regulations, no corrective action taken.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Number of days of accounts payables	32	29

9. **Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	45.56	54.91
	b. Number of trading houses where purchases are made from	4	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100	100
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	100	100
	b. Number of dealers/distributors to whom sales are made	4139	3849
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	35.56	29.82

Parameter	Metrics	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	666.01 Cr. / 16480.86 Cr.	616.49 Cr. /19246.74 Cr.
	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)	-	-
Note: Concentration of purchases from Imports only.			
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	
234	Fertilizer Control Order, Fertilizer Quality Control, DBT in Fertilizers, NFL existing and New Products, Technological Development in Agriculture, Govt. schemes related to Agriculture and Fertilizer Sector, Soil Testing and soil test based fertilizer use, integrated nutrient management, Soil Testing, Package and Practices of various crops, Use of Drones in Agriculture, Pest and disease management in field crops, PM-PRANAM, PMKSK etc.	N.A.	
Note: During the year 2024-25, total 234 awareness programmes (42 for NFL dealers and 192 for farmers) conducted and 1700 no. of dealers and 12000 no. of farmers participated in these programmes.			
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 Code of conduct of Company provides that the Board Members shall undertake to inform the Chairman & Managing Director / Company Secretary of the Company of any changes in their other Board positions, relationship with other business and other events / circumstances / conditions that may interfere with their ability to perform Board / Board Committee duties. Further, the Board Members undertake that without prior approval of the disinterested members of the Board, they will avoid apparent conflict of interest.			

Every Director shall at the first meeting of the Board in which he participates as a Director and thereafter at the first meeting of the Board in every financial year or whenever there is any change in the disclosures already made, then at the first Board meeting held after such change, disclose his concern or interest in any company or companies or bodies corporate, firms, or other association of individuals which shall include the shareholding in form MBP-1.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Nil	Rs. 7 Lakh	
Capex	Nil	Nil	

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

Yes

Company has undertaken various initiatives for adopting best practices for sustainable sourcing. Most of the material is procured following procedures laid down by Govt. from time to time. Whenever procurement is to be made through open tendering procedures, reputed suppliers are selected through transparent qualification criteria in line with various guidelines of GOI.

Further, to maintain and foster most ethical and corruption free business environment, NFL has adopted the Integrity Pact (for orders more than Rs 1 crore), so as to ensure that all activities and transactions between the Company (NFL) and its Counterparties (Bidders, Contractors, Vendors, Suppliers, Service Providers/Consultants etc.) are handled in a fair and transparent manner. Integrity Pact is implemented through Independent External Monitors who ensure that concerned parties comply with their respective obligations under the Integrity Pact. Independent External Monitors (IEMs) nominated by Central Vigilance Commission (CVC) monitor the activities.

- (b) If yes, what percentages of inputs were sourced sustainably?

Procurement is done as per Govt. guidelines issued time to time.

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.

NFL manufactures, Neem coated urea, Bentonite Sulphur, Sodium Nitrate, Sodium Nitrite, Nitric Acid etc., which are consumable and cannot be reclaimed. However, company uses plastics for packaging and e-wastes are generated due to use of computers, controllers, and

instrumentation. Hazardous wastes are generated in the form of spent resin, used catalysts and spent oil after use of it in the plants.

There is well defined procedure in the company for reusing, recycling and disposing at the end of life for these wastes in line with CPCB/SPCB guidelines.

Category wise details are as below:

- (a) **Plastics (including packaging):** NFL uses plastic as a packaging material for its products like Urea, DAP, SSP etc. NFL has submitted its application to get registration as a Brand Owner under Plastic Waste Management Rules 2022. NFL has performed Extended Producer Responsibility (EPR) obligation of around 16300 MT plastic waste for FY 2024-25. To fulfill its obligation NFL has engaged agencies to fulfill its EPR obligation by recycling/ disposing off the plastic waste on behalf of NFL.
 - (b) **E-waste:** Specified procedures are in place for disposal of e-waste.
 - (c) **Hazardous waste:** NFL has majorly three main hazardous wastes i.e. Spent Resin, spent Catalyst and Spent Oil. To dispose of these hazardous wastes, NFL floats tender to CPCB/SPCB approved parties as and when required. Successful bidder takes away the hazardous waste to CPCB/SPCB designated places for disposal in specified manner.
 - (d) **Other waste:** Not Applicable
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 (EPR) under Plastic Waste Management (Amendment) Rules, 2022 is applicable to NFL.

Waste collection/disposal plan of the organization is in line with the Pollution Control Boards guidelines and EPR plan has been submitted to CPCB. Refer reply at point no 3 (a) above.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Nil

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

Name of Product / Services	Description of risk / concern	Action taken				
Chemical Fertilizers	The Company has been manufacturing and marketing Urea and other allied products in a responsible manner for decades and established consistent commitment to productive economic activity and sustainability. Use of fertilizer is for improving nutrients of soil and increasing agriculture production.					
Agrochemicals						
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).						
Indicate input material	Recycled or re-used input material to total material					
	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
Not Applicable						
4. Of the product and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:						
	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil
Note: NFL has so far not reclaimed at the end of life of products/ reused/recycled and disposed of plastic (including packaging). However, as per EPR obligation, company has recycled/safely disposed around 16300 MT of plastic waste for FY 2024-25 through an outside agency registered with CPCB.						
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.						
Indicate product Category		Reclaimed products and their packaging materials as % of total products sold in respective category				
Plastic bags for Urea		Refer Note for point no 4 above.				

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 Benefit		Paternity Benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employee											
Male	1177	1177	100	1177	100	To all eligible employees				N.A.	N.A.
Female	100	100	100	100	100					N.A.	N.A.
Total	1277	1277	100	1277	100					N.A.	N.A.
Other than Permanent employee											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefit		Paternity Benefit		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employee											
Male	1150	1150	100	1150	100	To all eligible worker				N.A.	N.A.
Female	84	84	100	84	100					N.A.	N.A.
Total	1234	1234	100	1234	100					N.A.	N.A.
Other than Permanent employee											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	6.01%	5.96%

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

Benefits	Current Financial Year (FY 2024-25)			Previous Financial Year (FY 2023-24)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	-	-	-	-	-	-
Others-please specify	Leave Encashment to all employees. GSLI and defined contribution superannuation pension scheme (optional) for eligible members only.					

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

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.

Government guidelines are being followed.

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 Workers	Grievance may be submitted through CPGRAM portal.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	All workers and officers (Males and females) are eligible for membership in Unions and Associations respectively.			All workers and officers (Males and females) are eligible for membership in Unions and Associations respectively.		
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1177	942	80.03	1177	100	1262	947	75.04	1262	100
Female	100	85	85	100	100	100	44	44	100	100
Total	1277	1027	80.42	1277	100	1362	991	72.76	1362	100
Workers										
Male	1150	1150	100	1150	100	1285	879	68.4	1285	100
Female	84	84	100	84	100	92	80	86.6	92	100
Total	1234	1234	100	1234	100	1377	959	69.64	1377	100

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1177	1177	100	1262	1262	100
Female	100	100	100	100	100	100
Total	1277	1277	100	1362	1262	100
Workers						
Male	1150	1150	100	1285	1285	100
Female	84	84	100	92	92	100
Total	1234	1234	100	1377	1377	100

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, All employees.

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

- To identify work-related hazards, HAZOP (Hazard and Operability study) study is conducted necessarily at the initial stage of project and at any major modification of the plant. Qualitative Risk Assessment is also carried out to identify any work-related hazard.
- Further, Safety Audit of all the Units of NFL is conducted by External Safety Auditor annually and their recommendations implemented in the plant.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.067	0.195
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	1.00	3.00
No. of fatalities	Employees	0.00	0.00
	Workers	0.00	1.00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.00	0.00
	Workers	0.00	0.00

* Including in the contract workforce.

** NFLs workers and contractor's workers both have been considered as worker.

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

Safety, Health and Environment (SHE) are always a prime concern for the industries like ours. NFL management takes all necessary steps to improve the condition of employees and workers of company along with giving importance to the environment.

The main steps to ensure the above are as below:

- There is separate and fully equipped Fire/ Safety department at each Unit of NFL Company ensures the availability of all required Personnel Protective Equipment (PPEs), tools, tackles fire tenders etc, at each Unit.
- Trainings, workshops and seminars on SHE (Safety, Health and Environment) related activities for the employees and workers are regularly organized at all Units and Offices.
- Emergency plans (On-site as well as Off-site plans) at each Unit have been prepared and that are in line with the various rules and regulation of Govt. agencies.
- There are Mutual aid teams at each Unit of NFL comprising of NFL Safety/Fire team along with nearby industries to provide assistance and share Safety PPEs/equipment's, fire tenders, personnel's etc in case of emergency.
- Emergency Mock drills and Fire drills are conducted regularly at all Units.
- Third party Safety audit of all the Units of NFL are conducted annually.
- Monthly, quarterly and annual SHE meetings are conducted at Units and Corporate level.
- Regular safety surveys are conducted at each Unit to ensure the healthiness and integrity of all the plants/sections.
- Trees plantation to improve the greenery and eco-system of surrounding area at all the Units and Offices.
- Regular health check- up of employees and workers are done.

(k) Hospital facilities have been provided at all the Units.

(l) All the standards regarding Air and Water as stipulated by CPCB/SPCB is rigorously monitored and maintained at each Unit of NFL with online real time data being uploaded on CPCB site regularly.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Issues, if any are discussed in Plant Level Committee and Works Committee meetings which have equal representatives of workmen union and management.					
Health & Safety						

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% through third party
Working Conditions	100% through third party

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.

A comprehensive review of all aspects involved in the height jobs has been conducted to strengthen the practices and ensure the sufficient safeguards to prevent the occurrence of accidents related to work at height. In addition, following safety measures and improvements have been implemented:

- i) Documented procedure for working on the fragile roof
- ii) Reinforcement of operating discipline
- iii) Competency Build up program
- iv) Training validation system
- v) Multi-tier supervision of high risk jobs
- vi) Fall protection system augmentation
- vii) Installation of horizontal life line on the fragile roof
- viii) Vertical fall protection system for painting jobs

Leadership Indicators

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

A. **Employees:** Yes, NFL provides for Group Personal Accident Insurance to employee died in accident while in service and NFL provides Employees Family Economic & Social Rehabilitation Scheme to all employees who died while in service.

B. **Workers:** Yes, NFL provides for Group Personal Accident Insurance to employee died in accident while in service and NFL provides Employees Family Economic & Social Rehabilitation Scheme to all employees who died while in service.

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

ECI & ECR challan are checked before releasing payment to contractors.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	01	Nil	01*

* The deceased worker's family has been given compensation and his brother has been employed on the same job by the contractor.

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

Yes, NFL organizes Training programme "Retirement -a Milestone" for facilitating the transitional phase of employees after retirement.

5. Details on assessment of value chain partners:

The performance of the Value chain partner (concerned party / contractor) is assessed based on pre-defined deliverables and compliances of all applicable and governing laws, rules and regulations and bylaws both of the Central and State Government and all other local authorities (including Sexual Harassment, Discrimination at workplace, Child Labour etc.)

		% of value chain partners (by value of business done with such partners) that were assessed		
Health and safety practices		100%		
Working Conditions		100%		
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.				
Same as given at Sr.No. 15 in Essential Indicator in Principle 3.				
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.				
For identification of one of the Key Stakeholders i.e. investor/shareholder, the Company submits shareholding pattern with the Stock Exchanges within 21 days of every quarter by which top shareholders/investor of the Company are identified.				
Dealers are important stakeholders of our company and are bridge between the company and the farmers which are our end users/customers. Dealers are appointed state wise as per the requirement and in accordance with laid down procedures.				
Further, for procurement of imported P&K Fertilizers, global suppliers are empaneled through request for proposal (RFP)/NIT on government CPP portal.				
Furthermore, for procurement of non-subsidized domestic agro-products, tenders are floated on government CPP/GeM portal for empanelment.				
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others-please specify)	Purpose and scope as of engagement including key topics and concerns raised during such engagement
Shareholder	No	Shareholder's meetings, Emails, Public Notifications & Website etc.	Annually, Half yearly, Quarterly, Event based	Quarterly financial performance of the Company, Credit Rating, Shareholder's returns & New Projects

Dealers	Yes	Meetings, Emails, Public Notifications, Website & Whatsapp etc.	Continuous engagement through-out the year on daily basis.	To generate awareness among the dealers about the company's growth plan and latest developments in the field of agriculture and fertilizer.
Global Suppliers	No	Meetings, Video Conferencing, Emails, Public Notifications, Website, Whatsapp etc.	Continuous engagement through-out the year	To gain international fertilizer market insights and exchange latest developments in the sector.
Domestic Suppliers	No	Meetings, Emails, Public Notifications, Website & Whatsapp etc.	Continuous engagement through-out the year	To gain Indian agro-input market insights and exchange latest developments in the sector.

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.

Board of Directors interacts with dealers during Dealers Conferences where dealers give their feedback and suggestions directly to the Board members which help in continuous improvement in product quality and customer service.

Nil. (Pertaining to one of the key stakeholders i.e. shareholder/ investor)

Boards of directors interact with the global/domestic suppliers during annual conferences/ meetings organized by national and international level fertilizer associations (FAI / IFA).

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. For instance, inputs received during Dealer's/farmer's orientation programs are incorporated in formulating further orientation programmes.

With respect to global suppliers, a spot purchasing mechanism has been developed in response to constrained supplies resulting from various global restrictions and uncertain market conditions.

Nil. (Pertaining to one of the key stakeholders i.e. shareholder/ investor)

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

The engagement with the dealers is ensured through Dealer Orientation Programmes and Dealer's Conferences. During these programmes, Company educates them about the products, their judicious usages, latest developments. During these programmes company also addresses concerns of the dealers particularly from those of Vulnerable & Marginalized Groups.

Nil. (Pertaining to global suppliers)

Nil. (Pertaining to one of the key stakeholders i.e. shareholder/ investor)

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1277	766	60	1362	681	50
Other than permanent	00	00	00	00	00	00
Total Employees	1277	766	60	1362	681	50
Workers						
Permanent	1234	740	60	1377	688	50
Other than permanent	00	00	00	00	00	00
Total Workers	1234	740	60	1377	688	50

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	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	1277	0	0	1277	100	1362	0	0	1362	100
Male	1177	0	0	1177	100	1262	0	0	1262	100
Female	100	0	0	100	100	100	0	0	100	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	1234	0	0	1234	100	1377	0	0	1377	100
Male	1150	0	0	1150	100	1285	0	0	1285	100
Female	84	0	0	84	100	92	0	0	92	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

a) Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	5420421	0	0
Key Managerial Personnel	1	2726096	0	0
Employees other than BoD and KMP	1666	1734700	128	1583585
Workers	1486	1314802	103	737331

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	5.67	5.63

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

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

CPGRAMS portal also caters to grievances related human rights issues.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	2	-	2	0	-
Discrimination at workplace	Nil			Nil		
Child Labour	Nil			Nil		
Forced Labour/ Involuntary Labour	Nil			Nil		
Wages	Nil			Nil		
Other human rights related issues	Nil			Nil		

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	2

Complaints on POSH as a % of female employees/ workers	3/184*100=1.63%	2/192*100=1.04%									
Complaints on POSH upheld	1	1									
8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. Prevention of Sexual Harassment (PoSH) and Whistle Blower Policy. 9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) No There is no specific mention of human right requirement in business agreements and contracts (i.e. work orders) issued to concerned parties for execution of jobs. However, a clause regarding compliances of all applicable and governing laws, rules and regulations and bylaws both of the Central and State Government and all other Local Authorities is included in the work order. 10. Assessments for the year: <table><tr><td></td><td>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</td></tr><tr><td>Child labour</td><td rowspan="6">No</td></tr><tr><td>Forced/involuntary labour</td></tr><tr><td>Sexual harassment</td></tr><tr><td>Discrimination at workplace</td></tr><tr><td>Wages</td></tr><tr><td>Others – please specify</td></tr></table> 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above. No corrective action was required to be taken.				% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	Child labour	No	Forced/involuntary labour	Sexual harassment	Discrimination at workplace	Wages	Others – please specify
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)										
Child labour	No										
Forced/involuntary labour											
Sexual harassment											
Discrimination at workplace											
Wages											
Others – please specify											
Leadership Indicators											
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. CPGRAM portal caters to human right grievances/ complaints also. 2. Details of the scope and coverage of any Human rights due-diligence conducted. No human rights due-diligence has been conducted. 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:

The performance of the Value chain partner (concerned party / contractor) is assessed based on pre-defined deliverables and compliances of all applicable and governing laws, rules and regulations and bylaws both of the Central and State Government and all other local authorities (including Sexual Harassment, Discrimination at workplace, Child Labour etc.)

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

Corrective actions are undertaken if required.

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

Essential Indicators

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources	As per attached Annexure - I	
Total electricity consumption (A)		
Total fuel consumption (B)		
Energy consumption through other sources (C)		
Total energy consumption (A+B+C)		
From Non-renewable sources		
Total electricity consumption (D)		
Total fuel consumption (D)		
Energy consumption through other sources (F)		
Total energy consumption (D+E+F)		
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations)		
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		

YES, third party energy audit is conducted once in three years as per Energy Conservation Act.

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.

Yes, five manufacturing Units of NFL have been identified as designated consumers (DCs) under PAT cycle. Under PAT Cycle-1, NFL over-achieved the targets in four out of five plants and was issued energy certificates. These certificates have been surrendered / sold in PAT Cycle-2. NFL has implemented Energy saving projects at a cost of Rs 1000 crore in all its Units and is achieving the energy targets set by GOI. It is mentioned that for ongoing PAT cycle, no notification has been issued for energy reduction in fertilizer sector.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	As per attached Annexure - II	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	21555607
- With treatment – please specify level of treatment		

(ii) To Groundwater		N. A.
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		N. A.
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		N. A.
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		N. A.
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)	-	21555607

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.

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

All the units of NFL have mechanism for zero liquid discharge. Effluent generated is being treated & used for Horticulture in all the Units. At the Units, where coal is used as fuel in coal fired boilers, treated effluent is used for de-ashing in the coal fired boilers. Quality of the treated effluent is maintained to meet the MINAS Standards and online real time data is uploaded on the CPCB site on regular basis.

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

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx		Parameters remained within norms of CPCB and being monitored online by CPCB / SPCBs	
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

NFL has provided all emissions parameters online as per CPCB guideline and all remain within prescribed norms of CPCB.

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

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
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)	<i>Metric tons of CO₂ equivalent</i>	NGL : 403853 PNP : 392393 BHT : 462673 VJP : 1653723	NGL : 384443 PNP : 412694 BHT : 360522 VJP : 1827238
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)	<i>Metric tons of CO₂ equivalent</i>	NA	NA
Total Scope 1 and Scope 2 GHG emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions /revenue from operations)		0.0000147 MT/Rs (Revenue: Rs.19795 Cr)	0.0000126 MT/Rs (Revenue: Rs 23560 Cr)
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)		0.00127 (1USD = Rs 86.62)	0.001 (1 USD = Rs 82.80)
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 have been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent evaluation has been carried out.

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

Yes; NFL has undertaken replacement of steam turbine drive of BFW pump with electric motor drive at Panipat Unit with estimated energy saving of 0.04 Million tonnes oil equivalent/MT urea.

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	16300 MT	15460 MT
E-waste (B)	7.487 MT	2.983 MT
Bio-medical waste (C)	8.158 MT	1.13 MT
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	10.824 MT	9.31 MT
Radioactive waste (F)	Not Applicable	
Other Hazardous waste. Please specify, if any (G)	158.14 MT	197.20 MT
Other Non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector) (H)	2640 MT	2170 MT
Total (A+B+C+D+E+F+G+H)	19124.609 MT	17840.623 MT
Waste intensity per rupee of turnover (Total waste generated / revenue from operations)	0.966 (Revenue = 19794.50 Cr)	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / revenue from operations adjusted for PPP)	83.64 (1 USD =Rs 86.62)	
Waste intensity in terms of physical output		
Waste Intensity (optional) – the relevant metric may be selected by the entity)	NIL	
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	2640 MT	2170 MT
(iii) Other disposal operations	As per HWM rules	As per HWM rules
Total	2640 MT	2170 MT

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**

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.

- **Hazardous wastes generated in our industry are mainly used catalyst, spent oil and resin. As per Hazardous waste management (HWM) rules, authorization has been taken for storage and disposal. Further, HW storage has been clearly marked and all the storage of HW (till disposal) is done as per HWM rules. Total monitoring of HW material is done and same is disposed-off as per timelines for disposal of such waste. Proper record is kept and same is shared with statutory authorities.**
- **Bio-medical waste is disposed-off as per Bio-medical waste management rules or through authorized external agencies.**
- **E-waste is also disposed-off as per E-waste policy.**

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:

Not Applicable

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

NFL has taken all the required clearance such as for "Consent to Operate" for water & air at all the sites i.e. Bathinda, Panipat, Nangal and Vijaipur.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant Web link
Expansion of existing fertilizer Plant for manufacturing of Nano Urea. At plot no. 72 Hadbast 532, Khatoni no. 164, at village- Naya Nangal, district-Roopnagar, Punjab- 140126	EIA notification 2006	02.07. 2024	Yes	Environmental clearance accorded	-

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 and Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	All NFL Units are compliant with the applicable law/ regulations/ guidelines.			

Leadership Indicators

1. Water withdrawal, consumption and discharge in area of water stress (In Kiloliters): NA

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

(i) Name of the area : Not Applicable

(ii) Nature of operations : Not Applicable

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Water discharge by destination and level of treatment (in kiloliters)															
(i) To Surface water		Not Applicable													
- No treatment															
- With treatment – please specify level of treatment															
(ii) To Groundwater															
- No treatment															
- With treatment – please specify level of treatment															
(iii) To Seawater															
- No treatment															
- With treatment – please specify level of treatment															
(iv) Sent to third-parties															
- No treatment															
- With treatment – please specify level of treatment															
(v) Others															
- No treatment															
- With treatment – please specify level of treatment															
Total water discharged (in kiloliters)															
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. 2. Please provide details of total Scope 3 emissions & its intensity, in the following format: <table border="1"> <thead> <tr> <th>Parameter</th> <th>Unit</th> <th>FY 2024-25 Current Financial Year</th> <th>FY 2023-24 Previous Financial Year</th> </tr> </thead> <tbody> <tr> <td>Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)</td> <td>Metric (tons of CO₂ equivalent)</td> <td colspan="2" rowspan="3">Not Applicable</td> </tr> <tr> <td>Total Scope 3 emissions per rupee of turnover</td> <td></td> </tr> <tr> <td>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</td> <td></td> </tr> </tbody> </table>				Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year	Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric (tons of CO ₂ equivalent)	Not Applicable		Total Scope 3 emissions per rupee of turnover		Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	
Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year												
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric (tons of CO ₂ equivalent)	Not Applicable													
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 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. Not Applicable. 4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:															

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	NFL carried out its in-house study based on its existing NOx abatement plant for reduction of NOx emissions in Nitric Acid Plant of 1960s and successfully implemented the same.	No web-link	Reduction of NOx emissions from 600 ppm to below 200 ppm
5.	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. NFL has well defined Disaster Management Plan in the form of On-Site Emergency Plans. The On-Site Emergency Plans have been prepared by all the 5 Units of NFL individually to take prompt and appropriate action in case Disaster happens. All Units review/evaluate their Emergency Plans on regular basis and Update in every three years. Similarly, Units have off-site disaster Management plan prepared in discussion with district Authorities.		
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. There is no adverse impact. All units are complying statutory requirements.		
7.	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not applicable		

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

Essential Indicators

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

4 (Four)

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Fertilizers Association of India	National
2	SCOPE	National
3	International Fertilizer Association	International
4	Confederation of Indian Industry	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.

Name of authority	Brief of the case	Corrective action taken
	Nil	
	Nil	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1.	Right To Information (RTI)	As per RTI Act	Yes	As per RTI Act.	www.nationalfertilizers.com

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.

Name and brief of project	SIA Notification	Date of Notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Results
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Not Applicable

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

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

Not Applicable

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	62.55%	50.32%
Sourced directly from within the district and neighboring districts	88.49%	91.66%

* Total Procurement of Goods and Services after excluding raw materials, traded products, power, fuel & other.

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 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	-	-
Semi-urban	51%	53%
Urban	29%	28%
Metropolitan	20%	19%

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

Leadership Indicators

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

Details of negative social impact identified

Nil

Corrective action taken

Nil

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

S. No.	State	Aspirational District	Amount Spent (In INR)
1.	Madhya Pradesh	Guna	Rs. 56.86 Lakh
2.	Uttar Pradesh	Chitrakoot & Fatehpur	Rs. 55.57 Lakh
3.	Bihar	Sheikhpura	Rs. 36.65 Lakh
4.	West Bengal	Dakshin Dinajpur	Rs. 16.64 Lakh
5.	Jharkhand	West Singhbhum	Rs. 9.00 Lakh

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

Yes, MSEs Policy order 2012.

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

SC/STs and Women

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

SC/STs (4%) and Women (3%)

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

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

Name of authority		Brief of the Case	Corrective action taken
Nil			
6. Details of beneficiaries of CSR Projects:			
S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Training of 200 nos. nurses in 'Finishing Skills in Nursing Excellence' (FINE) Programme by Apollo MedSkills	200 Nos.	The projects are majorly targeted towards the benefit of underprivileged, poor & marginalized section of the Society in rural areas and in urban slums areas.
2.	Enabling Women's Health by promoting Menstrual Hygiene, Nutrition and Breast Cancer Awareness with Screening Access	3600 Nos.	
3.	Running Mobile Digital Health Clinic for preventive screening of the masses for the essential 20+ metabolic vitals	5000 Nos.	
4.	Promotion of Menstrual Hygiene by Free Distribution of Sanitary Pads and Organize Women Health Camp in Raghogarh- Vijaipur of Guna district (M.P.)	3000 Nos.	
5.	Installation of 11 Nos. Manual Sanitary Pads Vending Machine at SC / ST Girls Hostels operated by Tribal Welfare Department, Guna (M.P.)	550 Nos.	
6.	Distribution of Aids & Assistive Devices to Divyangjans of Guna District (M.P.)	250 Nos.	
7.	Distribution of Furniture, Computer, Printer, Electronic Items in Govt. College for Girls, Nurpur Bedi, Dist. Rupnagar (Punjab)	300 Nos.	
8.	Providing Digitally Programmable Hearing Machines/Aids to hearing impaired persons in Andhra Pradesh	150 Nos.	
9.	Vocational Training for Skill & Livelihood in Apparel Sector for underprivileged youth at ATDC Noida	30 Nos.	
10.	Skill Development Training program for Women in Fashion Designing in Delhi	50 Nos.	

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

Essential Indicators

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

A Kisan Call Centre has been set up and its details are widely circulated. The consumer complaints and feedback so received are forwarded to the concerned departments for timely resolution and response. A grievance redressal mechanism is also in place to ensure complaints are resolved effectively.

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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

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

	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	-	-	-	-	-	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	40	-	-

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

	Number	Reasons for recall
Voluntary recalls	N.A.	N.A.
Forced recalls	N.A.	N.A.

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, NFL has cyber security and data privacy policy. Web-link of the policies is

Cyber Security Policy - https://nfl.co.in/nflportal/manuals/CSP_2023.pdf

Data Protection Policy - https://nfl.co.in/nflportal/manuals/DPPS_2023.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.

Cyber Security Policy Enforced

7. Provide the following information relating to data breaches:

- a) Number of instances of data breaches

None

- b) Percentage of data breaches involving personally identifiable information of customers

None

- c) Impact, if any, of the data breaches

No Impact

Leadership Indicators

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

Information on products and services of the entity can be accessed by visiting Company's Website www.nationalfertilizers.com.

Information can be obtained from the company's Kisan Call Center by dialing toll-free number 1800-180-6435, 9:30 am to 5:30 pm on working days (Monday-Friday).

Apart from this, information can be accessed by visiting company offices located within NFL's marketing territory.

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

The entity is engaged in sale and marketing of agriculture inputs, hence, periodic training is being organized in marketing territory for the channel partners and ultimate consumers i.e. farmers for updating their knowledge on safe and responsible use of products.

In addition to this, the entity is also engaged in organizing promotional campaigns, participation in Krishi Melas and Agriculture Exhibitions. These exhibitions are organized by Agricultural Universities/State Agriculture Departments where products and services are displayed and related information is given to the consumers.

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

The information regarding any risk of disruption/discontinuation of essential services is provided to concerned central and state government authorities for further 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) If yes, provide details in brief.

Yes. Apart from the mandatory information, other information like usage, dosage, Do's & Don'ts is also being displayed on the packing for judicious use of the products.

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 entity conducts various periodical orientation programs with the consumers i.e. farmers to have the comprehensive feedback and necessary steps are being undertaken for the continuous improvement in quality and services.

For and on behalf of the Board of Directors

Registered Office:

Scope Complex, Core-III, 7,
Institutional Area, Lodhi Road,
New Delhi-110003.

Date: 29th August, 2025

(Dr. U. Saravanan)

Chairman & Managing Director
DIN: 07274628

Annexure-I

(in Giga Jules)

Parameter	Current Year (FY 2024-25)					Previous Year (FY 2023-24)				
	Nangal	Panipat	Bathinda	Vijaipur-I	Vijaipur-II	Nangal	Panipat	Bathinda	Vijaipur-I	Vijaipur-II
From renewable sources	NIL					NIL				
Total electricity consumption(A)										
Total fuel consumed (B)										
Energy consumed through other sources (C)										
Total energy consumed from renewable sources (A+B+C)										
From Non-renewable sources										
Total electricity consumption (D)	132242	64130	537872	812268	787336	117687	36894	490716	891029	720841
Total fuel consumption (E)	6567633	6054174	4804902	10083624	12493448	6327898	1491173	4056372	10478497	12338035
Energy consumption through other sources (F)	8097058	7847415	7773865	12974346	15399971	8037901	1913495	6754704	13757602	14673332
Total energy consumed from non-renewable sources (D+E+F)	14796933	13965719	13116639	23870238	28680755	14483486	3441562	11301792	25127128	27732208
Total NFL Energy Consumption	94430283					82086177				
Energy intensity per rupee of turnover (Total energy consumed GJ /revenue from operations in rupees)	0.000477 (Revenue = Rs. 19794.50 Cr)					0.000346 (Revenue = Rs 23560.31 Cr)				
Energy intensity per rupee of turnover adjusted for purchase parity price (PPP) (Total energy consumed GJ/revenue from operations adjusted for PPP)	0.0413 (1 USD = Rs 86.62)					0.0286 (1 USD = Rs. 82.801)				
Energy Intensity in terms of physical output	25.43					-				
Energy Intensity (optional) – the relevant metric may be selected by the entity	-					-				

Annexure-II

Parameter	Current Year (FY 2024-25)				Previous Year (FY 2023-24)			
	Nangal	Panipat	Bathinda	Vijaipur-I+II	Nangal	Panipat	Bathinda	Vijaipur-I+II
Water withdrawal by source (in kilolitres)								
(i) Surface water	41698336			7789362	27597050			8834229
(ii) Groundwater	0.00				NIL	NIL	NIL	
(iii) Third party water								
(iv) Seawater / desalinated water								
(v) Others (Canal)		7741502	6452545					
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	41698336	7741502	6452545	7789362	27597050	7794714	6216939	8834229
Total volume of water consumption (in kilolitres)	6581570	7741502	6452545	7602056	6041443	7794714	6216939	8265394
Water intensity per rupee of turnover (Water consumed KL/revenue)	0.000143 (Revenue = 19794.50 Cr)				0.000154 (Revenue = Rs 23560.31 Cr)			
Water intensity per rupee of turnover adjusted for PPP (Total water consumption / revenue adjusted for PPP)	0.0124 (1USD = Rs 86.62)				0.0127 (1 USD = Rs. 82.801)			
Water intensity in terms of physical output	7.64							
Water intensity (optional) the relevant metric may be selected by the entity)	-							