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SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L45200GJ2015PLC083577
2	Name of the Listed Entity	BIGBLOC CONSTRUCTION LIMITED
3	Year of incorporation	2015
4	Registered office address	Office no. 908, Rajhans Montessa, Dumas Road, Magdalla Choryasi, Surat - 395007, Gujarat, India
5	Corporate address	Office no. 908, Rajhans Montessa, Dumas Road, Magdalla Choryasi, Surat - 395007, Gujarat, India
6	E-mail	bigblockconstructionltd@gmail.com
7	Telephone	0261-2463262/2463263
8	Website	https://bigbloc.in
9	Financial year for which reporting is being done	2024-2025
10	Name of the Stock Exchange(s) where shares are listed	BSE LIMITED, NATIONAL STOCK EXCHANGE OF INDIA LIMITED
11	Paid-up Capital (₹)	28,31,51,500
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS Pooja Gurnani Company Secretary E Mail: Compliancesecretary@nxtbloc.in Mo.: + 91 98751 73109
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of assessment or assurance provider	Not Applicable
15	Type of assessment of assurance obtained	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
a)	Manufacturing of AAC blocks	Manufacturing of AAC blocks	95%

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
a)	AAC Blocks	23954	95%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Sr. No.	Location	Number of plants	Number of offices	Total
a)	National	1	1	2
b)	International	-	-	-

19. Markets served by the entity:

a) Number of locations:

Locations	Number
National (No. of States & Union Territories)	5
International (No. of Countries)	0

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

Import	Export
	Nil

c) A brief on types of customers:

Builders, Building and Civil Contractors, Industries, Dealers/Distributors, Government Contractors.



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IV. Employees

20. Details as at the end of Financial Year:

a) Employees (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees (including differently abled)						
1	Permanent	120	110	91.67%	10	8.33%
2	Other than Permanent	0	0	0.00%	0	0.00%
3	Total Employees	0	0	0.00%	0	0.00%
Workers (including differently abled)						
1	Permanent	0	0	0.00%	0	0.00%
2	Other than Permanent	56	51	89.47%	5	10.53%
3	Total Workers	56	51	89.47%	5	10.53%

b) Differently abled Employees:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1	Permanent	0	0	0.00%	0	0.00%
2	Other than Permanent	0	0	0.00%	0	0.00%
3	Total Employees	0	0	0.00%	0	0.00%
Differently abled Workers						
1	Permanent	0	0	0.00%	0	0.00%
2	Other than Permanent	0	0	0.00%	0	0.00%
3	Total Workers	0	0	0.00%	0	0.00%

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21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel	3	1	33.33%

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

Particulars	FY25			FY24			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	37.48%	62.00%	40%	40.13%	66.67%	41.39%	40.72%	60.00%	41.12%
Permanent Workers	-	-	-	-	-	-	-	-	-

V.

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

Sr. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Starbigbloc Building Material Limited	Subsidiary	85.15%	No
2	Bigbloc Building Elements Private Limited	Subsidiary	100.00%	
3	Siam Cement Big Bloc Construction Technologies Private Limited	Joint Venture	52%	

VI. CSR Details

24.

- 1Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- 2Turnover (in ₹) 2025: 6,720 Lakhs
- 3Net worth (in ₹) 2025: 5,217 Lakhs



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VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (If Yes, then provide web-link for grievance redress policy)	FY25			FY24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	0
Investors (other than shareholders)		0	0	0	0	0	0
Shareholders		1	0	0	0	0	0
Employees and workers		0	0	0	0	0	0
Customers		0	0	0	0	0	0
Value Chain Partners		0	0	0	0	0	0
Other (please specify)		0	0	0	0	0	0

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Innovation for Sustainable products	Opportunity	Innovation for sustainable products is propelled by escalating consumer demand for environmentally friendly alternatives. Product differentiation in this aspect provides a competitive edge. Maintaining reputation as a sustainability focused organization enhances brand value and trust. Engaging in sustainability driven innovation fosters opportunities for revenue growth from non-asbestos products.	We prioritizes innovation to design and manufacture environmentally friendly solutions, aligning with our commitment to sustainability. The objective is to strengthen its competitive edge, build trust as a sustainability-focused brand, and create revenue opportunities, especially with nonasbestos products	Positive

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Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	NA	Yes	Yes	Yes	NA	NA	Yes
	c.	Web Link of the Policies, if available	www.bigbloc.in							
2		Whether the entity has translated the policy into procedures. (Yes/No)	Yes	NA	NA	No	Yes	NA	No	Yes
3		Do the enlisted policies extend to your value chain partners? (Yes/No)	No	NA	No	No	Yes	NA	Yes	No
4		Name of the national and international codes/certifications/labels/standards adopted by your entity and mapped to each principle.	ISO 9001:2015, IGBC Certificate							

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Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	As such there are no specific commitments; though the Company strives to improvise structures, policies and procedures that promote this Principle, prevent its contravention and effect prompt and fair action against any transgressions.	The Company itself is in the business of manufacturing of AAC Block in which raw material are fly ash etc from which we are generating carbon credit as a part of contribution of Sustainable Environment.	The Company has taken accident insurance of employees, conducting awareness programmes at all factory of its and its subsidiary companies.	Commitment to addressing concerns and grievances of stakeholders.	Zero noncompliance.	To promote the use of AAC Blocks and to contribute to Sustainable Environment.	To enable a sustainable built environment for all and facilitate India to be one of the global leaders in the sustainable built environment.	Ensure need basis community programmes at each operational locations.	Timely resolution of Consumer Complaints.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	During the year under review, the Company has operated in ethical manner.	The Company itself is in the business of manufacturing of AAC Block in which raw material are fly ash etc from which we are generating carbon credit as a part of contribution of Sustainable Environment.	During the year under review, the Company has taken accidental insurance of employees, Directors & Officer's Liability Insurance etc.	Concerns from stakeholders addressed on a timely manner.	No instances of human rights violations at our operations.	During the year under review, No non-compliances on environment or labour laws have been notified.	The Company is operating in a transparent manner and disclosed the event to website and Stock exchanges as and when required.	Conducted community development programmes.	Customer Complaints, if received, resolved in a timely manner.

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)			<p>At Bigbloc, we believe in ourselves, and our ability to make a difference, even in the face of uncertainty and adversity. We are pushing the envelope of perceived notions and exploring our hidden capabilities to improve, expand, grow, and progress. We are identifying the best path forward, pursuing the right technological advancements and rethinking our business, model, products, portfolios, and partnerships.</p> <p>Sustainability at our Core:</p> <p>Sustainable Construction: Sustainability by increasing the efficiency of resources used for constructing buildings & in sites as well as reduce the likely adverse impacts of real estate development on human health and the environment through better planning, design, construction, operation and maintenance.</p> <p>Green Building:</p> <p>Increasing awareness worldwide to the concept of 'Green Building'; builders, architects and engineers are working towards constructing buildings that are designed in such a way that it can reduce the overall impact of the built environment on human health and the natural environment.</p> <p>Global Warming:</p> <p>Reduction of global warming caused by the use of traditional building materials also cause top soil erosion, thereby devastating the land's cultivation potential permanently by replacing it with AAC Blocks.</p> <p>Carbon Footprint:</p> <p>The carbon foot prints of NXTBLOC AAC blocks are considerably less compared to traditional walling materials (Per sq. ft. carbon levels: AAC blocks 2.13 kg of CO₂, clay bricks 17.6 kg of CO₂, concrete walls 14 kg of CO₂).</p> <p>Future Strategies:</p> <p>Penetrate New Markets: To look after new markets on a Pan India basis to cater the growing demand.</p> <p>A. Modernize Manufacturing Facilities:</p> <p>(a) Overhaul manufacturing facilities at Ahmedabad and Umargaon Plant.</p> <p>(b) Strategic tie-up with SCG International brings in the required technological expertise at our new upcoming plant in Gujarat.</p> <p>B. Expanding networks:</p> <p>To organize dealer meets for generating better product awareness and expanding our dealer network.</p> <p>C. Expand Customer Base:</p> <p>Enhance customer base in Western India, where Bigbloc leverages significant customer Relationships.</p> <p>D. Increase Product Portfolio:</p> <p>To further increase the product basket which includes ALC Panels, Block jointing Mortar, Tile Adhesives and Gypsum Plaster, and other construction chemicals etc.</p>					

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Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Naresh Sitaram Saboo, Managing Director, DIN: 00223350								
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, Corporate Social Responsibility Committee and Risk Management Committee								
10	Details of Review of NGRBCs by the Company:									
	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
	Description of other committee for performance against above policies and follow up action	Not Applicable								
	Compliance with statutory requirements of relevance to the principles and rectification of any noncompliances	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
	Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	Not Applicable								
11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No).	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	If yes, provide name of the agency.	Secretarial auditor	ISO 9001:2015	ISO 9001:2015	Secretarial auditor	Factory Inspector	ISO 9001:2015	Secretarial auditor	Secretarial auditor	ISO 9001:2015



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Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:	Not Applicable, internal assessment and evaluation of policy efficacy are conducted as integral components of our standard business operating policies and procedures.								
Questions										
a.	The entity does not consider the Principles material to its business (Yes/No)									
b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
c.	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
d.	It is planned to be done in the next financial year (Yes/No)									
e.	Any other reason (please specify)									

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 number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Updates and awareness related to regulatory changes are conducted for Board of Directors and KMPs	100.00%
Key Managerial Personnel	4	Updates and awareness related to regulatory changes are conducted for Board of Directors and KMPs	100.00%
Employees other than BoD and KMPs	11	Soft Skills, Technical Skills, Safety Awareness Programs, Emergency Response and Preparedness, Diversity and Inclusion Training, Cybersecurity Awareness, Sustainability and Environmental Awareness, Wellness and Mental Health Programs, Leadership Development Programs, Harassment and Bullying Prevention	86%
Workers	11	Soft Skills, Technical Skills, Safety Awareness Programs, Emergency Response and Preparedness, Diversity and Inclusion Training, Cybersecurity Awareness, Sustainability and Environmental Awareness, Wellness and Mental Health Programs, Leadership Development Programs, Harassment and Bullying Prevention	86%



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

NIL

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed: Not Applicable

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.

The Company has adopted a Board approved Anti-Bribery and Anti-Corruption Policy. The Policy entails our approach to combat situations of bribery and corruption and outlines our position on the same. The Policy also mentions the hazards and risks that can arise from such situations. We comply with all the applicable anti-bribery and anti-corruption laws, including Prevention of Corruption (Amendment) Act, 2018.The said policy is uploaded on the interal portal of employee.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption: Not Applicable

Particulars	FY25	FY24
Directors	NA	NA
KMPs	NA	NA
Employees	NA	NA
Workers	NA	NA

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

Particulars	FY25		FY24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				



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

Not Applicable

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

Particulars	FY25	FY24
Number of days of accounts payable	38.63	35.37

9. Open-ness of business

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

Parameter	Metrics	FY25	FY24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	24.41	36.92
	b. Number of dealers/distributors to whom sales are made	92	208.00
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors dealers/distributors purchases from trading houses	51.75	53.14
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	64.25	23.10
	b. Sales (Sales to related parties/Total Sales)	25.00	13.04
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances) parties/Total loans & advances) purchases from trading houses	100.00	98.04
	d. Investments (Investments in related parties/Total investments made Investments made) parties/Total loans & advances) purchases from trading houses	100.00	100.00



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

Essential Indicators

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

Particulars	FY25	FY24	Details of improvements in environmental and social impacts
R&D	NA	NA	
Capex	NA	NA	

2.

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

Yes

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

We are using fly ash as Raw Material which is already a green building material.

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

Not Applicable considering the nature of the product.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). Not Applicable

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.



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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	110	0	0.00%	110	100.00%	0	0.00%	110	100.00%	0	0.00%
Female	10	0	0.00%	10	100.00%	10	100.00%	0	0.00%	0	0.00%
Total	120	0	0.00%	120	100.00%	10	100.00%	110	100.00%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	51	0	0.00%	51	100.00%	0	0.00%	51	100	0	0.00%
Female	5	0	0.00%	5	100.00%	5	100	0	0.00%	0	0.00%
Total	56	0	0.00%	56	100.00%	5	100	51	100	0	0.00%



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

Particulars	FY25	FY24
Cost incurred on well- being measures as a % of total revenue of the Company	0.35%	0.34%

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

Benefits	FY25			FY24		
	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	19.17	-	Y	100	100	Y
Gratuity	100	-	Y	100	100	Y
ESI	17.50	-	Y	100	100	Y
NPS	-	-	-	-	-	-
Superannuation	-	-	-	-	-	-

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: Not Applicable

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?: Not Applicable

If so, provide a web-link to the policy.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0.91%	100%	0	0%
Female	20 %	100%	0	0%
Total	20.91%	100%	0	0%



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6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

If yes, give details of the mechanism in brief

Yes/No		If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	Categories: 1. Permanent Employees 2. Contract Workers 3. Temporary Workers Mechanism: 1. Grievance Box: Suggestion boxes will be placed in prominent areas where employees and workers can submit written grievances. 2. Online Portal: A dedicated online portal will be created for submitting grievances. 3. Grievance Committee: A committee consisting of HR representatives, department heads, and employee representatives will review and address grievances. 4. Escalation Procedure: Unresolved grievances will be escalated to higher authorities, including the Managing Director. Process: 1. Grievance submission 2. Acknowledgment within 2 working days 3. Investigation and review within 7 working days 4. Resolution and feedback within 10 working days
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees		



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

There are no employee association(s) or unions recognized by the Company.

8. Details of training given to employees and workers

Category	Total (A)	FY25				Total (A)	FY24			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (B)	% (B/A)		No. (B)	% (B/A)	No. (B)	% (B/A)
Employees										
Male	110	110	100%	110	100%	141	141	100%	141	100%
Female	10	10	100%	10	100%	7	7	100%	7	100%
Total	120	120	100%	120	100%	148	148	100%	148	100%
Workers										
Male	51	51	100%	51	100%	118	118	100%	118	100%
Female	5	5	100%	5	100%	5	5	100%	5	100%
Total	56	56	100%	56	100%	123	123	100%	123	100%

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

Category	FY25			FY24		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	110	110	100%	141	141	100%
Female	10	10	100%	7	7	100%
Total	120	120	100%	148	148	100%
Workers						
Male	51	51	100%	118	118	100%
Female	5	5	100%	5	5	100%
Total	56	56	100%	123	123	100%



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10. Health and safety management system

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

Yes

- 1. Internal Audits: internal audits once a year, conducted by factory staff.
- 2. Safety training by the Agencies at the plant twice a Year.
- 3. Health Checkup as per factory act.

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

Conducting internal audits once a year, led by factory staff, helps identify potential risks, ensures compliance with regulations, and promotes a culture of safety within the organization.

Key aspects of internal audits include:

- 1. Identifying hazards: Recognizing potential safety and health risks in the workplace.
- 2. Evaluating controls: Assessing the effectiveness of existing safety measures and controls.
- 3. Compliance check: Verifying adherence to relevant laws, regulations, and industry standards.
- 4. Recommendations for improvement: Providing suggestions for enhancing safety and reducing risks.

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

Yes, We have processes in premises is implemented for workers to report work-related hazards and remove themselves from such risks.

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

Yes, we provides access to health insurance, wellness programs, or medical services that are not directly related to occupational hazards or work-related injuries.- Employees/workers can access medical consultations, health check-ups, or other healthcare services as part of their employment benefits.



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

Safety Incident/Number	Category	FY25	FY24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.5	0.75
Total recordable work-related injuries	Employees	0	0
	Workers	2	1
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

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

Occupational Health and Safety Measures:

1. Risk Assessment and Hazard Identification: we processing regularly assess workplace hazards and implement controls to mitigate risks.
2. Personal Protective Equipment (PPE): We provide and ensure proper use of PPE, such as hard hats, gloves, and safety glasses.
3. Training and Awareness: we are conducting regular training sessions on safety procedures, emergency response, and hazard reporting.
4. Safety Inspections: we are conduct regular safety inspections to identify and address potential hazards.
5. Incident Reporting and Investigation: we have establish a system for reporting and investigating incidents, near misses, and hazards.

Health and Wellness Measures:

1. Health Check-ups: We provide regular health check-ups and monitoring for employees.
2. Wellness Programs: We offer wellness programs, such as stress management, fitness initiatives, and health education.
3. Ergonomic Workstations: we ensure ergonomic workstations to prevent musculoskeletal disorders.
4. Cleanliness and Hygiene: we maintain a clean and hygienic work environment.



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Emergency Preparedness:

- 1. Emergency Response Plan: we have developed an emergency response plan.
- 2. Fire Safety: we ensure fire safety measures, such as fire extinguishers and emergency exits.
- 3. First Aid: we provide first aid facilities and trained personnel.

Employee Involvement:

- 1. Safety Committee: we have established a safety committee with employee representation.
- 2. Employee Engagement: we regularly encourage employee participation in safety initiatives and hazard reporting.

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

Particulars	FY25			FY24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

14. Assessments for the year

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100
Working Conditions	100

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

Not Applicable



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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.:

Stakeholders encompass individuals or groups whose interests are influenced or may potentially be influenced by an organization’s actions. Our identification of key stakeholders, both internal and external, is based on their direct impact on our operations and where our business can make the most significant difference.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	<ul style="list-style-type: none">Annual shareholders’ meetingsManagement of investor relationsAnnual and quarterly reportsCorporate filings with stock exchange	Regular Intervals	<ul style="list-style-type: none">Robust corporate governanceConsistent returns including dividend payoutEnhancing revenue and market value
Customers	No	<ul style="list-style-type: none">Customer satisfaction surveyCustomer representative meet-upsOnline communication	Continuous	<ul style="list-style-type: none">Product cost and qualityTimely deliveryPost-delivery concernsResponsible and sustainable production
Suppliers	No	<ul style="list-style-type: none">Supplier assessmentMeetings with suppliers	Continuous	<ul style="list-style-type: none">Ethical business practicesContract negotiations and timely paymentsContinued business relationshipPrevention of violations of human rights in the supply chain
Local Communities	No	Personal Meet	Need Basis	as a part of Corporate Governance
Employees	No	<ul style="list-style-type: none">Regular trainings and workshopsEmployee feedbackEmployee grievance mechanismInternal communication systems	Continuous	<ul style="list-style-type: none">Career and personal developmentTraining and development opportunitiesSmooth and effective grievance mechanismAppraisal and compensation
Government and Regulatory Authorities	No	Notification	Need Basis	<ul style="list-style-type: none">Compliances
Trade Associations	No	Regular Reports	Need Basis	<ul style="list-style-type: none">Compliances
Media	No	Newspapers	Need Basis	<ul style="list-style-type: none">Ethical business practices



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Category	Total (A)	FY25				Total (A)	FY24			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	0	0	0	0	0	0	0	0	0	
Female	0	0	0	0	0	0	0	0	0	
Other than Permanent										
Male	51	35	68.63%	16	31.37%	118	57	48.31%	61	51.69%
Female	6	2	33.33%	4	66.67%	5	0	0%	5	100%

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

Particulars	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	6	371936	1	0
Key Managerial Personnel	1	211989	1	107694
Employees other than BoD and KMP	110	428574	8	392316
Workers*	0	-	0	-

*There were no permanent workers

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

Particulars	FY25	FY24
Gross wages paid to female as % of total wages	10.41	11.26



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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):

Internal Complaint Committee

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

Internal mechanisms have been established to address grievances concerning human rights matters. The POSH Committee is designated to handle complaints related to sexual harassment. For other human rights concerns, individuals can approach their respective Heads. stablish multiple reporting channels, such as online portals, email, phone numbers, or in-person meetings, to facilitate easy reporting of grievances.

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

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

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

Protection Mechanisms:

1. Confidentiality: Maintain confidentiality throughout the investigation process to protect the complainant's identity.

2. Anonymity: Allow for anonymous reporting, where possible, to further protect the complainant's identity.

3. No Retaliation Policy: Implement a strict no-retaliation policy to prevent any adverse action against the complainant.

Support Systems:

1. Counseling Support: Provide counseling support to the complainant to help them cope with the situation.

2. Designated Support Person: Assign a designated support person to guide the complainant through the investigation process.

Investigation Process:

1. Impartial Investigation: Conduct impartial and thorough investigations into complaints.

2. Trained Investigators: Ensure investigators are trained to handle sensitive cases.

3. Prompt Action: Take prompt action to address the complaint and prevent further incidents.

Consequences for Perpetrators:

1. Disciplinary Action: Take disciplinary action against perpetrators, as per company policy.

2. Zero Tolerance: Maintain a zero-tolerance policy towards discrimination and harassment.

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

No

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	-

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

Not Applicable



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

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	2007.56	5624.75
Total fuel consumption (E)	48755.86	73133.79
Energy consumption sources (F)	NA	NA
Total energy consumed from non- renewable sources (D+E+F)	50763.42	78758.54
Total energy consumed (A+B+C+D+E+F)	50763.42	78758.54
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.000075	0.000073
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	NA	NA
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

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): 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.: No

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

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Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	24960 KL	37440 KL
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	24960 KL	37440 KL
Total volume of water consumption (in kilolitres)	20800 KL	31200 KL
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.0000309	0.000029
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Our plants operate on a zero-liquid discharge basis. All surplus water is reused in the slurry process, ensuring no water is discharged externally.

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

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

Our plants operate on a zero-liquid discharge basis. All surplus water is reused in the slurry process, ensuring no water is discharged externally.



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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	-	-	-
SOx	-	-	-
Particulate matter (PM)	Microgram/M3	40	40
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY 2024- 25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12612.58 Mt CO2	9285.94 Mt CO2
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)		0.000018	0.0000086
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)		NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

We are committed to reducing our carbon footprint, as evidenced by our solar installations at various plants and our efforts to register for carbon credits. We received an eligibility certificate for subsidy and applied for registration of carbon credits at VERRA for the Wada plant, marking a significant step in our commitment to sustainable practices. Furthermore, we completed a solar installation of 450 kilowatt at the Umargam plant and are in the process of installing a 625 kilowatt solar plant at the Wada unit, enhancing our green energy capabilities .



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

Not Applicable

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

By utilizing fly ash—a waste byproduct typically destined for landfills—as a key raw material, we reduce environmental waste while promoting sustainable resource management.

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:

Nil

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

Nil

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

Nil

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations. 2

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Green Building Council	National
2	ISO 9001:2015	National

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

Not Applicable as no adverse orders from regulatory authorities have been received during the year.



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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.

Not applicable

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

Not Applicable

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

We have established a grievance mechanism that is accessible to all our stakeholder groups. All concerns and grievances can be raised through the ‘Contact Us’ section on our website or through our dedicated email ID: compliancesecretary@nxtbloc.in. Further, local communities or the local stakeholders can directly connect with human resources/CSR representatives at respective locations for reporting any concerns.

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

Parameter	FY25	FY24
Directly sourced from MSMEs/small producers	34%	24%
Sourced directly from within the district and neighbouring districts	20%	1%

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:

	FY25	FY24
Rural	49.22%	-
Semi-Urban	-	85%
Urban	19.89%	-
Metropolitan	30.89%	-



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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.

At BigBloc Construction Limited, we prioritize customer satisfaction and continuous improvement. To ensure this, we have established clear and efficient channels for receiving and addressing consumer complaints and feedback. Customers can reach us through our dedicated customer service helpline, email support, and official website contact forms. All feedback and complaints are directed to the concerned department for resolution. We also conduct regular follow-ups to ensure customer issues are resolved satisfactorily and use the insights gained to enhance our product and service quality.

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

Products/Services	As a percentage to total turnover
Flyash Blocks	95%
Block Jointing Mortar	4%
Others	1%

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

Particulars	FY25			FY24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	



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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

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

Yes, the Policy is available internally

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.:

To ensure data privacy and cybersecurity, the company has implemented robust IT infrastructure and security protocols, including regular audits, data encryption, and employee training on data protection. No major data breaches or cybersecurity incidents have been reported.

7. Provide the following information relating to data breaches: No data breached reported

- a. Number of instances of data breaches: **Nil**
- b. Percentage of data breaches involving personally identifiable information of customers: **Nil**
- c. Impact, if any, of the data breaches: **Nil**