

7 July 2025

BSE Limited  
Department of Corporate Services  
25th Floor, Phiroze Jeejeebhoy Towers  
Dalal Street,  
Mumbai - 400 001

National Stock Exchange of India Limited  
5th Floor, Exchange Plaza  
Bandra Kurla Complex  
Bandra (East)  
Mumbai - 400 051

Ref: 505355

Ref: NESCO

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2024-25.**

Please find enclosed the Business Responsibility and Sustainability Report ('BRSR') of the Company for the financial year 2024-25.

The BRSR forms an integral part of the Annual Report 2024-25 and is also available on the website of the Company at [www.nesco.in](http://www.nesco.in)

This is for your information and records.

Thanks and Regards,

For Nesco Limited

Shalini Kamath  
Company Secretary & Compliance Officer  
Mem No. A14933

Encl: as above

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT ('BRSR')

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

1.	Corporate Identity Number	L68100MH1946PLC004886
2.	Name of the listed entity	Nesco Limited
3.	Year of incorporation	1946
4.	Registered office address	Nesco Center, Western Express Highway, Goregaon (East), Mumbai – 400063
5.	Corporate address	Nesco Center, Western Express Highway, Goregaon (East), Mumbai – 400063
6.	E-mail	<a href="mailto:companysecretary@nesco.in">companysecretary@nesco.in</a>
7.	Telephone	+91 22 66450123; +91 9137500282
8.	Website	<a href="http://www.nesco.in">www.nesco.in</a>
9.	Financial year for which reporting is being done	1 April 2024 to 31 March 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and NSE Limited
11.	Paid-up capital	₹ 1,409.20 lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Shalini Kamath Company Secretary and Compliance Officer Email: <a href="mailto:companysecretary@nesco.in">companysecretary@nesco.in</a> Mobile: +91 9137500282
13.	Reporting boundary	Standalone basis (refer to question no. 23 (a))
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

### 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.	Realty	To build a private IT park and to provide space on a license basis	50.02
2.	Exhibition and Events - Bombay Exhibition Center and MICE*	To provide space for trade fairs, events, exhibitions, conventions and conferences	27.36
3.	Hospitality - Nesco Foods	To carry on the business of kitchens, food courts, food kiosks, restaurants and bars, mass catering, etc	15.74
4.	Engineering goods and services - Indabrator	Manufacture of machinery, equipment and capital goods in the surface preparation and allied segments	6.88

\*MICE (Meetings, Incentives, Conferences, and Exhibitions) refers to a specialised hospitality and business tourism segment that focuses on organising corporate events, trade shows, and large-scale gatherings.

Note: Income from Investments accounts for 13.44% of the Company's Total Income and is excluded above.

#### 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.	Real estate activities with own or leased property	68110	50.02
2.	Organisation of conventions and trade shows	82300	27.36
3.	Bars and Restaurants with bars	56301	15.74
4.	Manufacture of other special-purpose machinery n.e.c.	28299	6.88

\*Income from Investments accounts for 13.44% of the Company's Total Income and is excluded above.

### 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	2	5*	7
International	0	0	0

\* The Company has not considered offices at plant locations separately.

#### 19. Markets served by the entity:

The Company's Realty, Nesco Foods (exhibition food court, banquets, restaurants and outlets operations), Bombay Exhibition Center (Guest Exhibitions, Guest Events, Own Exhibition and Own Events businesses) are run out of its Goregaon (East), Mumbai premises. Customers are from India and globally; however, the service delivery is in Mumbai. The Indabrator division, which is in Gujarat, is a service provider in the engineering segment. It provides solutions across the value chain for all surface-preparation needs of customers in India and overseas, including machines, spares, and abrasives.

##### a. Number of locations:

Locations	Number
National (No. of states)	23*
International (No. of countries)	5 <sup>#</sup>

\*Based on sales in FY 2024-25

<sup>#</sup>UAE, Bangladesh, South Africa, Oman, Sri Lanka

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

The total contribution of exports to the total turnover is 0.08%.

Note: Export contribution is from the Indabrator business.

##### c. A brief on types of customers:

Nesco has distinct customer segments for its different businesses. Customers for Nesco IT Park include occupiers who lease office space from the Company. The occupiers include leading multinational companies, IT, and BFSI companies. For Bombay Exhibition Center (BEC), customers include exhibition organisers, corporations and exhibitors. The Company organises events and exhibitions, where the general public is the consumer. For Nesco Foods (exhibition food courts, restaurants, outlets), customers include consumers from the general public and corporate/family events. The Indabrator business provides specialised capital goods machinery, which includes shot blasting machines, paint booths, abrasives, and spare parts for the shot blasting machines. These products meet the demands of various industry verticals, including Foundry, Indian Railway, Automotive, Defence, Shipbuilding, Chemical, and numerous other industries.

### IV. Employees:

#### 20. Details as at the end of the financial year:

##### a. Employees and workers (including the differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	255	217	85.10	38	14.90
2.	Other than Permanent (E)	13	11	84.62	2	15.38
3.	Total employees (D + E)	268	228	85.07	40	14.93
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	647	582	89.95	65	10.05
6.	Total workers (F + G)	647	582	89.95	65	10.05

Note: All employees of the Mumbai business and Indabrator are considered in the permanent employee count. Other than permanent employees, include those employees working on a contractual basis. Workers other than permanent include the contractual workers at Nesco food courts employed on Fixed-Term Contracts ('FTC'), and contractual workers on third-party payrolls, including housekeeping, security, gardeners, and daily wage workers at Indabrator plants.

**b. Differently abled employees and workers:**

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

Note: Nesco has no differently abled employees or workers, though the Company encourages a diverse and inclusive workplace.

**21. Participation/Inclusion/Representation of women:**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6*	2	33.33
Key Management Personnel	2	1	50.00

\* The Chairman and Managing Director, Mr. Krishna S. Patel, is included in the Board of Directors and excluded from Key Managerial Personnel.

**22. Turnover rate (%) for permanent employees and workers:**

Particulars	Turnover rate in FY 2024-25			Turnover rate in FY 2023-24			Turnover rate in FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.39	32.87	24.00	19.00	11.00	16.00	17.00	5.00	12.00
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

**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 the listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Nesco Retail Private Limited	Wholly Owned	Subsidiary		100	(Refer note provided below)

Note: The Company's WOS was incorporated on 21 February 2025.

Nesco Foundation for Innovation and Development, another WOS, has opted for voluntary liquidation in FY 2023-24, under the provisions of Section 59 of Insolvency and Bankruptcy Code, 2016 read with applicable regulations and the process is currently in progress.

Nesco Hospitality Private Limited, the Company's WOS which went into voluntary liquidation under the provisions of Section 59 of Insolvency and Bankruptcy Code, 2016 read with applicable regulations was dissolved w.e.f. 2 August 2024.

The Company does not have any joint ventures or associate companies.

**VI. CSR Details:****24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes**

(ii) **Turnover (in ₹):** 73,200.71 lakhs

(iii) **Net worth (in ₹):** 2,62,944.20 lakhs



## 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 the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Communities	Yes <sup>+</sup>	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		4	0	-	6	1	Resolved on 1 April 2024
Employees and Workers		0	0	-	0	0	-
Customers*		46 <sup>#</sup>	3	The complaints will be resolved within the established turnaround time.	97	11	Customer complaints pending resolution in FY 2023-24 were closed satisfactorily during the reporting year FY 2024-25.
Value chain partners		0	0	-	0	0	-

<sup>+</sup> <https://www.nesco.in/resources/images/pdf/policies-on-brsr/Grievance-Management-System.pdf>.

\* Includes customer grievances for all the 4 Business Units.

<sup>#</sup> During the year, we have improved our grievance mechanism to reflect the nature of our business; service requests exceeding defined timelines at IT Park are also treated as complaints.

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

Below are the key material issues related to responsible business conduct and sustainability, across environmental and social dimensions, that pose potential risks or offer strategic opportunities for the Company's operations. The Company has reviewed these material issues for their applicability in the reporting period.

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
1.	Climate Change (Energy and GHG Emissions)	Risk and Opportunity	<b>Risk:</b> Different businesses of Nesco are subject to distinct climate change risks and impacts. The IT Park, BEC and Events businesses require energy for heating and cooling. A rise in temperature increases the demand for electricity and associated costs. At Indabrador, rising temperatures could affect workforce productivity and operational efficiency. Climate change poses a potential risk to Nesco Foods' supply chain, with impacts such as erratic weather patterns, shifting agricultural yields, and water scarcity potentially disrupting the availability and pricing of raw materials. GHG emissions from its various businesses elevate Nesco's exposure to climate-related challenges, including regulatory risks, underscoring the urgency for energy-efficient solutions and a shift toward low-carbon operations.	Recognising the opportunity for creating meaningful impact, the Company has been investing in energy efficiency and GHG emission reduction. This enables Nesco to address the evolving expectations of its customers and enhances its long-term resilience and competitiveness. Nesco's IT Park uses Renewable Energy ('RE') for their operations and provides access to green energy to their customers. Indabrador provides energy efficient motors in the machines to its customers.  There are focused initiatives for energy efficiency and assessing opportunities for increasing the contribution of renewable energy.	Positive

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
1.	Climate Change (Energy and GHG Emissions)	Risk and Opportunity	<p><b>Opportunity:</b> Growing demand for green energy, energy-efficient and environmentally responsible facilities is a key differentiator for the IT Park, BEC and Events businesses amongst current and future occupiers, exhibitors, and event organisers. Similarly, there is an opportunity to design energy-efficient machines that help customers lower the energy intensity of their products and processes.</p> <p>The transition to green energy offers a significant opportunity for Nesco to reduce its GHG emissions footprint.</p>	<p>Besides an inventory of GHG emissions from its operations, Nesco has started monitoring Scope 3 GHG emissions of leased assets generated by the IT Park business. At BEC, we have been offering green energy to exhibitors and event organisers. From FY 2025-26 onwards the green energy is offered at no additional cost to encourage sustainability and clean energy use. Indabrador uses energy efficient motors in its machines to reduce their GHG impact during product use.</p> <p>The Company's approach to reducing energy consumption and GHG Emissions is discussed in Annexure C of the Annual Report under Conservation of Energy and Principle 6, Essential Indicator 8. Renewable Energy contribution, energy intensity and emissions intensity YOY performance have been disclosed in Principle 6, Essential Indicators 1, 6 and Leadership Indicator 4. Scope 3 details are available in Leadership Indicator 2.</p>	Positive
2.	Waste Management	Risk	<p>Efficient waste management is vital to reducing environmental impact and optimising resource usage. Non-compliance with waste management and disposal regulations could result in fines, litigation, and harm to the Company's reputation and social 'license to operate'.</p> <p>At Nesco's IT Park facilities in Goregaon, the scope of waste management extends beyond the Company's direct control to its occupiers and their employees, exhibitors and visitors. Ensuring adherence to waste management and disposal regulations is therefore crucial for the smooth functioning of business operations and its reputation.</p>	<p>Nesco has adopted a structured approach to waste management that includes reduction, segregation, recycling, and reuse. There is a streamlined process to ensure compliance with applicable waste regulations while promoting sustainable operational practices. The Total Facilities Management team has established a Standard Operating Procedure ('SOP') that clearly outlines team responsibilities and details the processes for segregating, collecting, and disposing of wet and dry waste. Regular awareness sessions are conducted to educate employees on waste reduction techniques and proper segregation methods. Nesco is expanding its capacity for organic waste Composting for handling kitchen and other wet waste. The manure produced through composting, along with sludge from its Sewage Treatment Plants ('STPs'), is repurposed for the landscape and gardens.</p> <p>Additional details on Waste Management have been discussed in detail in Principle 6, Essential Indicator 10, and performance of the Company is in Essential Indicator 9 and Leadership Indicator 4.</p>	Negative
3.	Water Management	Risk	<p>There is increasing water demand, and there is an urgency to safeguard groundwater resources. Ensuring compliance with water regulations is crucial to avoiding regulatory penalties. Uncontrolled water consumption can affect both the availability of water for the Company's operations and the surrounding communities. This could lead to increased costs, reduce occupier confidence and hinder the approval of future projects.</p>	<p>Nesco recognises the need for effective water management and has adopted solutions like water-saving technologies and promoting responsible usage. Investments have been made in rainwater harvesting systems, STP and the installation of water meters and IoT solutions to enhance monitoring and efficiency. These initiatives are part of Nesco's broader efforts to reduce water consumption and promote water conservation. The Company plans to update its water balance to reassess water requirements, considering the impact of new infrastructure being integrated into its operations.</p> <p>Additional details are mentioned in Principle 6, Essential Indicators 3, 4 and 5 and Leadership Indicator 4.</p>	Negative

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
4.	Health Safety and Well-being	Risk	Ensuring health and safety is a priority across all Nesco businesses, not only for employees and workers but also for occupiers' employees, visitors, and attendees at Exhibitions, Events, Restaurants, and the Food Court. The intensity of activity during exhibitions and events increases the potential for accidents, making it crucial to maintain strict safety protocols and minimise the risk of reputational harm or compensation claims.	<p>The Company strongly emphasises adherence to safety regulations, preventing incidents, and implementing effective hazard response measures to mitigate risks of accidents, injuries, and negligence claims.</p> <p>Nesco ensures a safe and secure environment for all internal and external stakeholders by offering safety training to employees, contractual workers, outsourced security, and facility management personnel. The Company continually upgrades its infrastructure and systems to support safety protocols, including the installation of appropriate signage across its premises. A dedicated safety team proactively identifies and addresses potential risks, ensuring the well-being of all.</p> <p>Reinforcing its commitment to occupational health and safety, Nesco's IT Park business has obtained ISO 45001:2018 certification in addition to the certifications for the Indabrator plants.</p> <p>Health and Safety Risk Management Processes are detailed in Principle 3, Essential Indicators 10-15 and Leadership Indicators 3, 5, 6.</p>	Negative
5.	Human Capital Management	Opportunity	Effective management of a diverse workforce improves workplace culture, enhances resilience and boosts productivity. Key focus areas include ensuring fair compensation, offering learning opportunities, supporting career development, and promoting inclusivity within the work environment. Nesco's operations also depend on contractual labour, which presents compliance and operational risks.	<p>Nesco has been focusing significantly on its people to build an attractive workplace culture. It has expanded its non-occupational health and wellness benefits in the reporting year through several initiatives, including healthier food options, yoga sessions and other engagement activities. An Human Resource Management System ('HRMS') with an integrated Learning Management System ('LMS') has been deployed with an increasing number of self-service learning and development tools.</p> <p>In FY 2024-25 Nesco participated in and was awarded the Great Place to Work® (December 2024 - December 2025) certificate, which is an independent assessment of employees' perceptions towards the employer. This validates the Company's efforts to ensure that employees feel valued and engaged and that they have positive work experience.</p> <p>To mitigate labour-related risks, Nesco ensures appropriate labour compliance for its workers and monitors the compliance of third-party providers who supply contractual labour. In the reporting year, critical elements of compliance were revisited and assessed.</p> <p>Principles 3 and 5 covers key elements of human capital management, including workplace safety, employee retention, career development, training, and benefits.</p>	Positive

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
6.	Customer Centricity, Operational Excellence and Innovation	Opportunity	The client-facing and operational teams at Nesco focusses on customers across diverse businesses. Enhancing customer experience is a key outcome of the Company's focusses on driving greater operational efficiency and effectiveness while continuing to invest in innovative technologies.	<p>Nesco is committed to consistently delivering value and fostering long-term customer satisfaction across Nesco's businesses. This is enhanced through a rigorous focus on continuous improvement in systems, governance frameworks, and service delivery models.</p> <p>Feedback is actively gathered through multiple channels tailored to each business vertical—these include feedback forms, emails, phone calls, WhatsApp messages, and direct one-to-one interactions. Periodic customer meetings are held to proactively identify pain points, assess service quality, and implement timely corrective actions. In the reporting period, the Company carried out customer satisfaction surveys across businesses.</p> <p>Enhancing sustainability performance remains a key priority, with a strong emphasis on engaging customers to identify and improve performance on important ESG issues. In FY 2024-25, IT Park and BEC carried out customer surveys to better understand their ESG ambitions and expectations.</p> <p>Additional details are mentioned in Principle 9, Essential Indicator 1 and in all the Principle 9 Leadership Indicators.</p>	Positive
7.	Sustainable Supply Chain Management	Risk	Supply chain disruptions can affect the Company's operations. Ignoring ethical and sustainable sourcing practices may cause compliance, continuity and reputational risks to the Company. In addition, LEED Green building certification requirements specify sustainable materials.	<p>Nesco's approach to sustainable sourcing emphasises its commitment to creating a resilient and efficient supply chain. The Company's Supplier Code of Conduct ('SCoC'), which sets clear expectations regarding ESG, regulatory compliance, and other standards, has been rolled out to ensure suppliers align with these principles. Additionally, Nesco prioritises local sourcing to strengthen its supply chain while achieving cost savings and fostering long-term partnerships.</p> <p>Additional details are outlined in Principle 2, Essential Indicator 2, and awareness sessions are mentioned in Principle 1, Leadership Indicator 1. Health and Safety and Human Rights assessment of on-site value chain partners are mentioned in Principle 3, Leadership Indicator 5, and Principle 5, Leadership Indicator 4.</p>	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the policies, if available®	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes, wherever relevant, policies have defined procedures for stakeholders to respond to situations as mentioned in the policies.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)*	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) opted by your entity and mapped to each principle. **	<ul style="list-style-type: none"> <li>Platinum LEED Certification for Core and Shell at all IT Park Buildings covers Principles 2, 3, 6, and 9.</li> <li>ISO 45001:2018 for Total Facilities Management at IT Park covers Principles 3 and 5.</li> <li>ISO 9001:2015 at Indabrador, plants at Vishnoli and Karamsad, Gujarat, covers Principles 2 and 9.</li> <li>ISO 14001:2015 and ISO 45001:2018 cover Principle 2, Principle 3, and Principle 6 at Vishnoli Plant.</li> <li>Certified Great Place to Work® (December 2024 – December 2025) covers Principle 3.</li> <li>Nesco Complex Food Court certified as 'Eat Right Campus' by FSSAI covers Principle 9.</li> </ul>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>Nesco will finalise and publish a Broader ESG Roadmap outlining the Company's sustainability targets for FY 2030, in the upcoming financial year.</p> <p><b>Environment:</b></p> <ul style="list-style-type: none"> <li>Plantation of 1000+ saplings by FY 2026-27.</li> <li>Sourcing over 75% of energy/electricity from renewable sources across the entire organisation by FY 2026-27, significantly reducing Scope 2.</li> </ul> <p><b>Customers:</b></p> <ul style="list-style-type: none"> <li>Customer Satisfaction ('CSAT') Survey across BUs – Realty, BEC, Events, Foods and Indabrador, plans to conduct CSAT surveys in the upcoming financial year. Through this initiative, the organisation aims to achieve an overall CSAT score of 80% or higher across all units.</li> <li>Nesco plans to conduct ESG engagement surveys across all Business Units in the upcoming financial year. Additionally, Nesco will provide training to key stakeholders across these units on the key ESG material topics identified in this financial year.</li> <li>Maintain IT Park Customer NPS &gt; 80%.</li> </ul> <p><b>Suppliers:</b></p> <ul style="list-style-type: none"> <li>Nesco plans to launch a supply chain engagement programme in the upcoming financial year, introducing new assessment criteria to achieve 100% coverage of suppliers, under the Supplier Code of Conduct ('SCoC').</li> </ul> <p>Following this, Nesco will ensure that top suppliers receive comprehensive training on the SCoC and align with the Company's ESG commitments by FY 2027-28.</p> <p><b>Community:</b></p> <ul style="list-style-type: none"> <li>Organising 4 employee volunteering programs annually focused on community development.</li> </ul> <p><b>Employees:</b></p> <ul style="list-style-type: none"> <li>Delivering 100% training coverage for employees on key policies including POSH, Prevention of Insider Trading, Code of Business Conduct and Ethics, Whistleblower Policy, ESG principles, Anti-Bribery and Corruption, Health and Safety, Hygiene, and Human Rights.</li> <li>Ensuring an average of 8 hours of combined training and skill development per employee.</li> </ul>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>6. Performance of the entity against the specific commitments, goals, and targets, along with reasons in case the same are not met.</b>	<p>The following are key achievements mapped to the previous year's goals:</p> <ul style="list-style-type: none"> <li>Standard Safety briefings rolled out to vendors appointed by Bombay Exhibition Center ('BEC') customers.</li> <li>Total Facility Management at IT Park received certification for ISO 45001:2018.</li> <li>70% of spend with self-certification of adherence to Supplier Code of Conduct.</li> <li>Mandatory and Learning and Development ('L&amp;D') trainings were conducted of total 8 hours per permanent employee. 100% of employees trained on the Code of Business Conduct and Ethics, ('CoC') Whistleblower Policy and Prevention of Sexual Harassment at Workplace ('POSH').</li> <li>Achieved IT Park Customer NPS &gt; 80%.</li> <li>Conducted Customer ESG Expectations Survey for IT Park and BEC.</li> <li>Conducted Customer Satisfaction Surveys across all B2B businesses (IT Park, BEC and Foods for catering).</li> </ul>								

#### Governance, leadership, and oversight

#### 7. Statement by Director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

We have made significant progress in our ESG journey in the reporting period, with an emphasis on transparency, stakeholder engagement, and operational excellence. As a crucial step, we have started reporting on the BRSR Leadership Indicators, reinforcing our commitment to responsible business practices.

To deepen our understanding of stakeholder expectations, we conducted comprehensive ESG Engagement Surveys for both the Bombay Exhibition Center ('BEC') and IT Park businesses. Building upon our existing Customer Satisfaction ('CSAT') assessments, we have extended this practice to include the Indabrador and BEC units, ensuring a holistic approach to customer feedback across all operations. As a proactive measure, we undertook a thorough internal assessment of our environmental and labour compliance practices across our facilities. Our enhanced focus on health and safety culminated in the Total Facility Management at IT Park obtaining the ISO 45001:2018 certification during the reporting year—a testament to our commitment to providing a safe and healthy workplace to our employees and those of our tenants. We are pleased to also share that our employee management efforts have been recognised by Great Place to Work®, reflecting our dedication to fostering a positive workplace culture.

A detailed section highlighting Nesco's ESG initiatives is given separately in the annual report. This BRSR comprehensively captures our performance against set goals, providing a transparent account of our ESG initiatives. Looking ahead, we will be forming a more structured medium- to long-term ESG roadmap, which will be shared in subsequent disclosures. As Nesco continues to grow and expand, sustainability remains a central pillar of our corporate philosophy, ensuring long-term value creation for all stakeholders.

**Krishna S. Patel**

Chairman and Managing Director

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).</b>	The Business/Functional heads implement the BRSR principles and policies under the supervision of the Managing Director. Progress on ESG, sustainability, and BRSR is periodically presented to the Board and the Risk Management Committee.								
<b>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.</b>	Yes, the Risk Management Committee of the Board is responsible for decision-making on sustainability-related issues.								

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether a review was undertaken by the Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)																	
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Performance against the above policies and follow-up action.										Yes, Committee of the Board									Annual								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.										Yes, Committee of the Board									Annual (The Company follows the requirements of the relevant principles to the extent applicable)								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out an independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. ***	No	Yes	Yes	No	Yes	Yes	No	No	Yes
12. If answer to question (1) above is 'No' i.e. not all Principles are covered by a policy, reasons to be stated.	NA								

® Web links of all the policies aligned with the BRSR Principles are provided below:

1. Policy on Code of Business Conduct and Ethics: <https://www.nesco.in/resources/images/pdf/policy/code-of-business-conduct-and-ethics-for-directors-and-senior-management-personnel.pdf>
2. Code of Business Conduct and Ethics for Employees and Workers: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/code-of-business-conduct-and-ethics-for-employees-and-workers.pdf>
3. Anti-Bribery, Corruption and Gifting Policy: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/anti-bribery-corruption-and-gifting-policy.pdf>
4. Whistle Blower Policy: <https://www.nesco.in/resources/images/pdf/policy/whistle-blower-policy.pdf>
5. Supplier Code of Conduct: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/suppliers-code-of-conduct.pdf>
6. Policy on Environment Management and Protection: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-n-environment-management-and-protection.pdf>
7. Human Capital Management Policy: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-capital-management.pdf>
8. Policy on Health and Safety: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-health-and-safety.pdf>
9. Policy on Stakeholder Relationships: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-of-stakeholder-relationships.pdf>
10. Human Rights Policy: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-rights.pdf>
11. Prevention of Sexual Harassment at Workplace: <https://www.nesco.in/resources/images/pdf/policy/policy-on-sexual-harassment-at-workplace.pdf>
12. Public Advocacy Policy: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/public-advocacy-policy.pdf>
13. CSR Policy: <https://www.nesco.in/resources/images/pdf/policy/CSR-policy.pdf>
14. Quality and Customer Centricity Policy: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/quality-and-customer-centricity.pdf>

\*The Company has a Code of Conduct for Suppliers, which lays out its expectations for its value chain partners, and it details the relevant principles that are extended to them.

\*\*Independent assessment/evaluation for working-specific aspects of policies and businesses is carried out periodically by certifying bodies. Indabrator certifications on Quality, Health and Safety ISO 9001:2015 (Principle 2 and Principle 9), ISO14001:2015 (Principle 6), and ISO 45001:2018 (Principle 3) are certified by URS India, United Kingdom Accreditation Service ('UKAS') Management Systems, and International Accreditation Forum ('IAF') while Bureau Veritas has certified Nesco IT Park for ISO 45001:2018 (Principle 3). LEED Platinum certification has been awarded by the Indian Green Buildings Council ('IGBC') (Principle 2). Great Place to Work® (December 2024 - 2025) certification (Principle 3 and Principle 5) has been awarded by Great Place to Work Institute India. Any additional external assessments will be considered in due course.

\*\*\*Nesco has identified the key policies from a compliance and materiality perspective. Independent assessment/evaluation for the working of specific aspects of policies and businesses' are carried out periodically by certifying bodies as explained above.



## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicators

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

Segment	Total No. of training and awareness programmes held	Topics/principles covered under the training and its impact	% coverage by awareness programmes
Board of Directors	5	• Several Board familiarisation programs covering key aspects of the business, progress and review on ESG and an overview of the BRSR (all principles) were conducted in the year. Additional details are available on <a href="https://www.nesco.in/resources/images/pdf/Familiarization-Programmes-for-Independent-Directors.pdf">https://www.nesco.in/resources/images/pdf/Familiarization-Programmes-for-Independent-Directors.pdf</a>	100
Key Managerial Personnel	9	1. ESG and BRSR overview of all relevant principles 2. Prevention of Sexual Harassment at Workplace ('POSH') and Human Rights (Principle 5) 3. Whistleblower Policy (Principle 1) 4. Prevention of Insider Trading (Principle 1) 5. Fire Safety Training (Principle 3) 6. Code of Business Conduct and Ethics (Principle 1)	100
Employees other than BoD and KMPs	6*	1. Prevention of Sexual Harassment at the Workplace ('POSH') and Human Rights (Principle 5) 2. Whistleblower Policy (Principle 1) 3. Prevention of Insider Trading (Principle 1) 4. Training awareness sessions covering Health and Safety (Principle 3) 5. Code of Business Conduct and Ethics (Principle 1)	100
Workmen	61	1. Health and Safety (Multiple) including emergency response, equipment safety, HIRA (Hazard Identification Risk Assessment), incident reporting and ISO 45001:2018 awareness (Principle 3) 2. Training on operational guidelines, skilling, compliance and waste management (Principle 3 and Principle 6) 3. Prevention of Sexual Harassment at the Workplace ('POSH') and Human Rights (Principle 5)	100

\*These are classroom sessions in addition to individual training modules undertaken by the employees through the HRMS.

Note: Nesco does not employ any permanent workers.

#### 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, as specified in regulation 30 of SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015 and that was disclosed on the entity's website:

Sr. No.	Monetary					Has an appeal been preferred? (Yes/No)
	Penalty/Fine	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (₹ in lakhs)	Brief of the Case	
1.	Penalty	Principle 1	Office of the Asst. Commissioner of Central Tax (GST), Mumbai	1.49	The said authority has passed an order <i>inter-alia</i> ordering payment of penalty for availing excess input tax credit on its inward supplies for the financial year 2019-20.	Yes
2.	Penalty	Principle 1	Office of the Asst. Commissioner of State tax (GST), Gujarat	2.65	The said authority has passed an order <i>inter-alia</i> to pay the said penalty amount for availing of excess input tax credit on its inward supplies for the financial year 2019-20.	Yes
3.	Penalty	Principle 1	GST - Superintendent VADODARA-I: VADODARA: CBIC	2.06	The said authority has advised to pay the said penalty for availing excess input tax credit on its inward supplies for the financial year 2019-20 to 2021-22.	Yes
4.	Penalty	Principle 1	State Tax Officer Jurisdiction: Ghatak 51 (Anand): Range - 13: Division - 6: Gujarat, State/UT: Gujarat	0.20	The said authority has passed order <i>inter-alia</i> to pay the said penalty for availing excess input tax credit on its inward supplies for the financial year 2020-21.	Yes



Monetary						
Sr. No.	Penalty/Fine	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (₹ in lakhs)	Brief of the Case	Has an appeal been preferred? (Yes/No)
5.	Penalty	Principle 1	The Collector, Mumbai Suburban (Office of Maharashtra Excise)	0.50	Matters <i>inter-alia</i> concerning the procurement of liquor license for one of the restaurant operated by brand partner in Nesco premises. Penalty has been paid by the brand partner.	No
6.	Penalty	Principle 1	Maharashtra Pollution Control Board	67.85	Order passed by the said authority to pay the said penalty for IT Park (Tower 3, 4) and for Hall No. 6 for matters related to Consent to Operate.	No
	Settlement	-	-	-	-	-
	Compounding Fee	-	-	-	-	-
Non-Monetary						
		NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
	Imprisonment			NA		
	Punishment					

Note: As on the date of this report, after the period under review, pursuant to the proceedings initiated under the Show Cause Notice dated 28 May 2024 issued by the Securities and Exchange Board of India ("SEBI") against the Company, SEBI, vide its order dated 15 April 2025, has imposed penalties of ₹2 lakhs under Section 15A(b) and ₹3 lakhs under Section 15HB of the SEBI Act, 1992. These penalties have been levied in connection with contraventions in continuance of Shri. Manu M. Parpia (erstwhile Independent Director of the Company) as an Independent Director on the Board of the Company after the expiry of his tenure, along with other related matters under Regulation 25(2) of the LODR Regulations read with Section 149(10) of the Companies Act, 2013, Regulation 27(2) read with Regulation 4(1)(c) of the SEBI LODR Regulations, and Regulation 17(1C), 16(1)(b)(iv) and 30(2) read with Clause 12 of para-A of Part A of Schedule III of the LODR Regulations and SEBI Circular No. SEBI/HO/CFD/CFD-PoD1/P/CIR/2023/123 dated July 13 2023. The details of the same are set out in SEBI's said order, which was disclosed to the stock exchanges on 16 April 2025, and the penalty amount has been paid.

### 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:

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
The concerned GST authority Mumbai has passed an order <i>inter-alia</i> for payment of penalty of ₹1.49 lakhs for availing excess input tax credit on its inward supplies for the financial year 2019-20.	Office of the Asst. Commissioner of Central Tax (GST), Mumbai
The concerned GST authority, Gujarat has passed an order <i>inter-alia</i> to pay penalty of ₹2.65 lakhs for availing of excess input tax credit on its inward supplies for the financial year 2019-20.	Office of the Asst. Commissioner of State tax (GST), Gujarat
The concerned GST authority, Gujarat has advised to pay penalty of ₹2.06 lakhs for availing excess input tax credit on its inward supplies for the financial year 2019-20 to 2021-22.	GST-Superintendent VADODARA-I:VADODARA:CBIC
The concerned GST authority, Gujarat has passed order <i>inter-alia</i> to pay penalty ₹0.20 lakhs for availing excess input tax credit on its inward supplies for the financial year 2020-21.	State Tax Officer Jurisdiction: Ghatak 51 (Anand):Range - 13:Division - 6:Gujarat, State/UT:Gujarat

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

Yes. The Company maintains an Anti-Bribery, Anti-Corruption, and Gifting Policy that applies to the Company's employees and stakeholders. The policy is available in the HRMS and on the Company's website at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/anti-bribery-corruption-and-gifting-policy.pdf>.

The Company upholds a zero-tolerance approach to bribery and corruption, ensuring strict adherence to ethical business practices. Employees, stakeholders, and third parties must maintain the highest standards of honesty and integrity, with explicit prohibitions against illicit payments, bribery, and the misuse of intermediaries. Additionally, the policy explicitly forbids offering or accepting gifts, hospitality, or entertainment to influence business decisions. Corruption-related incidents can be reported as per the Whistle Blower Policy accessible on HRMS and the Company's website at <https://www.nesco.in/resources/images/pdf/policy/whistle-blower-policy.pdf>. The Company received no complaints under this policy.

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

Particulars	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

There have been no fines, penalties, or disciplinary actions against any of the Company's directors, KMPs, employees, or workers for cases related to conflict of interest or anti-bribery and anti-corruption.

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

Particulars	FY 2024-25	FY 2023-24
Number of days of accounts payables	39	50

Note: The days of accounts payable are as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024). The relevant items under Trade Payables as reported in the financial statement are included within accounts payable.

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	8.69	14.74
	b. Number of trading houses where purchases are made from	49	29
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	40.30	61.10
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0.28	0.35
	b. Number of dealers/distributors to whom sales are made	8	10
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	100	100
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.05	0.16
	b. Sales (Sales to related parties/Total Sales)	0.06	0.03
	c. Loans and advances (Loans and advances given to related parties/Total Loans and Advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	0.01	0

Note: Data on purchases from trading houses and Purchases from related parties are as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024).

## 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
59 trainings conducted for contractual workforce	Upstream: Contractual Workers <ul style="list-style-type: none"> <li>Safety training for IT Park and Indabrator on-premises contractual workers and repairs and maintenance workers (Principle 3)</li> <li>Fire extinguisher and emergency response training conducted annually (Principle 3)</li> </ul>	13.21
4 trainings conducted for Tenants and its employees	Downstream: Fire extinguisher and emergency response training are conducted twice a year	50.02
62 trainings conducted for customers	Downstream: Training and guidance to Indabrator customers on the proper use of machines and their features during installation (Principle 3 and 9)	3.72

Note: Safety instruction guidelines are provided to Exhibitors and Event Organisers at BEC/Events, which are excluded above.

To reinforce its commitment to responsible business practices across its operations and value chain, the Company has established a formal Supplier Code of Conduct. As Nesco has initiated steps towards deeper upstream and downstream value chain engagement, the Company will progressively disclose enhancements in awareness of other principles across different elements of its value chain.

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

Yes, the Company has a Code of Business Conduct and Ethics for the Board of Directors and Senior Management Personnel ('Code'), which also stipulates guidelines for avoiding and disclosing actual or potential conflicts of interest with the Company. The Company receives an annual declaration and changes, if any, from time to time from its Board on their concern and interest in other entities and ensures requisite approvals as required under the applicable laws are taken before entering into transactions with such entities. This annual declaration is placed before the Board at its first meeting held in the financial year and subsequent meetings as and when changes are intimated by the Directors. These declarations are also shared with the accounts/finance team for regular tracking of transactions, if any, with the entities in which the Directors have an interest.

Further, the Directors abstain from participating in the Board/Committee meetings on matters involving entities in which they are deemed to have an interest or are deemed to be interested. Additionally, the Company also receives an annual declaration from the members of the Board and Senior Management Personnel confirming adherence to the Code of Business Conduct and Ethics. The Code is available on the Company's website at <https://www.nesco.in/resources/images/pdf/policy/code-of-business-conduct-and-ethics-for-directors-and-senior-management-personnel.pdf>.

## 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 capex investments made by the entity, respectively:

At Nesco, we are committed to driving efficiency and quality and minimising the environmental and social impacts of our activities. All our businesses, excluding Indabrator, are service businesses, so R&D expenditures are currently not applicable. In the Indabrator business, we provide machinery that is customised to customer requirements, leaving little need for product-specific R&D. The capital expenditure incurred, along with details of improvements in terms of minimising environmental or social impacts, are listed below:

Particulars	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	17.03	34.20	Investment in equipment for improved maintenance, safety, working conditions and security.

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

Yes, sustainable sourcing is an aspect in which Nesco has made progressive improvements. The Company's Supplier Code of Conduct, which lays down its expectations from its vendors and suppliers, has been rolled out to key suppliers and it includes relevant aspects of ESG. Due to the nature of their operations and relationship with Nesco, utility companies and traders do not fall within this definition. Nesco's sourcing priorities are to incorporate safety and energy efficiency, use of sustainable materials, certified vendors compliant with relevant standards and localisation of purchases. In addition, it will focus on vendor adherence to regulatory, legal and contractual obligations related to minimum wages, PF, ESI, etc.

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

Nesco will define and monitor the % of products sourced sustainably moving forward.

Note: As of May 2025, 70% of Nesco's procurement spend is with suppliers who acknowledged their adherence to the Company's Code of Conduct.

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

The Company operates services businesses, including IT Park, Exhibitions, Events and Foods, hence the end-of-life of products does not apply to us. At Indabrador, we produce machinery and capital goods with a high lifespan that our customers often refurbish. Details of operational waste management (including recycling and disposal) are detailed in Principle 6, Essential Indicator 8.

## 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:

No, EPR does not apply to any of Nesco businesses.

### 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.
----------	-------------------------	---------------------------------	--	---	--	-------------------------------

Nesco has not conducted formal quantitative lifecycle assessments of its products or services in FY 2024-25.

## 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/Service	Description of the risk/concern	Action Taken
Not Applicable		

## 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	FY 2023-24
Recycled Metal Scrap	10.93	21.47
Manure (Organic Waste Composter)	100	100

Note: Nesco does not use any other recycled/reused material for its services or products.

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable. IT Park, BEC/Events, and Foods are service businesses, and the reclamation of products at the end-of-life stage does not apply to the Company. At Indabrador, the Company produces machinery and abrasives, which are B2B in nature, and reclaiming is beyond its scope.					
E-waste						
Hazardous waste	The mechanisms used to manage and dispose of the waste generated as part of its operations have been detailed in Principle 6, Essential Indicator 10.					
Other waste						

## 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
Not applicable, as discussed in Principle 2, Leadership Indicator 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:

		% of employees covered by										
		Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
			(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)
Categories												
1. Permanent												
a.	Male	217	217	100	217	100	0	0	217	100	217	100
b.	Female	38	38	100	38	100	38	100	0	0	38	100
c. Total		255	255	100	255	100	38	100	217	100	255	100
2. Other than Permanent												
a.	Male	11	11	100	11	100	0	0	11	100	11	100
b.	Female	2	2	100	2	100	2	100	0	0	2	100
c. Total		13	13	100	13	100	2	100	11	100	13	100

Note: Maternity/paternity benefits include paid leave in accordance with the Maternity Benefit Act, as well as health insurance coverage for hospitalisation of the mother (including the spouse of the employee). Health and accident insurance coverage is provided to all permanent and non-permanent employees across all of Nesco's businesses.

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

Categories		% of employees covered by										
		Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
1. Permanent												
a.	Male	0	0	0	0	0	0	0	0	0	0	
b.	Female	0	0	0	0	0	0	0	0	0	0	
c. Total		0	0	0	0	0	0	0	0	0	0	
2. Other than Permanent												
a.	Male	582	582	100	539	92.61	0	0	582	100	103	17.69
b.	Female	65	65	100	61	93.84	65	100	0	0	22	33.85
c. Total		647	647	100	600	92.74	65	100	582	100	125	19.32

Note: At Indabrador's Gujarat manufacturing locations, workers are covered under a workers' compensation insurance policy. In Mumbai, workers are covered under ESIC, while employees whose compensation exceeds the ESIC threshold are covered under the organisation's group insurance policy.

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company*	0.29	0.17

Note: Data on well-being measures and revenue have been replaced with total income from Operations for FY2023-24 and have been restated as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024).

\* The Company took Group Term Life Insurance for all its employees and workers, excluding daily wage and piece rate workers at Indabrador in the financial year 2024-25. Includes Group Term Life Insurance, Group Medical Coverage, Group Personal Accident, and Maternity/Paternity benefits.

## 2. Details of retirement benefits, for current financial year and previous financial year:

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total 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	95.15	100	Y	86.00	98.00	Y
Gratuity	95.15	100	N*	100	100	N*
ESI	NA	62.90	Y	0	66.00	Y
Others	95.15**	100 <sup>+</sup>	Y	0	0	NA

Note: This data includes all employees and workers (permanent and other than permanent). Responsibility of deduction and deposit with authorities is monitored by the Company.

\*The Company doesn't deduct gratuity from employees' CTC. It makes provisions in its books of account and pays when required. PF is not paid for those who have opted out or those non-permanent employees on retainer as consultants.

\*\*In addition to Superannuation, 73.13% of employees also receive Labour Welfare Fund benefits.

<sup>+</sup> All workers also receive Labour Welfare Fund benefits.

## 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, Nesco is committed to fostering an inclusive environment and ensuring compliance with accessibility regulations for persons with disabilities across all its offices and premises.

Given the nature of its business at BEC and IT Park in Mumbai, the Company has installed the necessary infrastructure to improve accessibility for its tenants, customers and visitors. These include strategically placed ramps, accessible walkways, adapted turnstiles, and elevators with braille-enabled controls. Safety enhancements such as handrails and support structures have been integrated into essential areas, including washrooms, staircases, and pedestrian pathways. Additionally, wheelchair assistance is available in the lobby, and designated parking spaces have been allocated for differently abled individuals. The Company also ensures inclusivity through gender-neutral washrooms with facilities for persons with disabilities. Our IT Park towers have introduced a dedicated 'P' gate to facilitate access to different floors. In response to stakeholder feedback, Nesco has established a designated drop-off point to further enhance accessibility for individuals with disabilities.

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

Yes, Nesco's Human Capital Management Policy upholds the principle of equal opportunity in both recruitment and employment processes. The policy strictly prohibits any form of discrimination based on factors such as age, region, caste, creed, race, colour, gender, religion, national origin, social groupings, disability, or marital status, as per the applicable local, state, and national legislation. Decisions regarding employment and career advancement are based on qualifications, experience, and demonstrated potential for improved performance, thus aligning with the ethos of equal opportunity.

The Company's Human Capital Management Policy is available in HRMS and on the Company's website at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-capital-management.pdf>.

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

Category	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	NA	NA	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

Note: In the reporting year, 4 male employees opted for paternity leave, and 1 female employee opted for maternity leave and subsequently returned to work.

Since Nesco does not employ any permanent workers, the return to work rate and retention rate are not applicable.

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

	Yes/No – (If Yes, then give details of the mechanism in brief)
Permanent Workmen	The Company's HRMS facilitates efficient grievance handling. The HRMS has a structured ticketing mechanism, which routes issues to appropriate internal departments with defined resolution timeframes. The system incorporates an escalation protocol.
Other than Permanent Workmen	
Permanent Employees	The Company maintains an 'open door' philosophy, such that employees and workers can directly approach the HR team and management regarding their grievances and concerns. Over time, the Company intends to leverage technology to improve the utilisation of the HRMS further.
Other than Permanent Employees	
	Grievance Redressal Mechanisms for Human Rights are discussed in Principle 5, Essential Indicator 5.

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

Employees and workers are not members of any recognised unions or associations.

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

Category	FY 2024-25					FY 2023-24				
			On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation
	Total	No.			No.	Total	No.			No.
	(A)	(B)	% (B/A)		C	(D)	(E)	% (E/D)		(F)
<b>Employees</b>										
Male	228	228	100		228	196	196	100		196
Female	40	40	100		40	36	36	100		36
<b>Total</b>	<b>268</b>	<b>268</b>	<b>100</b>		<b>268</b>	<b>232</b>	<b>232</b>	<b>100</b>		<b>232</b>
<b>Workers</b>										
Male	582	582	100		582	106	106	100		106
Female	65	65	100		65	27	27	100		27
<b>Total</b>	<b>647</b>	<b>647</b>	<b>100</b>		<b>647</b>	<b>133</b>	<b>133</b>	<b>100</b>		<b>133</b>

Note: The data above excludes mandatory training conducted by third-party vendors for their staff (such as security and facility management personnel).

## 9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25			FY 2023-24		
	Total	No.	%	Total	No.	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
<b>Employees</b>						
Male	228	228	100	196	196	100
Female	40	40	100	36	36	100
<b>Total</b>	<b>268</b>	<b>268</b>	<b>100</b>	<b>232</b>	<b>232</b>	<b>100</b>
<b>Workers</b>						
Male	582	103*	17.70	106	106	100
Female	65	22*	33.85	27	27	100
<b>Total</b>	<b>647</b>	<b>125*</b>	<b>19.32</b>	<b>133</b>	<b>133</b>	<b>100</b>

Performance review of Key Management Personnel and Senior Management Personnel is done by the Chairman and Managing Director ('CMD') and approved by the Board of Directors as recommended by the Nomination and Remuneration Committee. The Nomination and Remuneration Policy can be accessed at: <https://www.nesco.in/resources/images/pdf/policy/nomination-and-remuneration-policy.pdf>.

All other employees are assessed by the CMD, Chief Human Resources Officer, and functional heads as per their reporting structure. The assessment framework covers learning, processes, customer relations, and financial performance. Other than permanent employees, also receive periodic performance reviews.

\*Other than permanent workers besides the Fixed Term Contract workers are on third party payrolls and are not a part of the formal performance and career development at Nesco. They are provided on the job feedback based on their performance.



## 10. Health and safety management system:

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

Yes, Nesco prioritises safety across all its operations, and a comprehensive Occupational Health and Safety Management System ('OHSMS') has been implemented. In FY 2024-25, Nesco obtained ISO 45001:2018 certification for its Total Facilities Management for IT Park business in addition to the existing certification of ISO 45001:2018 for Indabrator (Vishnoli Plant), reinforcing its commitment to occupational health and safety. Best practices based on the certified facilities are horizontally deployed across all our locations. Company continues to make investment in infrastructure, processes, and personnel to ensure the safety of its employees and all external stakeholders with access to its facilities at the IT Park, Foods, and BEC/Events locations.

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

Nesco has implemented HIRA ('Hazard Identification and Risk Assessment') processes in line with the ISO 45001:2018 protocols, which are complemented with appropriate training processes. Periodic reviews and assessments are conducted to identify areas for improvement across its operations. These hazards are systematically prioritised based on significance, and mitigation strategies are applied accordingly. Nesco has outlined safety protocols and highlighted key health and safety risks, ensuring that all stakeholders are well-informed and properly trained on safety procedures and control measures.

During the FY 2024-25, the Company conducted more than 75 'HIRA' for various operational aspects. These potential risks have been identified through routine (proactive) and non-routine (reactive) processes to identify non-conformities, unsafe acts and conditions, such as safety walks, audits, and reports from employees or external parties. Security personnel are also briefed to identify potential hazards and risks for remediation. Nesco's internal documentation outlines safety protocols and highlights key health and safety risks, ensuring all stakeholders are well-informed and properly trained on safety procedures and control measures. A defined process exists for addressing safety-related complaints from employees, customers, and visitors, with each concern carefully reviewed and acted upon for resolution. The Enterprise Risk Management ('ERM') system, which includes safety and health, also conducts periodic reviews and assessments to identify areas for improvement across its operations.

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

Yes, the Company has established well-defined Standard Operating Procedures ('SOP') for incident reporting, which are reinforced through training. The process and procedures for efficient documentation and resolution of incidents are also in place. The SOP highlights the reporting mechanism, including immediate notification to the security/safety manager, provision of first aid, and escalation to hospital care, if needed. This system ensures that hazards are prioritised based on urgency and sensitivity. Nesco leverages multiple channels for detailed incident reporting through WhatsApp, telephone, or email directly to senior management.

At the Indabrator premises, employees are provided with a structured system to report work-related hazards and remove themselves from dangerous situations. Workers are trained to recognise potential risks and utilise communication channels such as suggestion boxes, and applications can be made in the regional language (Gujarati). Incentives are provided to encourage active participation from permanent and contractual employees.

For preparedness against potential emergencies (e.g. fire, natural disasters, security threats) the corresponding preparedness and response plans have been documented in the SOPs. In addition, Nesco conducts joint fire drills periodically for all offices and employees at Nesco and Indabrator plants to educate the personnel on emergency preparedness and fire evacuation procedures. Regular training and awareness programs are conducted for all stakeholders to promote hazard reporting and mitigation efforts.

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

Yes, Nesco's compensation policy ensures that employees and workers have access to occupational and non-occupational medical care through both Company-operated and external healthcare facilities. In addition, the Company offers recreational amenities, such as a gymnasium and a rooftop turf for team games, further demonstrating its commitment to employee well-being. For emergencies, 24/7 ambulance service affiliated with a nearby hospital is available on-site.



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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate ('LTIFR') (per one million person-hours worked)*	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\* Including the contract workforce.

Note: There were no fatalities, high-consequence injuries, or ill health incidents at Nesco for either year.

## 12. Describe the measures taken by the entity to ensure a safe and healthy workplace:

Nesco's unwavering commitment to maintaining a safe and healthy work environment is reflected in its proactive measures, comprehensive training, and continuous improvement initiatives. The Company enforces robust safety and health protocols across its operations, including effective risk identification systems and clear signage, which keeps employee, worker, visitor, and tenant's staff informed about necessary precautions by ensuring a strict 'no safety, no work' principle.

Housekeeping staff undergo weekly training, while the engineering team participates in regular sessions on OH&S as per a pre-defined training calendar. Additionally, third-party agencies audit fire detection and suppression systems monthly to ensure operational readiness. Fire safety is further strengthened through regular fire extinguishing, evacuation, and firefighting drills for tenants. Electrical infrastructure and elevators undergo annual audits by certified professionals and the Electrical Inspector from the Government of Maharashtra, ensuring operational efficiency, legal compliance, and adherence to maintenance protocols. The Company also ensures compliance with all statutory requirements related to fire and electrical systems.

At BEC, Nesco follows well-defined safety processes to ensure no incidents occur during exhibitions and events. These provide adequate protection for the venues, BEC personnel, organisers, as well as visitors. Measures include opening meetings with organisers to familiarise them with safety and security protocols. Regular security patrols are carried out in common areas, and monthly preventive technical inspections are carried out, including thermography, load testing, and earthing to avoid electrical incidents.

The Company places strong emphasis on stakeholder awareness and engagement. Regular client interaction sessions are held to communicate key information regarding infrastructure, health, safety, and recreational amenities. Tenants are subject to periodic third-party OH&S audits, with no non-conformities reported. Employees receive comprehensive training on fire safety, material handling, electrical safety, ISO 45001:2018 awareness, legal compliance, and workplace safety practices. In addition, kitchen safety is addressed through structured processes including SOPs, emergency response plans, mock drills, and detailed training for kitchen staff. Employees are empowered with the right to refuse any task, if it seems unsafe.

Nesco also ensures safety preparedness for vendors operating within its premises. The Company conducts monthly OH&S refresher training sessions for all on-site vendors, and a 'permit to work' system is enforced for all vendor activities. Each vendor must follow defined SOPs, undergo risk assessments, and align with the needs and expectations communicated by Nesco. At Indabrador, Nesco's manufacturing business, safety is maintained through machine-specific SOPs that guide safe usage and help prevent injuries. Customers are trained on the proper use of machines, supported by comprehensive manuals. Personal Protective Equipment ('PPE') is provided to all relevant personnel, and cleanliness protocols are strictly observed. Regular safety inspections and security checks are carried out to maintain compliance and protect employees and assets.

Structural and environmental upgrades across Nesco's facilities include installation of fabricated stairs, improved floor levelling, drainage enhancements, and automated exhaust systems to support proper ventilation in electrical panel rooms. All critical systems, including refrigerants, fire suppression, and emergency response infrastructure, are maintained by certified vendors and audited annually. Prominent safety signage and displayed SOPs in plant rooms reinforce awareness and prevent unauthorised access.

To promote overall well-being, Nesco provides access to green spaces, fitness centres, and food courts offering healthy meal options. Regular employee engagement activities, wellness programs like yoga, and 24/7 onsite ambulance service enhance the holistic safety ecosystem. Additionally, the security team strictly monitors vehicle movement within the premises to ensure traffic and pedestrian safety. Nesco intends to extend safety governance throughout its value chain through its Supplier Code of Conduct ('SCoC'). This includes specific health and safety commitments related to their operations and practices while on-premises.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health and Safety	0	0	NA	0	0	NA

**14. Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices*	100
Working Conditions**	100

\*Third-party assessments included Occupational Health and Safety at the Indabrator Plants and IT Park for ISO certification. Additionally, third-party electrical and firefighting system maintenance audits were conducted at the IT Park, BEC and Foods. Internal assessments of critical systems maintenance are performed daily with bi-monthly thermography inspections. Nesco participated in and was certified in the Great Place to Work® survey, where no concerns were raised on these issues.

\*\*Internal assessments of working conditions are carried out by leadership, managers and dedicated Health and Safety personnel.

**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 and safety practices and working conditions:**

The Company has proactively implemented various initiatives to address potential risks. These include fire evacuation drills and firefighting training for its tenants at IT Park and its employees. Safety-related signage has been increased across the premises.

**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):**

The Company extends a comprehensive Term Life Policy that covers permanent employees, non-permanent employees, and permanent workers. Contractual workers are covered through ESI (at our Mumbai operations) and workman's compensation (at Indabrator facilities) coverage based on their eligibility.

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

The Company mandates that all its vendors make necessary statutory payments in a timely fashion in its business agreements/ contracts and purchase orders. This helps ensure that the value chain partners diligently deduct statutory dues and deposit them with the appropriate authorities. Contractual workforce service providers are required to submit monthly data on the payment of statutory dues, such as PF, ESI, workman's compensation premium, etc., which are verified for compliance with statutory obligations before payments are made to them. Any deviations are dealt with appropriately by the Company. The Company also conducted an internal assessment to evaluate the compliance practices related to worker's rights and welfare within the value chain, specifically focusing on its top 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	0	0	NA	NA
Workers	0	0	NA	NA

**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)**

The Company provides an extension/re-employment of services on a case-to-case basis even if there is a gap after retirement. The Company endeavours to provide placement assistance in case of regretted termination wherever possible.

## 5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	13.21
Working Conditions	13.21

The Company has implemented a formal Supplier Code of Conduct that outlines clear expectations regarding working conditions and health and safety practices. At present, Nesco evaluates health, safety, and workplace standards primarily for on-premises operations involving contract workers, civil contractors, and BEC exhibitors, along with their respective contractors. A comprehensive vendor management framework is in place, supported by structured documentation including manuals, SOPs, HIRA, Permit to Work ('PTW') systems, and an annual performance assessment process.

## 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:

Nesco has taken several proactive measures to address potential risks downstream from its customers for their vendors that work on its premises. Fit-out vendors of its tenants working on the premises undergo specialised training. These sessions cover critical safety protocols such as the proper use of service lifts, handling hazardous and non-hazardous materials, and ensuring safe storage practices. The Company has also prepared a comprehensive do's and don'ts list of safety procedures for the contractors of BEC exhibitors. These training inputs aim to equip all stakeholders, including external vendors, with the necessary knowledge to maintain a safe and efficient working environment.

## 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:

Nesco identifies stakeholders as individuals or groups who are directly or indirectly impacted by the Company's operations or have the potential to influence its ability to create value. The Company periodically reviews and updates its stakeholder categories to ensure meaningful engagement. These stakeholders include shareholders and investors, employees and workers, suppliers, business partners, local communities, government and regulatory authorities, and customers.

To enhance engagement, customer groups are further segmented into occupiers and their employees, exhibition organisers, exhibitors and visitors, and Indabrator customers. This targeted approach allows Nesco to tailor its interactions and initiatives to the specific needs of each business segment. Recognising stakeholders' vital role in achieving its vision and ESG goals, the Company actively seeks their input, addresses concerns, and integrates feedback into future business strategies, policies, and initiatives.

#### 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 and Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) Other	Frequency of Engagement (Annually/Half yearly/Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>ESG Expectations Survey</li> <li>Business reviews</li> <li>Site visits</li> <li>Technical Training Workshops</li> <li>Dedicated support</li> <li>Direct communication</li> <li>Email</li> <li>WhatsApp</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Quarterly</li> <li>Half-yearly</li> <li>Need-based</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Fire safety and evacuation drill</li> <li>Parking and visitor management</li> <li>Customer Satisfaction</li> <li>Event/Product/Service requirements, contractual and commercial terms and service levels</li> <li>Event logistics and attendee experience</li> <li>Expansion plans, business performance, and general issues, if any</li> <li>Customer complaints about facilities and resolution</li> <li>Human Rights</li> </ul>
Employees and Workers	No	<ul style="list-style-type: none"> <li>Employee Survey (Great Place to Work®)</li> <li>Training Programs</li> <li>HRMS</li> <li>In-person Meetings</li> <li>Digital Meetings</li> <li>Notice Boards</li> <li>Email</li> <li>WhatsApp</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Monthly</li> <li>Quarterly</li> <li>Annual</li> <li>Event-based</li> </ul>	<ul style="list-style-type: none"> <li>Employee Engagement</li> <li>Performance Management</li> <li>Career Development</li> <li>Recruitment and Staffing</li> <li>Health and safety including fire safety</li> <li>Human Rights</li> <li>Employer Branding</li> </ul>

Stakeholder Group	Whether identified as Vulnerable and Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) Other	Frequency of Engagement (Annually/Half yearly/Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	<ul style="list-style-type: none"> <li>Stock Exchange Communication</li> <li>Annual General Meeting</li> <li>Annual Report</li> <li>Institutional Investor's Meetings</li> <li>Website</li> <li>Newspaper</li> <li>Email</li> <li>SMS</li> </ul>	<ul style="list-style-type: none"> <li>Annual</li> <li>Quarterly</li> <li>Event-based</li> </ul>	<ul style="list-style-type: none"> <li>Strategy and performance of the Company</li> <li>Outcome of Board Meetings</li> <li>Financial Results</li> <li>Dividends</li> </ul>
Government Entities and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>BSE/NSE filing portals</li> <li>Website</li> <li>Newspaper</li> <li>SMS</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>Event-Based</li> </ul>	<ul style="list-style-type: none"> <li>Compliance update</li> <li>Project-related clearances</li> <li>Compliance-related communications (including submission and responses)</li> </ul>
Contractors and their Workers	No	<ul style="list-style-type: none"> <li>On-site Meeting</li> <li>Classroom training and demonstration</li> <li>In-person</li> <li>Email</li> <li>Telephone</li> <li>WhatsApp</li> </ul>	<ul style="list-style-type: none"> <li>Daily</li> <li>Weekly</li> <li>Monthly</li> <li>Need-basis</li> </ul>	<ul style="list-style-type: none"> <li>Project Schedule, Quality, and Specifications</li> <li>Health and Safety</li> <li>Waste Management</li> <li>Human Rights</li> <li>Safe handling of critical equipment</li> <li>Emergency Preparedness and Evacuation Drills</li> <li>ESG considerations</li> <li>Use of Chemicals</li> <li>Work Ethics and Conduct</li> </ul>
Communities and Implementing Agencies	Yes	<ul style="list-style-type: none"> <li>Community engagement through CSR activities</li> <li>Verbal communication</li> <li>Letter</li> <li>Email</li> <li>Telephone</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Event-based</li> <li>Need-Based</li> </ul>	<ul style="list-style-type: none"> <li>Need Identification</li> <li>Community Meetings</li> </ul>
Suppliers and Business Partners	No*	<ul style="list-style-type: none"> <li>Email</li> <li>Telephone</li> </ul>	<ul style="list-style-type: none"> <li>Annual</li> <li>Need-based</li> </ul>	<ul style="list-style-type: none"> <li>Goods and Service Quality</li> <li>Contractual, commercial, and service-level negotiations</li> <li>Supplier identification</li> <li>Human Rights</li> </ul>

\*Some of the suppliers at Nesco Foods business are co-operatives, self-help groups and/or represent collectives from marginalised communities.

## Leadership Indicators

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

The Board has delegated the responsibility of directly consulting key stakeholders, including employees, customers, suppliers, and local communities on economic, environmental, and social topics to Nesco's leadership team. Periodic materiality assessment by Nesco and their review includes stakeholder perspectives on ESG expectations and priorities. These consultations are also synthesised into feedback and action plans and presented by the Business Units and Department Heads to the Board for their review and input in the Board's familiarisation sessions.

Additionally, a focused survey was conducted in the reporting year to help BEC and IT Park customers to understand their ESG expectations specifically. The findings from this survey will be communicated to the respective owners and the Board to facilitate informed decision-making and strategic alignment on ESG initiatives.

### 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, at Nesco, stakeholder consultation plays a crucial role in identifying and managing environmental and social topics. Our comprehensive approach to stakeholder engagement involves systematic interactions with employees, customers, suppliers, and local communities to gather meaningful insights and actionable feedback. In FY 2024-25, an ESG expectations survey was conducted for IT Park and BEC stakeholders, the 2 large businesses of Nesco and the results have been insightful.

The Company has implemented several health and wellness initiatives in response to employee feedback. A key development is the introduction of comprehensive medical checkup program for all employees. Other initiatives include changes in the food menu, wherein Nesco has transformed its food choices for employees to include healthier options. These include healthy salads, low-oil cooking techniques, the incorporation of millets, brown and red rice, and low-sugar dishes. Building on this initiative, the Company encourages employees to set aside dedicated time for physical activities. The program promotes participation in yoga, gymnasium workouts, and recreational games, utilising designated facilities.

In the IT park business, the Company has expanded its feedback mechanisms to include its tenants' employees and added 2 EV charging stations and a bus stop within the premises to ease access to transportation provided by their employers. To address the feedback received from various customers, Nesco Foods has tied up with various QSR brands and other caterers to broaden the catering options available to them. This enables Nesco Foods to provide access to various food options to cater to diverse cuisines and dietary preferences across price points. Nesco has also expanded its on-premises restaurant options to cater to business and social entertainment needs. At the Indabrador, robotic loading and unloading for material handling, optical light curtains at the machine's entrance, and controlled access to the ladder are features added to the machines to ensure operator and labour safety.

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

The Company places strong emphasis on engaging with and addressing the needs of vulnerable and marginalised stakeholder groups through targeted, impact-driven initiatives. Beyond the workplace, Nesco actively supports community development by improving educational infrastructure for underprivileged children in schools located in Tarapur and Karamsad areas near our manufacturing facilities in Gujarat and across various districts in Maharashtra.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	No. of employees/workers covered			No. of employees/workers covered		
	Total (A)	% (B/A)		Total (C)	% (D/C)	
<b>Employees</b>						
Permanent	255	255	100	220	220	100
Other than permanent	13	13	100	12	12	100
<b>Total Employees</b>	<b>268</b>	<b>268</b>	<b>100</b>	<b>232</b>	<b>232</b>	<b>100</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	647	647	100	133	133	100
<b>Total Workers</b>	<b>647</b>	<b>647</b>	<b>100</b>	<b>133</b>	<b>133</b>	<b>100</b>

Note: Employees and workers were provided training on POSH and the Company's Human Rights Policy.

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	255	0	0	255	100	220	0	0	220	100
Male	217	0	0	217	100	185	0	0	185	100
Female	38	0	0	38	100	35	0	0	35	100
<b>Other than Permanent</b>	13	0	0	13	100	12	0	0	12	100
Male	11	0	0	11	100	11	0	0	11	100
Female	2	0	0	2	100	1	0	0	1	100

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
<b>Permanent</b>	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
<b>Other than Permanent</b>	647	0	0	647	100	133	0	0	133	100
Male	582	0	0	582	100	106	0	0	106	100
Female	65	0	0	65	100	27	0	0	27	100

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

#### a. Median Remuneration and Wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in lakhs)	Number	Median remuneration/ salary/wages of respective category (₹ in lakhs)
Board of Directors ('BoD')*	1	2,384.00	NA*	NA*
Key Managerial Personnel ('KMP')	1	150.81	1	53.80
Employees other than BoD and KMP	215	5.41	37	8.50
Workers <sup>+</sup>	92	2.76	22	2.45

\* The CMD compensation is included in the Board of Directors and not in the KMP, though he is also a KMP. All the other Directors are Non-Executive and are paid sitting fees based on the number of Board and Committee meetings they hold and attend. Hence, it is not a relevant factor for calculating the median and is hence not provided.

Note: Median Compensations for KMP, Employees and Workers have been calculated for the personnel on record as of 31 March 2025 and based on their annual compensations.

<sup>+</sup>Nesco only employs other than permanent workers however some of them are on Fixed Term Contracts. For others due to the nature of the engagement there is no median annual compensation determinable.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	18.38	10.28

### 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, the Internal Complaints Committee ('ICC') constituted under POSH is responsible for addressing human rights impacts or issues caused or contributed to by the business. The Company's Human Rights Policy clearly outlines its commitment to preventing violations of human rights abuses in all aspects of its operations and business dealings. This policy ensures access to grievance redressal mechanisms for individuals whose human rights may be affected by Nesco's activities. Additionally, Nesco regularly assesses and evaluates the human rights impacts within its operations and the broader value chain directly associated with the Company.

The Human Rights policy can be accessed at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/policy-on-human-rights.pdf>

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

Nesco has established a comprehensive mechanism for addressing grievances related to human rights. The ICC handles such matters as per the procedures outlined in POSH Policy. In addition, grievances may be reported under the Whistle Blower policy, which is overseen by the Audit Committee of the Board. The POSH and Whistle Blower Policies are accessible to all employees via the HRMS and the Company's official website. To ensure awareness and effective implementation, employees are periodically trained on the grievance redressal procedures outlined in these policies.

Grievances raised by non-permanent employees are addressed directly by their respective contractors. However, Nesco remains committed to supporting the resolution process by providing necessary assistance, including relevant information and documentation, to facilitate a timely and effective response.



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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	NA	NA	0	NA	NA
Discrimination at workplace	0	NA	NA	0	NA	NA
Child Labour	0	NA	NA	0	NA	NA
Forced/Involuntary Labour	0	NA	NA	0	NA	NA
Wages	0	NA	NA	0	NA	NA
Other human rights-related issues	0	NA	NA	0	NA	NA

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

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ('POSH')	0	0
Complaints on POSH as a % of female employees/workers	NA	NA
Complaints on POSH upheld	NA	NA

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

Nesco's POSH policy safeguards complainants from any adverse consequences from reporting incidents of discrimination or harassment. The policy ensures comprehensive protection against retaliation, including termination, demotion or harassment, ensuring a secure and supportive environment for all employees. Violations are met with strict disciplinary action.

The ICC addresses sexual harassment complaints and recommends interim relief measures, including job transfers or leave during investigations. The policy also includes provisions for support during the investigation process, such as counselling services, granting leave of absence, or implementing temporary arrangements to ensure a safe working environment for all involved parties.

The POSH policy is available in HRMS and on the Company's website at: <https://www.nesco.in/resources/images/pdf/policy/policy-on-sexual-harrassment-at-workplace.pdf>.

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

Yes, Human Rights requirements are included where relevant in Nesco's agreements and contracts. Human Rights aspects have been included in all new contracts with customers where they may apply. All purchase agreements and orders specify the requirement to comply with the Supplier Code of Conduct, including human rights clauses.

## 10. Assessments for the year:

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

Note: The Company ensures that no child, forced, or involuntary labour occurs in its premises, and these systems are assessed periodically. Policies and complaint mechanisms are reviewed, and awareness sessions are conducted on POSH and Discrimination at the Workplace for the employees. Annual Returns on POSH compliance are submitted within the required timelines. Compliance with wages for its own and contractual workforce is monitored periodically. Nesco premises are also regularly assessed by local and statutory authorities. Nesco participated in and was certified in the Great Place to Work® survey, where no concerns were raised on these issues.

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

Based on the assessment conducted at Nesco's plants and offices, no corrective actions were deemed necessary or required by any external parties.

## Leadership Indicators

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

There have been no reported human rights grievances in FY 2024-25. No business processes have been modified or introduced to address human rights grievances/complaints during the reporting period.

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

Nesco did not conduct a formal human rights due diligence process.

## 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, Nesco's premises are accessible to visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016. Refer to Principle 3, Essential Indicator 3 for details. The IT Park premises also include elevators and washrooms that are appropriately designed for differently abled visitors.

## 4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	6.57
Discrimination at workplace	Not Assessed
Child Labour	13.21
Forced/Involuntary Labour	6.57
Wages	6.57
Others – please specify	NA

Note: The Company has established a formal Supplier's Code of Conduct, which includes expectations on these aspects of Human Rights. Currently, the assessments are limited to vendors and contractors that provide on-site services on Nesco's premises.

## 5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessment:

No significant risks/concerns were identified; however, Nesco proactively reviewed its processes on wage, PF, and ESI deductions as well as those on child labour and POSH training for its contractual workforce.

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

Note: Revenue from operations has been considered for all intensity calculations, and IMF USD-INR PPP data for FY 2024-25 at 20.66 has been used as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024). Due to the diverse nature of Nesco's businesses, an aggregate metric for production/FTE, etc., for intensity measurement is not possible.

### Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
<b>From Renewable Sources</b>		
Total electricity consumption (A)	63,012.87	57,128.67
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
<b>Total energy consumption from renewable sources (A+B+C)</b>	<b>63,012.87</b>	<b>57,128.67</b>
<b>From Non-renewable Sources</b>		
Total electricity consumption (D)	45,358.51	54,200.47
Total fuel consumption (E)	7,075.91	10,032.69
Energy consumption through other sources (F)	0.00	0.00
<b>Total energy consumption from non-renewable sources (D+E+F)</b>	<b>52,434.42</b>	<b>64,233.16</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>1,15,447.29</b>	<b>1,21,361.83</b>
<b>Energy Intensity per Rupee of Turnover (GJ/Rupee)</b>	<b><math>1.58 \times 10^{-5}</math></b>	<b><math>1.79 \times 10^{-5}</math></b>
<b>Energy Intensity per Rupee of Turnover adjusted for Purchasing Power Parity ("PPP") (GJ/USD adjusted for PPP)</b>	<b><math>3.26 \times 10^{-4}</math></b>	<b><math>3.70 \times 10^{-4}</math></b>
<b>Energy Intensity in terms of Physical Output</b>		
Energy intensity (optional)	Not Applicable	Not Calculated

Note: All figures are in Giga Joules (GJ). Energy data for FY 2023-24 has been restated due to internal audit-based validation checks.

Note: Energy and Energy calculations are based on the GRI principle of operational control. The majority of the energy is within Nesco's operational control, which is reimbursed by tenants and BEC customers.

Sources for Energy: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA, and the 2016 IPCC Protocol. Renewable sources include green electricity purchased in IT Towers 3, 4, and Bombay Exhibition Center non-renewable sources include grid electricity for plants and offices, diesel for DG sets, PNG and LPG for Nesco Foods and Indabrador. Diesel and petrol consumed in Company-owned vehicles are not considered in the calculations. Improvement in energy consumption is driven by energy efficiency initiatives and change in nature of operations at Karamsad.

#### Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, energy evaluation and calculations have been done based on data provided by Nesco to an external agency, viz., Sustainability and Strategy. This is not equivalent to an assurance.



**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:**

The Company does not have any sites/facilities identified as Designated Consumers ('DCs') under the Performance, Achieve, and Trade ('PAT') Scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	19,918.64	19,971.00
(iii) Third party water (Municipal Water)	3,13,631.00	2,51,477.00
(iv) Seawater/desalinated water	0.00	0.00
(v) Others	0.00	0.00
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3,33,549.64</b>	<b>2,71,448.00</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,03,424.64</b>	<b>2,53,282.40</b>
<b>Water intensity per rupee of turnover (kilolitre per rupee)</b>	<b><math>4.15 \times 10^{-5}</math></b>	<b><math>3.74 \times 10^{-5}</math></b>
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (kilolitre per USD PPP)	$8.56 \times 10^{-4}$	$7.72 \times 10^{-4}$
<b>Water Intensity in terms of Physical Output</b>	Not Applicable	
<b>Water intensity (optional)</b>	Not Calculated	

Note: Water withdrawal is based on municipal water bills across locations, and groundwater at Indabrador is based on flowmeters. The water consumption and water intensity in FY 2024-25 increased due to full occupancy at IT Park, the opening of six new restaurants, the construction of Hall 6 and landscaping enhancements at the Mumbai site and the setup of a new office and RO plant at Vishnoli.

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, water withdrawal and discharge sources and required calculations have been done based on data provided by Nesco to an external agency, viz., Sustainability and Strategy. This is not equivalent to an assurance.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Surface water		
- No treatment	0.00	0.00
- With treatment	0.00	0.00
(ii) Groundwater		
- No treatment	0.00	375.00
- With treatment <sup>1</sup>	4,480.00	1,125.00
(iii) To Seawater		
- No treatment	0.00	0.00
- With treatment	0.00	0.00
(iv) Sent to third parties (Sent to Municipal Facility) <sup>2</sup>		
- No treatment	25,645.00	16,665.60
- With treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
- With treatment	0.00	0.00
<b>Total water discharged (in kilolitres)</b>	<b>30,125.00</b>	<b>18,165.60</b>

Note: Water discharged has been estimated for the Bombay Exhibition Center and for Indabrador. Water discharge data for FY 2023-24 has been restated to provide greater clarity on discharge destination and treatment as detailed above.

<sup>1</sup>Soak pit

<sup>2</sup>The water discharged is drained via the Municipal Sewage system, which eventually undergoes treatment by the authorities.

Note: 41,715.20 kL of water for FY 2024-25 and 36,893.30 kL for FY 2023-24 have been treated and recycled for domestic use within the IT Park facilities.

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

No. Zero Liquid Discharge ('ZLD') is not mandated for implementation at the Company's plants or operations in Mumbai. No effluents have been generated from the Nesco Goregaon operations.

Nesco recognises the need for water management in its operations, and this is a material ESG topic for the Company. Rainwater harvesting systems are installed at Nesco IT Park in line with the Green Building norms, and appropriate infrastructure is in place. Sewage Treatment Plants ('STPs') treat sludge and facilitate water recycling. To ensure compliance with regulatory requirements, STP-treated and domestic water quality is tested quarterly, per the Central Pollution Control Board ('CPCB') and State Pollution Control Board ('SPCB') guidelines. STP discharge is used for domestic use and gardening of green belts. The Company has also implemented low-flow plumbing fixtures, including aerators on washroom taps, and leverages IoT technology to automate the flushing of overhead water tanks, optimising water usage and streamlining operations. At the Indabrator plants, septic tanks and soak pits have been upgraded for efficient wastewater management.

**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	FY 2023-24
Nox	µg/m <sup>3</sup>	20.13	24.90
Sox	µg/m <sup>3</sup>	16.71	22.90
Total Particulate matter ('TPM')	mg/Nm <sup>3</sup>	18.10	20.30
Persistent organic pollutants ('POP')		NA	NA
Volatile organic compounds ('VOC')		NA	NA
Hazardous air pollutants ('HAP')		NA	NA
Others – please Specify		NA	NA

Note: There are no continuous sources of air emissions in Nesco's operations, and hence, the air emissions of pollutants (other than GHG) are not material. The data are average emissions based on quarterly IT Tower 3 and IT Tower 4 testing. The results are within the permissible limits and compliant with the prevalent norms prescribed by the BMC. DG sets are only used as a backup and for equipment testing; hence, they are excluded. The DG sets are operated at Nesco Goregaon, Mumbai, in rare cases of equipment testing and power outages.

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, independent assessments are carried out for air emissions by Enviro Analysts and Engineers.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	419.51	480.11
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	9,159.90	10,779.87
Total Scope 1 and Scope 2 emissions per rupee of Turnover	Metric tonnes of CO <sub>2</sub> equivalent per rupee	1.31 x 10 <sup>-6</sup>	1.66 x 10 <sup>-6</sup>
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity ('PPP') (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent per USD PPP adjusted	2.71 x 10 <sup>-5</sup>	3.43 x 10 <sup>-5</sup>
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Calculated	

Note: GHG Emissions calculations for Scope 2 are based on the GRI principle of operational control. The majority of the energy is within Nesco's operational control, which is reimbursed by tenants and BEC customers. Emissions due to tenant consumption and within their operational control are covered in Scope 3 (Leadership Indicator 4).

Scope 1 GHG emissions: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA, and IPCC's fifth assessment report. Fuels for Stationary Combustion (2006 IPCC guidelines) includes diesel for DG sets, LPG, and PNG. The calculations do not account for diesel and petrol consumed in Company-owned vehicles.

Scope 2 GHG Emissions: Based on the Grid Electricity EF Central Electricity Authority, Govt. of India, CO<sub>2</sub> baseline database for Indian Power Sector, Version 20, December 2024, at the aggregate level (With RE). There are no offsets currently applicable.

Improvement in GHG Emissions intensity is driven by greater RE in the overall energy mix and lower grid electricity consumption at Karamsad plant.

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, GHG accounting calculations and evaluation have been done based on data provided by Nesco to an external agency, viz., Sustainability and Strategy. This is not equivalent to an assurance.

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

Reducing GHG Emissions is a material ESG topic for Nesco, and it continues to focus on progress on this aspect.

### Focus on Renewable Energy:

- IT Park continues to use 100% Green Energy for its operations and uses timer-based solar streetlights.
- We offer green energy to all event and exhibition organisers, and from April 2025, this option is available at no additional cost.
- The head office, kitchen, banquet halls, and restaurants have transitioned to renewable energy since April 2025.

### Energy-Efficiency:

- Replaced conventional lights with dimmable LED motion-sensor units in parking and common areas.
- Upgradation and regular maintenance of HVAC and Air Handling Units to improve efficiency at IT Park and BEC.
- Chiller fins were replaced, and the chilled water line duct insulation was refurbished, improving system performance.

### Conservation of Energy:

- Installed 37 solar-powered lights with timers and motion sensors across the premises.
- Replaced 1,000w halogen streetlights in the plant room with 200w LED lights (~80% energy reduction).
- Equipped the new IT-4 gym with energy-efficient fitness machines.
- Installed timer and motion-sensor lights in plant rooms and external areas at BEC and IT Park.

**Other Initiatives:** Expanded green cover and provided additional EV charging stations (2 stations, 4 ports) at BEC and IT Park. The collected organic wet waste is also converted into manure using organic waste composters.

Note: Additional details on energy conservation are available in the annual report in Annexure C.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A) – Non - Biodegradable	11.22	6.59
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (G)	867.10	614.80
Burning Sand	867.10	614.80
Other Non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	2,659.54	1,484.65
Used Oil*	2,119.00	1,035.00
Dry Waste	92.88	34.95
Metal Scrap*	171.12	197.69
Wet Waste	264.30	206.63
Sludge	12.24	10.38
Total (A + B + C + D + E + F + G + H)	3,537.86	2,106.04
Waste intensity per rupee of turnover	$4.83 \times 10^{-7}$	$3.11 \times 10^{-7}$
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	$9.98 \times 10^{-6}$	$6.41 \times 10^{-6}$
Waste intensity in terms of physical output	Not Applicable	
Waste intensity (optional)	Not Calculated	
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	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	2,670.76	1,491.24
Total	2,670.76	1,491.24

Parameter	FY 2024-25	FY 2023-24
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	867.10	614.80
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>867.10</b>	<b>614.80</b>

Note: The Company uses BMC-registered and authorised vendors for dry, wet, sludge, e-waste and plastic waste disposal. The vendor is expected to recycle the waste as per regulatory mandates. The vendors ensure segregation into plastic, paper, cardboard, glass, etc., which is appropriately recycled. For example, plastic waste is eventually recycled into crude oil and other fuels. Only the hazardous material, i.e., burning sand generated in the Indabrator operations, is disposed of in a landfill.

\*Based on internal/external assessment, additional categories of waste have been identified and added for FY 2023-24 and FY 2024-25, and hence, FY 2023-24 data is restated. These include Used Oil, which is recycled by authorised recyclers as per the Food Safety and Standards Authority of India (FSSAI), and part of the metal scrap is recycled in-house, while the rest is disposed of via authorised recyclers.

In-house recycling not included in the table above includes 15.15 MT of wet waste in FY 2024-25 that was processed into Manure using organic waste composting and used for landscaping.

95.33 MT and 174.48 MT of Metal (fabrication steel) have been recycled in the in-house foundry in FY 2024-25 and FY 2023-24, respectively. Please refer to Principle 2, Leadership Indicator 4.

The increase in total waste generation and waste intensity in FY 2024-25 can be attributed to greater occupancy in IT Park, construction of Hall 6 and six new restaurants at the Goregaon premises in Mumbai and greater amount of burning sand at Karamsad.

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes. Waste data for Nesco operations in Goregaon, Mumbai, complies with the Environmental Audit Report issued by the Maharashtra Pollution Control Board.

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

Waste management is a critical material ESG topic, and the Company emphasises using circular economy principles for recyclable materials, minimisation of waste generation, waste segregation and disposal as per regulations. Waste disposal is done via authorised recyclers, and Nesco tries to maximise the extent of recycling. Biodegradable bags are used for waste disposal, while sustainable cleaning materials are used for housekeeping. Nesco has added two new locations dedicated to segregating waste separately for IT Park, BEC, and Nesco Foods. Food waste at Nesco Foods is stored in a refrigerated garbage room. Wet waste (including food and other biodegradable materials) is partially converted into manure using Organic Waste Composting machines. This manure and sludge from the Sewage Treatment Plants ('STP') are used for gardening purposes.

Waste generation and management at IT Park and Restaurant business is influenced by tenants, restaurant operators and visitors outside the Company's direct control. Nesco ensures appropriate signage to encourage segregation and conducts awareness campaigns with all clients to encourage proper waste segregation for disposal in designated areas. At the BEC, exhibitors are responsible for appropriate waste collection and disposal, which the Company oversees to ensure adherence to guidelines. Food services at Nesco Foods use eco-friendly, biodegradable products such as eco-ware and paper products. The empty containers are placed in dedicated bins and disposed of through the BMC's Garbage Clearance Mechanism. Similarly, plastic waste from water bottles is collected by a BMC-empanelled vendor. E-waste and hazardous waste are collected, processed, and disposed of through certified recycling, handling, and disposal agencies. At Indabrator, plastic, hazardous, and e-waste are managed through government-approved recyclers and handlers. In addition, most of the wood and cardboard waste is reused or repurposed.

**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:**

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

Not Applicable, as the Company does not have operations or offices located in ecologically sensitive areas.

## 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 weblink
-----------------------------------	----------------------	------	---	--	------------------

No environmental impact assessments of projects undertaken have been conducted in the current financial year.

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

S. 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 courts	Corrective Action taken, if any
1.	Maharashtra Pollution Act	Delay in obtaining Consent to Operate from the Maharashtra Pollution Control Board ('MPCB') for IT Park (Tower 3, 4) and Hall 6.	MPCB levied a penalty of ₹67.85 lakhs	Penalties have been paid, and Consent to Operate is now entirely in place for IT Park (Tower 3, 4) and Hall 6.

## Leadership Indicators

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

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

#### (i) Name of the area

#### (ii) Nature of operations

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

None of Nesco's service businesses or manufacturing plants currently fall in areas of water stress as per the Ground Water Resource Assessment 2024 carried out by the Central Ground Water Board ('CGWB').

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	5,630.00	4,574.00
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent/ Rupee	7.69 x 10 <sup>-7</sup>	6.25 x 10 <sup>-7</sup>
<b>Total Scope 3 emission intensity</b>	Metric tonnes of CO <sub>2</sub> equivalent/ monthly footfall	2.05 x 10 <sup>-3</sup>	2.31 x 10 <sup>-3</sup>

Note: Nesco has identified Category 13: Downstream Leased Assets for IT Park as a key contributor to its Scope 3 emissions. Nesco will expand the coverage and prioritise Scope 3 categories for detailed emission inventory over subsequent disclosure periods.

Scope 3 GHG Emissions: Based on the Grid Electricity EF Central Electricity Authority, Govt. of India, CO<sub>2</sub> baseline database for Indian Power Sector, Version 20, December 2024, at the aggregate level (With RE).

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

Yes, GHG accounting calculations and evaluation have been done based on data provided by Nesco to an external agency, viz., Sustainability and Strategy. This is not equivalent to an assurance.

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

Not Applicable. The Company does not have operations in ecologically sensitive areas.

**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	Solar Street Lamps	Solar-powered streetlights with motion sensors and timers have been installed across the IT Park.	GHG reduction and grid load minimisation
2	Organic Waste Composting	Wet organic waste is managed and composted at IT Park, BEC, and Head Office.	Waste management and GHG reduction
3	Aerators	Water-saving aerators installed in washbasins at BEC, IT Park, and Head Office.	Upto 70% water reduction per use
4	Dimmable Lights	Motion-sensor LED lights in parking/common areas (standby at 4w, peak at 20w).	~60% electricity cost saving and GHG reduction
5	Rainwater Harvesting and Automated Irrigation	Rainwater harvesting combined with recycled water-based irrigation for landscaped areas.	Reduced water withdrawal and improved conservation
6	Motor Management	IE3/IE4 high-efficiency motors installed based on customer requirements.	Reduced energy use and GHG emissions for clients
7	PTFE-Coated Cartridge Filters	Cartridge filters with PTFE coating + secondary filtration to reduce particulate emissions.	Air emission reduction for clients
8	STP Real-Time Monitoring	Real-time monitoring of STP operations and treated water quality.	Water efficiency and energy savings
9	Automated Water Misting for Chillers	Cooling efficiency is enhanced via an automated misting system at BEC.	Reduced energy consumption
10	EV Charging Stations	Installed 2 EV stations with four charging ports at IT Park and BEC.	Support for clean mobility
11	IoT-Enabled Flushing Automation	Smart water tank systems for efficient flushing in restrooms.	Water conservation and efficiency
12	LED Streetlight Upgrade	1000w halogen replaced with 200w LED in plant areas.	80% energy reduction

Note: Additional details on Technology Absorption are available in the annual report in Annexure C.

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

Business Continuity and Disaster Management systems are integral to Nesco's Enterprise Risk Management process. Nesco has an operational Business Continuity Plan ('BCP') for its businesses in Mumbai and plants at Karamsad and Vishnoli, Gujarat. The BCP provides a structured framework for risk assessment, disaster recovery, and continuity of critical operations. Key components include clearly defined roles and responsibilities, alternate work sites, communication protocols, emergency evacuation mock drills, and regular training exercises. To strengthen resilience, Nesco conducts periodic third-party inspections and testing to identify and mitigate emerging risks. Additionally, the Company ensure full compliance with statutory requirements on a timely basis. Training and periodic drills are conducted for specific potential disruptions like fire incidents.

**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:**

The IT Park and BEC businesses provide commercial real estate in a built environment for our downstream value chain. During the operations phase, GHG emissions, water and waste are critical environmental impacts, and their initiatives for improvement are discussed in Principle 6, Essential Indicators. Nesco uses green energy for its operations at IT Park and provides occupiers access to make a similar choice. BEC has been providing green energy as an option to event organisers. For Indabrat, Nesco uses energy-efficient motors and bearings (bought-out parts) from reputed companies to help reduce energy consumption and GHG emissions. Nesco will be evaluating its upstream value chain in subsequent disclosures.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:** None of the value chain partners were assessed for environmental impacts.

**8. How many Green Credits have been generated or procured:**

(a) By the listed entity: None

(b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not available



## 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: 3
- b. List the top 10 trade and industry chambers/associations you are a member of/are affiliated to, based on no. of members:

Sr. No	Name of trade and industry chambers/associations	Scope of Entity (State/National)
1.	Indian Exhibition Industry Association	National
2.	Maharashtra Economic Development Council	State
3.	Vitthaladyognagar Industries Association	State

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:

No corrective action is necessary as the Company had no instances of anti-competitive conduct.

### Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	(Annually/Half yearly/Quarterly/ Others – please specify)	Web Link, if available
Nesco does not directly make any public policy advocacy representations to the government. However, as detailed in Principle 7, Essential Indicator 1 (b) the Company holds memberships in industry and trade bodies.						

## 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 details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant weblink
None of the Company's projects had any stipulation to conduct a Social Impact Assessment ('SIA') during the reporting period.					

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R in the year	Amounts paid to PAFs in the FY
No Rehabilitation and Resettlement is ongoing or required for any of the Company's projects.						

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

External stakeholders, including visitors and other community members, can share their concerns directly with Nesco officials or through on-site security personnel. The Company's Stakeholder Grievance Management policy provides an accessible and transparent process for addressing community concerns. This policy and the relevant channels for recording grievances can be accessed here at: <https://www.nesco.in/resources/images/pdf/policies-on-brsr/Grievance-Management-System.pdf>. In case of unsatisfactory redressal, grievances can be escalated to senior management. Escalated concerns receive immediate attention to ensure impartiality and timely resolution. Being committed to stakeholder engagement and community well-being, Nesco regularly reviews grievance redressal mechanisms to enhance its effectiveness and responsiveness.

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

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	37.30	39.89
Directly sourced within India	99.70	99.92

Note: Figures as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024)

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

Location	FY 2024-25*	FY 2023-24
Rural	16.10	15.38
Semi-urban	0	0
Urban	1.18	3.31
Metropolitan	82.72	81.31

\*~90% of the Company's revenues are generated in the Mumbai location. FY 2023-24 data does not include contract workforce wages, and hence the figures are not comparable.

### Leadership Indicators

#### 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments:

Details of negative social impact identified	Corrective action taken
Since the Company was not required to conduct any Social Impact Assessments, this is not applicable.	

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
There are no designated aspirational districts around the Company's area of operations; hence, it has not undertaken any CSR projects in them.			

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

No, we do not have a preferential procurement policy; however, Nesco encourages purchases from marginalised/vulnerable groups wherever possible.

#### b) From which marginalised/vulnerable groups do you procure?

Given the nature of our operations, only Nesco Foods currently purchases a specific category from women's self-help groups.

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

The value is not significant and hence not reported here.

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable – Nesco businesses do not currently leverage any intellectual properties based on traditional knowledge.				

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

Not Applicable



## 6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Aga Khan Service India - School, Chitravad, Gujarat	315	See Note below
2.	Aga Khan Service India - School, Mundra, Gujarat	754	
3.	Aga Khan Service India - School, Sidhpur, Gujarat	466	
4.	Educational-related Infrastructure Development at Sumant Jethabhai Patel English Medium School, Tarapur, Anand, Gujarat	463	
5.	Contribution to women's hostel building, Vathar Traf Vadgaon, Kolhapur, Maharashtra - Shri Balasaheb Shikshan Prasarak Mandal (Ambap)	400	

Note: There is currently no definite mechanism to determine the proportion of beneficiaries from vulnerable and marginalised groups.

## 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:

Nesco is committed to consistently delivering customer value and increasing customer satisfaction by addressing feedback and addressing any complaints. Each business has several proactive customer-focused initiatives and has mechanisms to receive feedback and complaints through various business-specific channels. They include feedback forms, emails, phone calls, WhatsApp messages, and one-to-one meetings. Additionally, there are periodic customer meetings to identify and address challenges.

Feedback and complaints from BEC and Nesco Foods are obtained through a physical feedback form, and after investigation, are resolved by delegating remedial actions to the appropriate departments. These complaints are recorded in a complaint system and tracked for resolution. Complaints from the IT park business are received through WhatsApp messages, emails or by directly reporting the issue to the security guard. These are resolved promptly within the defined TAT. Unresolved issues or situations that require managerial intervention are escalated to the Business Unit heads for further review and action, or to management if urgent decisions or permissions are necessary for swift resolution.

Most of the Indabrador business involves selling shot blasting equipment, which impacts machine parts during operations requiring higher servicing. For any complaints at Indabrador, the customer informs the respective Sales Executive/Service Engineer, who then communicates it to the Heads of Department ('HOD') for service and Quality Assurance ('QA'). HOD, QA registers the complaint and sends an acknowledgement to the customer within 48 hrs of receipt. The Service and QA HODs review the customer complaint and monitor its resolution by the relevant department. An escalation matrix regulates the timeliness of resolution. The active complaints register is reviewed fortnightly with all department heads.

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

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	6.88
Safe and responsible usage	6.88
Recycling and/or safe disposal	Nil

Note: This indicator applies only to Nesco's Indabrador business. The machines carry an instruction manual related to environmental parameters and safety information while operating the machine. Packaging and labelling are not applicable since the other Nesco businesses are services. However, the Company ensures that appropriate signage and infrastructure are provided at its facilities to enable recycling and safe disposal of waste.

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

Particulars	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	NA*	NA*	NA*	NA*	NA*	NA*
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

\*Nesco's activities do not fall within the Essential Services Maintenance Act ('ESMA') provisions.

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

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

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

Yes, Nesco has an internal Information Security policy to safeguard its digital infrastructure, which encompasses cybersecurity and data privacy aspects, and is shared with its employees and other relevant stakeholders. The Company ensures adherence to cybersecurity and data privacy regulations and industry standards. These include stringent user registration, authentication protocols, access controls, and network security measures. These safeguards are reinforced by advanced hardware and software-based security solutions, ensuring compliance with industry best practices and protecting critical data. The scope of data management includes employee records and operational interactions with customers, suppliers, and other stakeholders, including access card data for employees of IT Park tenants.

The policy is available in the HRMS at:

[https://maxhr.myadrenalin.com/Adrenalin/UploadedFiles/EmpHandbook/\\_36\\_47\\_29ef8d13846a446a\\_%20IT%20POLICY.pdf](https://maxhr.myadrenalin.com/Adrenalin/UploadedFiles/EmpHandbook/_36_47_29ef8d13846a446a_%20IT%20POLICY.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:**

No corrective actions were necessary for the above-mentioned issues.

**7. Provide the following information relating to data breaches:**

- Number of data breaches:** No data breaches were reported in FY 2024-25.
- Percentage of data breaches involving personally identifiable information of customers:** No data breaches involving customer information were reported in FY 2024-25.
- Impact, if any, of the data breaches:** No such impact was registered, as there were no data breaches in the reporting period.

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

Information on our products and services can be found on Nesco's website <https://www.nesco.in>. In addition, the Company leverages other channels like a direct sales team, social media platforms such as LinkedIn, Facebook, Instagram, and print media, including digital media. Various aggregator websites also feature specific events and exhibitions organised at BEC. The IT Park business also leverages international and local property consultants. Nesco Foods and Events also leverage physical signage and hoardings. They also utilise PR, including social media influencers and cover stories, to promote their events and restaurants. The Indabrador business also leverages B2B online platforms like IndiaMart and Projects Today.

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

For our IT Park business, we conduct safety and fire drills and provide appropriate signage for safety, water conservation and responsible waste segregation. In addition, at BEC, we have developed a safety protocol for the contractors setting up exhibition stalls for our exhibition organisers, and we also supervise the exhibitions. Our security workforce and employees also constantly monitor the premises for unsafe acts or conditions or irresponsible behaviour. For the Indabrador business, an O&M manual is provided with each machine. During the machine installation at the customer location, the machine operators and other team members are provided training on health and safety, as well as do's and don'ts for safe operation of the machine. In the commissioning letter issued to the customer by Nesco, the names of the customer POCs who took the training are also included.

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

None of Nesco's businesses fall under the Essential Services Management Act, which is not applicable to us. Should any other business disruptions occur, we have customer-facing functions to deal with such an eventuality as part of our BCP.

**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:****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)**

Display of product information is not applicable for BEC, Events, IT Park and Nesco Foods as they are service businesses. At Indabrador, the engineering business, the Company manufactures shot blasting machines, abrasives, paint booths, etc., which are used to make various products. During the installation of these machines at the customer plant, the Indabrador division provides a safety briefing and information about how to operate the machine. In addition, safety stickers are provided on the rotating parts of the machines.

The Company actively engages with its customers to obtain feedback from its occupiers, exhibition and event organisers and customers. This information is obtained through formal and informal mechanisms like one-to-one interaction, Customer Satisfaction and ESG Engagement Surveys. In the reporting year, CSAT Surveys were carried out for the IT Park, BEC and Indabrador for understanding the satisfaction of consumers and areas of improvement. In the case of Nesco Foods, feedback was obtained on the services at the events we have catered food for and our other restaurants.