

DIRECTORS' REPORT FOR THE YEAR ENDED 31st MARCH 2016

To,
The Shareholders,

On behalf of the Board of Directors, it is our pleasure in presenting to you the Annual Report on the working of the Company, together with the Audited Accounts for the year ended 31st March 2016. The year 2015-16 had been a tough period for improving the performance of the Company inspite of a challenging and stiff competition in the Industry as well as in Engineering, Procurement and Construction (EPC) Sector. The Company had been striving to increase its market share by achieving the targets of order booking and improving the level of turnover.

1.0 STATE OF COMPANY'S AFFAIRS

The Financial Year 2015-16 was one of the significant year in terms of growth and sustainability. Though the company has gone through economic slowdown, the projects and jobs undertaken, outperformed the targets envisaged in the beginning of the financial year and your Company had been able to achieve a better turnover during the reported financial year.

Further information on the Business overview and outlook and State of the affairs of the Company is discussed in detail in the Management Discussion & Analysis.

There is no change in the nature of business of the Company for the year under review.

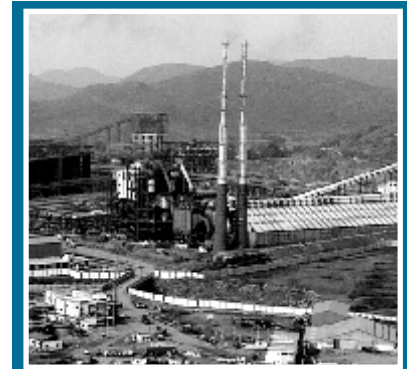
Pursuant to Order No. 7(3)/98-PE.IV dated 19th April, 2016 received from the Ministry of Heavy Industries & Public Enterprises, Dept. of Heavy Industry, Govt. of India, Smt. Vinita Srivastava, Director, Department of Heavy Industry, has been appointed as Part-time Official Director on the Board of M/s Bridge & Roof Co. (India) Limited (B&R) with immediate effect and until further orders.

Pursuant to Order No. 3(4)/2010-PE.IV(Pt.) dated 20th May, 2016 received from the Ministry of Heavy Industries & Public Enterprises, Dept. of Heavy Industry, Govt. of India, the Competent Authority has approved appointment of Shri S.S.Rawat, Deputy General Manager, Steel Authority of India Limited (SAIL) to the post of Director (Project Management), Bridge & Roof Co. (India) Limited (B&R), in the scale of pay of ₹ 65000-75000/-, for a period of five years from the date of assumption of the charge of the post, or till the age of his superannuation, or until further orders, whichever is the earliest.

Pursuant to Order No.3(10)/2016-PE-IV dated 26.05.2016 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the President in the exercise of powers conferred by rule 28(1) of Conduct, Discipline and Review Rules for Officers of Bridge & Roof Co. (India) Limited has placed Shri Mahendra Kumar Singh, Chairman & Managing Director, B&R under suspension with immediate effect pending enquiry.

Pursuant to Order No.3(16)/2010-PE-IV(Vol II) dated 09.06.2016 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the Competent Authority has entrusted the additional charge of the post of Chairman & Managing Director, Bridge & Roof Co. (India) Limited (B&R), to Shri Sunil Munshi, Director (Personnel) & CMD in-charge, Andrew Yule & Company Ltd. (AYCL) for a period of three months, w.e.f. 09.06.2016 or till the appointment of a regular incumbent to the post or until further orders, whichever is earlier.

Pursuant to Order No. 7(3)/98-PE.IV dated 5th July, 2016 received from the Ministry of Heavy Industries & Public Enterprises, Dept. of Heavy Industry, Govt. of India, Shri Bhaswar Gangopadhyay, Deputy Secretary, Department of Heavy Industry, has been appointed as Part-time Official Director on the Board of M/s Bridge & Roof Co. (India) Limited (B&R) with immediate effect and until further orders vice Shri Manjit Kumar, Director, who has already retired from the services of DHI on 31.05.2016 on attaining the age of superannuation.



Mechanical Work at Alumina Refinery Project at Rayagada, Odisha for Utkal Alumina International Ltd., Aditya Birla Group



BOTI Package at Kakrapar Atomic Power Project of NPCIL

2.0 FINANCIAL PERFORMANCE :

A) OPERATING RESULTS :

Salient features of Company's financial performance for the year under report vis-à-vis last year are as under:

(₹ in crores)

	2015-16	2014-15
Income	1710.18	1434.03
Gross Margin	26.54	40.10
Interest	12.86	9.01
Depreciation	8.65	13.20
Profit Before Tax	5.03	17.89
Provision for Taxation	2.38	5.89
Dividend	—	1.37
Tax on Dividend	—	0.28
Transfer to General Reserve	—	9.98

B) DIVIDEND :

The Directors recommended no dividend (last year dividend of 2.5% -Two point Five percent) for the financial year ended 31st March, 2016.

C) TRANSFER TO RESERVES :

In accordance with the provisions of the Companies Act 2013, the Company has not transferred any amount to any reserves.

D) CAPITAL :

Authorized capital of the company is ₹ 60 crores consisting of 6 crores Equity Shares of ₹ 10/- each.

Paid-up capital of the company as on 31st March, 2016, stands at ₹ 54.99 crores comprising of 5,49,87,155 equity shares of ₹ 10/- each, of which 5,46,27,155 equity shares comprising 99.35% of the total paid-up capital, are held by the President of India.

3.0 MANAGEMENT DISCUSSION AND ANALYSIS :

A) PERFORMANCE :

The Company achieved a highest ever turnover of ₹ 1710.18 crores during the year 2015-2016, as compared to ₹ 1434.03 crores achieved during the previous year. The Profit Before Tax was ₹ 5.03 crores as compared to ₹ 17.89 crores in the previous year.

Activity-wise performance is reported below:

PROJECT DIVISION :

Value of work done in Project activities during the year is ₹ 1619.92 crores as compared to ₹ 1382.59 crores last year. Important projects which are successfully completed during the year include -

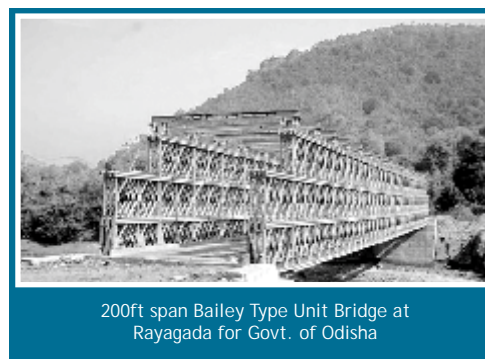


ESP at 2 X 500 MW Sagardighi STPP of West Bengal Power Development Corpn. Ltd.

Description	Location	Client	Value (₹ Crores)
Civil, Structural, Architectural Work for Power Block Unit No. 2 (Package-B) comprising of Area Grading, Boundary Wall, Main Power House Building (Unit No. 2), Auxillary Buildings, Ash Pond, etc. for 2X500 MW Unit # 1 & 2 at Durgapur Steel Thermal Power Station of Damodar Valley Corpn.	Andal, W.B.	Bharat Heavy Electricals Ltd.	368.04
Civil Works, Roads, Bridge, Water Supply and Sanitary System, Structural Erection Works and Other Works for Integrated Steel Plant Project	Meramandali, Odisha	Bhushan Energy Ltd.	155.73
Construction of Computer Centre and Central Library at Premises of National Institute of Technology	Agartala, Tripura	National Institute of Technology	76.85
Civil & Architectural Work of BOP of CPP	Lapanga, Odisha	Aditya Aluminium	60.00
General Civil Work in main plant and other allied structures including architectural works for Unit 2 of 2x600 MW sets at Shree Singaji TPP at Malwa of Madhya Pradesh Power Generating Co. Ltd.	Khandwa, M.P.	Bharat Heavy Electricals Ltd.	54.50
Construction of Steel Storage Tanks at Kanpur Terminal	Kanpur, U.P.	Hindustan Petroleum Corpn. Ltd.	55.30
Tank Fabrication Work for Construction of 5 Nos. Crude Oil Storage Tanks under PHBPL-AUG Project (60000 KL capacity each, 79m dia. X 14.5m ht., Double Deck Floating Roof)	Paradip, Odisha	Indian Oil Corpn. Ltd.	90.43
Construction of Civil Buidling, Tilt Test Platform and Associated Works including Electrical, HVAC, Piping and Fire Fighting for NVH Lab. Building at Campus-2, ICAT, Manesar	Manesar, Haryana	National Automotive Testing and R&D Infrastructure Project	45.00
Engineering, Procurement & Construction (EPC) Contract for Civil Works at Container Terminal for Backup Yard	Mundra, Gujarat	Adani Port & Special Economic Zone Ltd.	40.05
Dahej SEZ Network Pipeline Network Project - 12" dia. Cross Country Pipeline across 23 km	Dahej, Gujarat	Gujarat State Petronet Ltd.	37.49

HOWRAH WORKS :

During the year 2015-2016, value of production was ₹ 88.83 crores. The performance of workshop at Howrah is detailed below. Manufacturing work executed during this financial year includes the completion of the following major orders received from various clients:



Sl.No.	Description	Client(s)	Value (₹ Crores)
1	Manufacture of different spans of Bailey Type Unit bridges of various widths for various IRC Class Loading	RW Division, Odisha; HP PWD, HP; PHPA-II, Bhutan; TPWD, Tripura	80.02
2	Fabrication of Railway Bridge Girder & Structural Work	South Eastern Railway and Uttarakhand PWD	1.71
3	Fabrication of Bunk Houses (external clients)	NTPC, KBUNL, APCPL, IOCL	3.58
4	BOXNHL type Railway Wagon	Railway Board, Ministry of Railways	3.52

B) RISK MANAGEMENT :

Your Company has put in place Risk Management System with the objective of having a balance approach towards business plan and to mitigate the associated risks through better management practices, resulting in greater degree of confidence amongst various stakeholders and adhering to good Corporate Governance practice. Risks associated with operations, environment, finance, human resources, legal, information security etc. and the degree of impact financially, it's likely effect on the assets, facilities and third parties are assessed regularly. In order to mitigate losses arising out of perceived risks, the procedures being adopted to contain the risks, as also the practice adopted during emergencies, including the communication system and mode of disseminating information are periodically reviewed and updated to minimize the impact on your Company. The Risk Mitigation and Strategy Plan in accordance with the Memorandum of Understanding signed between your company and the Department of Heavy industry has been implemented from financial year 2012-2013.

C) CAPITAL EXPENDITURE :

Company has made capital expenditure of ₹ 2.20 crores (previous year ₹ 2.74 crores) during the year mainly towards purchase of construction equipment, as a result, the equipment base of the Company has increased thereby enabling to participate in tenders for higher value jobs and was successful in securing some of them and ensuring improvement towards its productivity.

The amount utilized for capital expenditure is fully financed through internal resources of the Company. No government assistance had been sought for.



D) FOREIGN EXCHANGE EARNINGS & OUTGO :

There was no Foreign Exchange Earnings during the year. Expenditure in Foreign Currency for import of raw materials, components and spares etc. amounted to ₹ 4.48 crores as indicated in 'Additional Notes to Financial Statements Notes 24 (a), (b) & (c).

1. Total Foreign Exchange used : ₹ 4.48 Crores
2. Total Foreign Exchange earned: NIL

E) ORDER BOOKING POSITION :

Despite fierce competition from Public and Private sector enterprises, B&R has been able to book orders of value ₹ 2249.48 Crores for the FY 2015-16 from various clients including Public and Private Sectors. However, for the last year (i.e. 2014-15) the value was ₹ 1704.59.



Erection of Two Coke Drums of 575 MT at DCU, CPCL, Chennai Site by Main crane 1250 MT capacity and tailing crane 550 MT



Erection of Stack in AU-IV Heater at IOCL Gujarat Refinery in the process of revamp during shutdown period

Major Orders booked during the year:-

PROJECTS :

Description	Location	Client	Value (₹ Crores)
Construction of 101 Nos. Multipurpose Cyclone Shelters under National Cyclone Risk Mitigation Project (NCRMP-II) at North & South 24 Parganas, Purba Mednipur in West Bengal	West Bengal	Government of West Bengal	419.72
Erection, Testing, Commissioning of Main Boilers and Auxiliaries along with Mill Bunker Structures of Unit 1, 3 & Auxiliary Boiler of 3 X 660 MW North Karanpura STPP of NTPC	Karanpura, Karnataka	Bharat Heavy Electricals Ltd.	160.20
Planning, Design and Construction of 8 Nos. of Colleges at various locations in North East India	Meghalaya, Sikkim, Arunachal Pradesh, Tripura	Central Agricultural University	265.82
Piling, Civil, Structural & U/G Piping works for Aishwarya Project at Haldia Refinery	Haldia, West Bengal	Indian Oil Corpn. Ltd.	231.42
Doubling between Yelahanka - Penukonda - Earthwork in embankment including RUBs / LCs, side drains, toe wall / retaining wall and other connected work between Yelhanka - Oddarahalli stations and between Penukonda - Hindupur stations	Bengaluru, Karnataka	South Western Railway	84.61
Handling of materials at Storage yard, transportation to site of Erection, Testing & Assistance for commissioning and Trial Operation including application of Insulation etc. of Main Boiler and its Auxiliaries, etc. Stage - I (2x800 MW) at Darlipali STPP of NTPC	Darlipali, Odisha	Bharat Heavy Electricals Ltd.	80.04
PMC Services for Implementation of Project Works for Construction of a new Academic Building, a new Student's Hostel, Electrical Power and Repair, Renovation & Restoration Work of R.A. Fisher Bhavan & S.N. Bose Bhavan at Kolkata	Kolkata, West Bengal	Indian Statistical Institute	53.25
Mechanical Works including insulation and Painting for DHT Project at Mahul Refinery	Mahul, Maharashtra	Bharat Petroleum Corpn. Ltd.	51.36
Engineering, Procurement and Construction (EPC) Contract for Extension of Container Terminal & Backup Yard at Mundra	Mundra, Gujarat	Adani Port & Special Economic Zone Ltd.	49.30
Planning, Designing & Construction of 736 New Dwelling Units in Six Slum Cluster at Behrampur under Rajiv Awas Yojana Phase-III	Behrampur, Odisha	Behrampur Municipal Corporation	41.80



Tankage and Piping Work at MRPL Mangalore'



Structural works at Power House Building for Bakreswar Thermal Power Project

HOWRAH WORKS :

Description	Client	Value (₹ Crores)
Planning, Design and Construction of 27 Nos. Bailey Type Portable Steel (Galvanized) Bridges at different locations of Odisha on Deposit Work Basis	Government of Odisha	64.11
Manufacture, Fabrication, Supply, Inspection & Transportation of Bailey Bridge of Different Span and Width at different location in India	HP PWD; HPA, Bhutan; BIPL, Assam; OCCL, Odisha and Shiba Industries, Howrah, WB	5.93
Manufacture, supply and transportation of Bunk House of different sizes at different locations	BRBCL, Bihar; NTPC; KBUNL, Bihar; WBPDC, WB	3.13
Planning, Design and Construction of one no. 135M span Steel Suspension Pedestrian Bridge over Laxman Ganga River on Govindghat - Ghangharia Marg at KM 10 at Govindghat	PWD, Chamoli, Uttarakhand	20.74

F) ENERGY CONSERVATION :

Energy is needed in our day-to-day life in its various means, to meet the basic needs of ourselves. But as the days are moving on, the demand of energy has shown a remarkable increase because of accelerated industrialization, urbanization and increasing consumer society demands.

Our company is into a constant process to save and conserve energy by adopting energy efficient measures. Growing awareness among employees, periodic maintenance of equipments, using renewable energy sources and switching off energy consuming devices not in use are the basic methods we conduct for the purpose.

To be much more specific and precise we conduct detailed energy audits by external experts and follow corrective actions as per their recommendations.

Installation of wind operated turbo ventilators at our workshop bay in place. Exhaust blower fans is one of the steps taken towards conservation of energy. Moreover we have developed renewable energy source i.e. solar energy at our Howrah workshop by distributing power to our various important and emergency zones and utilizing 14300 units (approx.) of electricity from sun annually.

Introduction of the timer in lighting circuits has also been a successful venture at our Howrah Works. We are conserving atleast 10000 units (approx.) of electrical energy per month by switching off the lamps at night when there is no production job.

A Report on Energy Utilisation is enclosed as per Annexure-I

G) TECHNOLOGY, R&D AND QUALITY :

The Company is making continuous efforts to update technology and upgrade quality standards along with R&D efforts. The Company has successfully diversified in various fields such as projects in Educational Institutions, Healthcare Units, Rim Seal Fire Protection System with Hollow Metallic Tube Type Detection & Foam based fire extinguishing system, etc. This year the Company has successfully managed to absorb technology and knowhow for Rim Seal Fire Protection System.

In compliance with the requirements of Section 134 of Companies Act, 2013 the particulars of Research and Development, Technology Absorption and Adaptation are appended in Annexure-II Schedule forming part of this report.

4.0 HUMAN RESOURCE DEVELOPMENT :

Human Resource plays a vital role in facilitating the growth & development of the Company, encourage not only innovation but also design the workplace setting such that employees have a tendency to use rational as well as ethical ways of working. Meet individuals and teams along with the concerned department to understand the support needed for achieving the goals and also assess the competency of the individuals and the team, so as to identify, if the competencies match the role requirements and wherever there are gaps, undertaken an exercise of repositioning,

replacing of individuals depending upon the role requirement. HR also propagates for Believing in Fairness & Ethics, Listening to subordinates, believing the Delegation. HR function like assessing personnel requirement with requisite skills and competencies, Recruitment of fresher's & laterals, In boarding and induction of the new personnel, Effective learning & development, Building positive work environment, Effective handling of industrial relations are tune with the business strategy not only for the company employees but also for employees engaged through contractors & other stake holders.

Company sets the climate for learning and gives high precedence to the Training and Development for upgrading the skill of the employees & other stake holders so that the organization as a whole can grow effectively and efficiently. This financial year Company has provided & facilitates training for 974 personnel.

A) REPRESENTATION OF SC/ST AND DISABLED :

Two formats prescribed vide DPE's OM No. 36035/17/2008-Estt(Res) dated 14 November 2008 have been furnished as annexures to provide the status of representation of SC/ST, OBC and Disabled persons.

The representation figures of aforesaid categories of employees of the Company are annexed in Annexure III & IV forming part of this annual report.

B) IMPLEMENTATION OF THE JUDGEMENTS/ORDERS OF THE CAT :

The Company is yet to be notified as covered under the jurisdiction of Central Administrative Tribunal, in order to implement its judgment/orders.

C) PROGRESSIVE USE OF HINDI :

Official Language Implementation Committee (OLIC)-B&R is making all possible efforts to implement the Govt. Directives regarding the "Progressive Use of Hindi" and to enhance awareness of employees regarding its use in the day-to-day workings of the Company. To review and monitor the progress achieved in this regard, OLIC Meetings are held in each quarter. Regular Hindi Classes are conducted in the Company's premises to impart knowledge of Hindi to the non-Hindi knowing employees. So far 368, 335 and 308 employees had passed the Hindi Prabodh, Praveen & Pragya Examinations respectively (upto November, 2015). 'Cash Awards' and 'Personal Pay' are granted to the employees for passing the above Hindi Examinations as per Govt. Directives. "Rajbhasha Pakhwada" was observed from 14th to 28th September, 2015 and various Hindi Programmes/Competitions etc.



B&R received "Rajbhasha Shree Award - 2016"

were organized during the 'Pakhwada' and prizes were distributed to winning competitors in a specially organized event by CMD. To create interest amongst employees, One Hindi word/phrase with its English equivalent is written on White Boards and displayed at prominent places in the Office Premises.

Rajbhasha Vikas Sanstan-Dehradun honoured (1) Shri M. K. Singh , CMD with 'Rajbhasha Shri Sammaan' for his dynamic guidance, (2) Shri Saugata Mitra, Director(Finance) with 'Rajbhasha Kirti Samman' and (3) Shri Sheo Narayan, Dy. Manager(Rajbhasha) with 'Rajbhasha Shilpee Samman' for their outstanding efforts in the area of Hindi Implementation in the Company, during the year under review.

5.0 HEALTH, SAFETY, ENVIRONMENT MANAGEMENT AND POLLUTION CONTROL :

B&R has been accredited with OHSAS 18001:2007 (Occupation Health and Safety Assessment Series) Certification which plays an important role in securing orders from various reputed organizations. B&R has a strong Occupational Health, Safety and Environment policy which is maintained by a qualified team of experts and followed by all employees to minimize occurrence of hazards and mishaps in various B&R project sites and Howrah Workshop. This certificate is renewed and validated every year through internal and external audit along with management review meet.

6.0 CORPORATE SOCIAL RESPONSIBILITIES ACTIVITIES :

Company is ensuring that its Corporate Social Responsibility (CSR) activities are carried out as per DPE Guidelines and in accordance with Section 135 of the Companies Act, 2013, through its B&R Vishwakarma Scheme of Skill Development by the implementing partner agencies which are Ramakrishna Mission at Belur (West Bengal), Ranchi (Jharkhand) and Coimbatore (Tamil Nadu); Don Bosco Self Employment Research Institute, Liluah for growth of unemployed, uneducated and distressed youths of the Community and also through Institute for the Handicapped & Backward People.

The Company has also undertaken relevant schemes under “Swachh Bharat Mission” promulgated by the Prime Minister of India and initiatives have been taken for construction of toilets at the schools situated nearby our running project sites in backward districts of West Bengal.

Furthermore, B&R has taken initiative for “Rain Water Harvesting” at two nos. of locations nearby our Project Sites, one at Chatna, Bankura, West Bengal and the other at Ghicahmura, Lapanga, Odisha and company has successfully completed these projects.

The Company has framed its CSR Policy as per the Companies Act, 2013. It also ensures participation of employees in activities under socio-economic measures like CSR and Sustainability Development.

A detailed Corporate Social Responsibility Report for the Financial Year 2015-16 is being Annexed vide Annexure -V in accordance with the provisions of Section 135 of the Companies Act 2013.

7.0 CORPORATE GOVERNANCE :

Corporate Governance report is annexed and forms part of this report.



Safety Toolbox Meeting at Project Site

8.0 AUDIT COMMITTEE :

The Board of Directors reconstituted the Audit Committee on 23rd December 2015, with following Directors as Members, Shri Manjit Kumar –Chairman, Shri M.K.Singh, and Shri Saugata Mitra. Shri Sushant Baliga, Chairman Audit Committee ceased to be Director with effect from 5.12.2015 on completion of a term of 3 years in Bridge & Roof Co. (I) Ltd. In accordance with Companies Act 2013, Director (Finance) was not considered as an invitee member and was included as Member in the Committee.

Three meetings of the Audit Committee were held during the Financial Year 2015-16 on 17.07.2015, 29.10.2015 and 11.02.2016.

9.0 CORPORATE SOCIAL RESPONSIBILITY COMMITTEE :

The Board of Directors reconstituted the Corporate Social Responsibility Committee with following Directors on 23rd December 2015:- Shri Manjit Kumar- Chairman of the Committee, Shri M.K.Singh, and Shri Saugata Mitra. Shri Sushant Baliga, Chairman CSR Committee ceased to be Director with effect from 5.12.2015 on completion of a term of 3 years in Bridge & Roof Co. (I) Ltd. During the year, 3 Corporate Social Responsibility Meetings were held on 17.07.2015, 29.10.2015 and 11.02.2016.

10.0 NOMINATION AND REMUNERATION COMMITTEE :

Remuneration Committee was reconstituted by the Board of Directors on 23rd December 2015 with following directors: Shri Manjit Kumar-Chairman of the Committee, Shri M.K.Singh and Shri Saugata Mitra. Shri Sushant Baliga, Chairman Remuneration Committee ceased to be Director with effect from 5.12.2015 on completion of a term of 3 years in Bridge & Roof Co. (I) Ltd.

During the year, no Remuneration Committee meetings were held.

11.0 DIRECTORS' RESPONSIBILITY STATEMENT :

Pursuant to the requirement under Section 134(5) of the Companies Act, 2013, it is hereby confirmed that:

- (a) in the preparation of the annual accounts, the applicable accounting standards had been followed along with proper explanation relating to material departures;
- (b) the directors had selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company at the end of the financial year and of the profit of the Company for that period;
- (c) the directors had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013 for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;
- (d) the directors had prepared the annual accounts on a going concern basis;
- (e) the directors had laid down internal financial controls to be followed by the Company and that such internal financial controls are adequate and were operating effectively; and
- (f) the directors had devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

12.0 INTERNAL CONTROL SYSTEMS AND THEIR ADEQUACY :

The Company has established adequate internal control systems in respect of major areas of operations with regard to all the sites of the company under execution. Such controls are aimed at promoting operational efficiencies, achieving savings in cost and overhead in respective business operations.

13.0 ERP SYSTEM IMPLEMENTATION :

The company has implemented ERP application (Oracle EBS) of Accounts & Finance module, Payroll & HR module, Purchase & Inventory module (in Manufacturing unit). In addition to these installed FTP Server, Web Server, to strengthen remote online service. e-Procurement for Goods & Service done through Central Public Procurement Portal & West Bengal Govt. Portal. e-Payment System through ERP done. High end Storage Area Network (SAN) Server installed & Disaster Recovery (DR) Server are in operational.

Installed hardware based Video Conference System across all regional offices and software based for respective desktops. Installed Server for Primavera Project Management System and implementation done to control & monitor project across the critical project sites. Development and implementation of Online Asset Management System done for effective utilization of company's asset deployed at various project sites and generation of Invoices against notional hire charges complying the Company's Asset Management Policy and control of remittance there on.

14.0 QUALITY MANAGEMENT SYSTEM :

B&R is in continuous process for the betterment of Quality Management Systems within the company. It has already been awarded with ISO 9001 : 2008 for (a) Design, Supply, Fabrication, Erection, Installation and Commissioning of various sizes of Liquid / Petroleum welded steel storage tanks of Vertical (fixed / floating roof) and Horizontal types with accessories including tank foundation and tank pads ; (b) Design, Manufacture and Supply of Bailey Bridge ; (c) Manufacture and Supply of Railway Wagon and Bunk House. The Surveillance Audit has been carried out successfully by external auditors DNV-GL.

15.0 DIRECTORS :

Pursuant to Order No.3(16)/2010-PE-IV(Vol III) dated 05.06.2015 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the Competent Authority had appointed Shri M.K.Singh, Director (Project Management), Bridge & Roof Company (India) Limited,(B&R) as Chairman & Managing Director, of the Company who had assumed the charge w.e.f. 05.06.2015.

Pursuant to Order No. 3(4)/2010-PE-IV(Vol.II) dated 26.06.2015 received from Ministry of Heavy Industries & Public Enterprises, the Competent Authority had also approved for entrustment of additional charge of the post of Director (Project Management), (B&R), to Shri M.K.Singh, Chairman & Managing Director, for a period of three months w.e.f. 05.06.2015 (AN) or until further orders, whichever event occurs earlier.

Pursuant to Order No. 3(27)/2010-PE.IV dated 05.12.2012 received from Ministry of Heavy Industries & Public Enterprises, Shri Sushant Baliga, ceased to be the non-official part-time Director with effect from 05.12.2015 on expiry of his term of 3 years from the date of notification of his appointment.

16.0 KEY MANAGERIAL PERSONNEL :

As per Section 203 of the Companies Act, 2013 read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the following were Key Managerial Personnel :-

- (1) Chief Executive Officer(CEO)- Shri M.K.Singh w.e.f.01.04.2014
- (2) Chief Financial Officer (CFO)- Shri Saugata Mitra w.e.f.01.04.2014
- (3) Company Secretary (CS)- Smt.Rakhee Kar w.e.f.01.04.2014

In accordance with the notification from Ministry of Corporate affairs, Government of India, dated 5th June 2015, a new provision has been inserted wherein the provisions of Section 203 sub-sections(1),(2),(3) and (4) shall not apply to a managing director or Chief Executive Officer or manager and in their absence, a wholetime director of the Government Company.

17.0 MEMORANDUM OF UNDERSTANDING WITH GOVERNMENT OF INDIA :

B&R was assigned with the MoU rating of 'Good' along with a score of '2.91' for the year 2014-15 in connection with MoU between Department of Heavy Industry and B&R. This rating was received from the MoU Division, Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises. A rating of 'Good' is expected for the current year i.e. 2015-16.

18.0 VIGILANCE MECHANISM :

Vigilance department under the guidance of Chief Vigilance Officer has strived to emphasize in its activities an environment of preventive vigilance, the importance of transparency and adherence to systems and procedures as per the norms prescribed by CVC, DPE and DOPT from time to time keeping in view, the ever changing environment of the construction industry in mind. The emphasis has been more on preventive vigilance rather than mere fault finding in acts and omissions arising out of commercial decision making.

Vigilance department strives to ensure probity and integrity at all levels in the Company. To achieve this objective periodic vigilance inspection of ongoing jobs are carried out at different project sites and regular surveillance/scrutiny of procurement and contract files are also carried out. E-payment and E-tendering are already in place to ensure transparency and efficiency in the system. As per CVC guidelines, Integrity Pact is already implemented with the appointment of Independent External Monitor (IEM).

The Company promotes ethical behaviour in all its business activities and has put in place a mechanism for reporting illegal or unethical behaviour through its 'Whistle Blower Policy' adopted by its Board of Directors. The employees are free to report violations of applicable laws and regulations and the Code of Conduct. The reportable matters may be disclosed to the Nodal Officer which operates under the supervision of the Audit Committee. Employees may also report to the Chairman of the Audit Committee. During the year under review, no employee was denied access to the Audit Committee.

19.0 STATUTORY AUDITORS :

The Government of India appointed M/s. Vidya & Co., Chartered Accountants, Kolkata and M/s. Mitra, Kundu & Basu , Chartered Accountants, Kolkata as Statutory Auditors of the Company for the Accounting Year 2015-2016 under Section 141 of the Companies Act, 2013.

20.0 COST AUDITORS :

In accordance with Section 148 of the Companies Act 2013 and rules thereunder, a firm M/s Sarkar Gupta & Associates, were appointed as Cost Auditor of the Company for the Financial Year 2015-16 till the conclusion of Annual General Meeting.

21.0 SECRETARIAL AUDITORS :

In accordance with Section 204 of the Companies Act 2013 and rules thereunder, a firm Mr. Sidharth Baid, Company Secretary in Practice was appointed as Secretarial Auditor of the Company for the Financial Year 2015-16 till the conclusion of Annual General Meeting.

22.0 EXTRACTS OF ANNUAL RETURN :

Extracts of Annual Return pursuant to sub-section 3(a) of Section 134 and sub-section (3) of Section 92 of the Companies Act 2013, read with Rule 12 of the Companies (Management and Administration) Rules, 2014 the extracts of the Annual Return as at March 31, 2016 forms part of this report as Annexure VI.

23.0 ACKNOWLEDGEMENT :

The Board takes this opportunity to express its deep sense of appreciation and gratitude for the support, guidance and assistance received from the Department of Heavy Industry, the Ministry of Heavy Industries & Public Enterprises, State Government, Bankers, valued clients, customers, Comptroller & Auditor General of India and above all to the employees for their dedication and commitment. The Directors are confident of receiving their support and co-operation in the coming years.

For and on behalf of the Board of Directors

Place : Kolkata
Dated: 30th August, 2016

(SUNIL MUNSHI)
CHAIRMAN AND MANAGING DIRECTOR

REPORT ON ENERGY UTILISATION

ANNEXURE I

1. Name of the PSE : BRIDGE & ROOF COMPANY (INDIA) LIMITED
(for Howrah Works only)

2. Products / Services of the PSE : Fabrication / Manufacture of the following products based on the clients design and drawing with necessary approval.

- i) Wagon / Structural (Bunk House / Freight Container / Bridge Girder).
- ii) Bailey Bridge

3. Utilisation (Expenditure) of different forms of Energy & turnover during the last two years (Electricity, Diesel, Natural Gas - give details of each)

Sl. No.	Forms of Energy	2014-15			2015-16		
		Energy Expenditure (₹/Lakh)	Turnover (₹/Lakh)	%	Energy Expenditure (₹/Lakh)	Turnover (₹/Lakh)	%
1	Electricity	108.70	4899.59	2.22	76.07	8883.98	0.85
2	HSD	1.66		0.03	2.91		0.03
3	L.P.G.	11.07		0.23	8.91		0.10
	TOTAL	121.43		2.48	87.89		0.99

4. Details of Energy Audit, if undertaken :

- a) When (Year) and by which agency : In the year 2014 -15, by SUPERINTENDENCE COMPANY OF INDIA (PVT.) LTD. Plot No. Y-23, Block-EP, Sector-V, Salt Lake, Kolkata - 700 091
- b) Amount paid for energy audit : ₹ 26,272/- (For the year 2014-15)
- c) Did the energy audit cover entire PSE i.e. all units OR only part. If part, give details : Audit covers entire Howrah Workshop
- d) Total No. of recommendations given : There are 7 nos. of recommendations (As per audit report 2014-15)

5. Steps / measures already been taken during the year 2015-16 against recommendations for the year 2014-15:-

- i) Maintaining Power Factor 0.98 and above.
- ii) Switching OFF the monitor of computer not in use for time more than 10 minutes.
- iii) Introducing LED Tower light in place of 400 W HPMV at boundary.
- iv) Installing lighting energy saver in workshop lighting feeder.
- v) Replacing old and inefficient 20 nos. Window AC by star rated AC.
- vi) Introducing Automatic float type drain valve.
- vii) Installation of wind operated turbo ventilation system at MFC shop.

ANNEXURE TO THE DIRECTOR'S REPORT

ANNEXURE II

RESEARCH, DEVELOPMENT AND DIVERSIFICATION YEAR 2015-16

1. Specific areas where Research, Development and Diversification was carried out :-
 - a) Automatic Rim Seal Fire Protection System
2. Benefits derived as a result of Research, Development and Diversification :-
 - a) The Company secured qualification for Fire Fighting works in Hydrocarbon Sector.
 - b) Company's business expanded for LSTK contracts which involve Design, Engineering, Supply, Installation, Testing and Commissioning of Linear Hollow Metallic Tube Type Detection and Foam based Suppression System.
 - c) Engineering Design and Skills have been developed in this field.
3. Future R&D Plan :-
 - a) 2 Wire Rim Seal Fire Protection System
 - b) Upgradation / Modernization of Equipment
 - c) Coal Mining Development and Operation
4. Expenditure in R&D in 2015-16 :-

Capital : ₹ NIL
 Revenue : ₹ 9,24,486/-
 TOTAL : ₹ 9,24,486/-
5. Technology Absorption and Adaptation :-



Automatic Rim Seal Fire Protection System using Linear Hollow Metallic Tube Detection System	Technology has been Absorbed
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ANNEXURE III

REPRESENTATION OF SCs, STs AND OBCs

Groups	NUMBER OF EMPLOYEES					Number of appointments made during the previous calendar year									
	Total	SCs	STs	OBCs		By Direct Recruitment			By Promotion			By Other Methods			
						Total	SCs	STs	OBCs	Total	SCs	STs	Total	SCs	STs
1	2	3	4	5		6	7	8	9	10	11	12	13	14	15
Group-A	679	112	08	43	-	-	-	-	-	185	26	01	-	-	-
Group-B	58	09	-	06	-	-	-	-	-	14	-	-	-	-	-
Group-C	388	22	01	14	04	-	-	02	201	11	01	-	-	-	-
Group-D (Excluding Sweepers)	230	21	04	07	-	-	-	-	56	07	02	-	-	-	-
Group-D (Sweepers)	08	08	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	1363	172	13	70	04	-	-	02	456	44	04	-	-	-	-

ANNEXURE IV

REPRESENTATION OF PERSONS WITH DISABILITIES

Groups	NUMBER OF EMPLOYEES					DIRECT RECRUITMENT IN 2015					PROMOTION							
	Total	VH	HH	OH	Total	No. of vacancies reserved			No. of Appointments Made			No. of vacancies reserved			No. of Appointments Made			
						VH	HH	OH	VH	HH	OH	VH	HH	OH	VH	HH	OH	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Group-A	679	-	-	03	-	-	-	-	-	-	-	NA	NA	NA	NA	NA	NA	NA
Group-B	58	-	-	01	-	-	-	-	-	-	-	NA	NA	NA	NA	NA	NA	NA
Group-C	388	04	04	03	04	04	-	04	01	03	-	-	-	-	-	-	-	-
Group-D	238	03	03	03	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	1363	07	07	10	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Note : (i) VH stands for Visually Handicapped (persons suffering from blindness or low vision)
(ii) HH stands for Hearing Handicapped (persons suffering from hearing impairment)
(iii) OH stands for Orthopedically Handicapped (persons suffering from locomotor Disability or cerebral palsy)

1. A brief outline of the Company's CSR policy, including overview of projects or programs proposed to be undertaken and a reference to the web-link to the CSR policy and projects or programs.

BRIDGE & ROOF CO. (INDIA) LTD.
(A GOVT. OF INDIA ENTERPRISE)



CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY POLICY

VISION

The Company's vision is to consistently demonstrate leadership among its peers in the construction sector in carrying out its operations in an economically, socially and environmentally sustainable manner that is transparent and ethical keeping in mind the larger interest of the communities we operate in.

MISSION

B&R shall strive to integrate social and environment concerns in its business processes and work towards providing the best possible solutions for sustainable developmental needs of the society and to take up projects in the area of skill development to enhance employment or entrepreneurship potential; education and infrastructure to support it; healthcare and sanitation and all its manifestation, all of which benefit people living around B&R's work areas.

KEY FOCUS AREAS OF CSR & SUSTAINABILITY PROJECTS

Activities will be undertaken up as specified in Schedule VII referred to under section 135(3) (a) of the Companies Act 2013 and further elaborated by the Ministry of Corporate Affairs from time to time either directly or through funding of such projects as envisaged under the Act. The Company envisages the following as its key areas in CSR activities:

- Projects which benefit communities such as construction of schools, sanitation and water supply systems, housing etc.
- Providing scholarships, material support, teaching aids to promote education.
- B&R Vishwakarma Scheme of Skill Development to provide vocational training to uneducated and distressed youths of the Community on an All India basis in various trades such Electrical, Machinist, Electric House Wiring & Motor Winding, Welding & Fabrication etc. for a gainful exposure in terms of employment in the engineering and construction industry.
- Rainwater Harvesting projects under Water Management.

IMPLEMENTATION AND CONTROL FOR MONITORING OF CSR & SUSTAINABILITY PROJECTS

Every Zonal / Regional Office of the Company shall submit appropriate projects with details of work, budget required and time lines for execution to the below Board Level Committee. The availability of land, statutory or local body approvals, other supporting services to make the project operational etc. wherever required, should be catered for and clearly spelt out in the proposals. Mode of execution either departmentally or through agency should also be specified.

The CSR & Sustainability Committee shall validate the project reports for physical and financial viability keeping in mind the benefit to the intended target. The ranking of the projects shall be undertaken based on an objective criteria and the focus areas of the Company for CSR activities keeping in mind the budget available.

A presentation shall be held for the Board, which shall decide on the appropriate projects considering its Pan India presence.

1. The project(s) once approved in MoU for the relevant year would be put up for approval of financial sanction of expenditure by competent authority. While processing the case for financial sanction, CSR & Sustainability Committee shall ensure the following:
 - (i) The projects are chosen.
 - (ii) Technical appraisal of the project including availability of land, its ownership and encumbrances if any which may delay the project schedule.
 - (iii) Financial appraisal of the project especially the cost estimates.
 - (iv) Clarity on definition of project milestones and their measurability, especially approvals and clearances for the competent authority.
 - (v) Time chart / project schedules and funding requirements for each stage.
 - (vi) Payment terms and its linkages with the physical progress and contribution of share from other parties, if any.
 - (vii) Work Order issued to / MoU with the execution agency / organization should detail the roles and responsibilities of the agency, B&R and any other party.
 - (viii) Project Documentation.

Monitoring of the project progress:

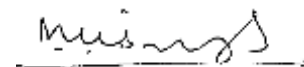
- a) Execution agency/organization shall submit monthly reports in predefined formats of physical and financial performance of the project(s) to the CSR & Sustainability Committee. In turn this Committee shall submit monthly reports to Chairman of the Board Level CSR & Sustainability Committee. Further reports as required in terms of the Work Order / MoU and CSR shall be submitted separately to monitor MOU targets. CSR & Sustainability Committee shall monitor the project performance / progress through periodical site visits / progress reports submitted by the Execution agency/organization. After the site visit, an inspection report shall be put up to the nodal of the CSR & Sustainability Committee.
 - b) The Chairman of the Board Level CSR & Sustainability Committee shall apprise the progress / performance of Company's CSR & Sustainability activities to the Board of Directors as and when required.
2. Evaluation by Independent External Agency:

Normally project shall be regularly monitored by B&R'S own personnel either from CSR & Sustainability Committee or from the concerned departments and project sites to ensure that project progresses as per the plan and activities are carried out ensuring conformity to design and the efficacy of quality control process during the construction. Since B&R has expertise in project management. monitoring will be done by B&R's own personnel. An independent agency shall be engaged for the evaluation of the projects.

FINANCIAL BUDGET AND EXPENDITURE CONTROL

The surplus arising out of the CSR projects or programs or activities not form part of other business profit of a company as per Companies Act, 2013

Date: 28/12/2015



(M.K. SINGH)
CHAIRMAN AND MANAGING DIRECTOR

The Company's CSR initiatives and Policy is available on the Company's website at <http://www.bridgeroof.co.in/pages/display/36-csrsustainable-development>

2. The Composition of CSR Committee :

Board Level CSR and Sustainability Committee comprises of the following Directors of the Board of the Company as on 31.03.2016

- Shri Manjit Kumar, Government Nominee Director : Chairman
- Shri M.K.Singh, Chairman and Managing Director and Additional Charge of Director (Project Management), B&R
- Shri Saugata Mitra, Director (Finance), B&R



3. Average net profit of the company for last three financial years :

Financial Years	Net Profit (₹ /Lakhs)
2014-15	1788.67
2013-14	1695.99
2012-13	5603.48

Average Net Profit	₹ 3029.38 Lakhs
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4. Prescribed CSR Expenditure 2015-16 (two percent of the amount as in item 3 above) :

2% of Average Net Profit	₹ 60.59 Lakhs
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5. Details of CSR spent during the financial year :

- Total amount to be spent for the financial year : ₹ 73.00 Lakhs (As approved by the Board Level CSR Committee)
- Amount unspent, if any : Nil
- Manner in which the amount spent during the financial year is detailed below :-

Sl. No.	CSR Project or activity identified	Sector in which the project is covered	Projects or programs (1) Local area or other (2) Specify the state and district where projects or program was undertaken	Amount outlay (budget) project or programs wise (₹/Lakhs) (2015-16)	Amount spent on the projects or programs Sub-heads; (1) Direct expenditure on projects or programs (2) Overheads: (₹/Lakhs) (2015-16)	Cumulative expenditure upto the reporting period i.e. upto 31.03.2016 (₹/Lakhs)	Amount spent: Direct or through implementing agency
1.	B&R Vishwakarma Scheme of Skill Development	Employment enhancing vocational skills	Local Area : Ramakrishna Mission Shilpayatan / Shilpamandir, Belur, Howrah, W.B.	34.00	Direct 31.39	140.05	Implementing Agency - Ramakrishna Mission Shilpayatan / Shilpamandir

Sl. No.	CSR Project or activity identified	Sector in which the project is covered	Projects or programs (1) Local area or other (2) Specify the state and district where projects or program was undertaken	Amount outlay (budget) project or programs wise (₹/ Lakhs) (2015-16)	Amount spent on the projects or programs Sub-heads;		Cumulative expenditure upto the reporting period i.e. upto 31.03.2016 (₹/ Lakhs)	Amount spent: Direct or through implementing agency
					(1) Direct expenditure on projects or programs (2) Overheads: (₹/ Lakhs) (2015-16)			
		Employment enhancing vocational skills	Local Area : Don Bosco Self Employment Research Institute, Liluah, Howrah, W.B.	3.50	Direct	3.48	33.80	Implementing Agency- Don Bosco Self Employment Research Institute
		Employment enhancing vocational skills	Other Area : Ramakrishna Mission Ashram, Ranchi, Jharkhand	2.50	Direct	2.50	5.00	Implementing Agency - Ramakrishna Mission Ashram, Ranchi
		Employment enhancing vocational skills	Other Area : Ramakrishna Mission Vidyalaya ITI, Coimbatore, Tamil Nadu	—	Direct	4.75	4.75	Implementing Agency - Ramakrishna Mission Vidyalaya ITI, Coimbatore
2.	Institute for the Handicapped & Backward People - School Building for girls	Social Business Projects	Other Area : Aila devastated area in Sandesh Khali, District: North 24 Parganas, W.B.	5.00	Direct	5.00	10.00	Implementing Agency - Institute for the Handicapped & Backward People

Sl. No.	CSR Project or activity identified	Sector in which the project is covered	Projects or programs (1) Local area or other (2) Specify the state and district where projects or program was undertaken	Amount outlay (budget) project or programs wise (₹/ Lakhs) (2015-16)	Amount spent on the projects or programs Sub-heads; (1) Direct expenditure on projects or programs (2) Overheads: (₹/ Lakhs) (2015-16)		Cumulative expenditure upto the reporting period i.e. upto 31.03.2016 (₹/ Lakhs)	Amount spent: Direct or through implementing agency
3.	Construction and Renovation of toilet blocks in schools under Swachh Bharat Abhiyan at Chhatna, Bankura and Islampur, North Dinajpur in West Bengal	Social Business Projects	Other Area : Near B&R's project sites - 5 nos. at Chhatna, Bankura, West Bengal and 5 nos. at Islampur, Uttar Dinajpur, West Bengal	18.00	Direct	21.54	25.54	Direct
4.	Others CSR Activities	Social Business Projects	Other Area : Near B&R's project sites at i) Waghode village, Dhule, Maharashtra. ii) Palassey, Rejinagar, Murshidabad, W.B.	—	Direct	—	10.01	Direct
5.	Energy Management - Energy Efficiency	Ensuring Environment Sustainability	Local Area : B&R's Workshop at Howrah, W.B.	—	Direct	—	25.25	Direct
6.	Water Management - Rainwater Harvesting & other Methodologies	Ensuring Environment Sustainability	Other Area : Chhatna, Bankura, West Bengal and Ghichamura, Sambalpur, Odisha near B&R's project sites	8.00	Direct	7.87	26.42	Direct



Sl. No.	CSR Project or activity identified	Sector in which the project is covered	Projects or programs (1) Local area or other (2) Specify the state and district where projects or program was undertaken	Amount outlay (budget) project or programs wise (₹/ Lakhs) (2015-16)	Amount spent on the projects or programs Sub-heads; (1) Direct expenditure on projects or programs (2) Overheads: (₹/ Lakhs) (2015-16)		Cumulative expenditure upto the reporting period i.e. upto 31.03.2016 (₹/ Lakhs)	Amount spent: Direct or through implementing agency
7.	Afforestation	Ensuring Environment Sustainability	Other Area: Near B&R's project sites at Aditya Aluminium, Lapanga Site, Sambalpur, Odisha	—	Direct	—	4.84	Direct
8.	Carbon Management	Ensuring Environment Sustainability	Local Area: B&R's Workshop at Howrah, W.B.	—	Direct	—	2.07	Direct
9.	Training on CSR and Sustainability	Employee Awareness Programme	Kolkata	0.75	Over-head	0.86	4.91	Implementing Agency - Verde Ventures Pvt. Ltd. & others
10.	Evaluation and Reporting	Third Party Evaluation and Reports	Kolkata	1.25	Over-head	1.43	3.04	Implementing Agency - Verde Ventures Pvt. Ltd.
		Total		73.00		78.82		

6. In case the company has failed to spend the two per cent of the average net profit of the last three financial years or any part thereof, the company shall provide the reasons for not spending the amount in its Board report :

Company has completely spent more than two per cent of the average net profit of the last three financial years.

7. A responsibility statement of the CSR Committee that the implementation and monitoring of CSR Policy, is in compliance with CSR objectives and Policy of the company :

The committee hereby declares that the implementation and monitoring of CSR policy during the year 2015-16 is in compliance with CSR Objectives and Policy of the Company.

 (Chief Executive Officer or Managing Director or Director)	 (Chairman CSR Committee)	[Person specified under clause (d) of sub section (1) of section 380 of the Act] (wherever applicable)
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EXTRACT OF ANNUAL RETURN

as on the financial year ended on March 31st, 2016

[Pursuant to section 92(3) of the Companies Act, 2013 and rule 12(1) of the Companies (Management and Administration) Rules, 2014]

I REGISTRATION AND OTHER DETAILS			
i)	CIN	U27310WB1920GOI003601	
ii)	Registration Date	16.01.1920	
iii)	Name of the Company	BRIDGE & ROOF Co.(I) LTD.	
iv)	Category/Sub-Category of the Company	PUBLIC LIMITED/LIMITED BY SHARES	
v)	Address of the Registered office and contact details	'Kankaria Centre', 5th Floor, 2/1, Russel Street, Kolkata- 700071 Tel: +91 33 2217-2108/2274 Fax: +91 33 2217-2106	
vi)	Whether Listed Company	UNLISTED	
II PRINCIPAL BUSINESS ACTIVITIES OF THE COMPANY			
All the business activities contributing 10 % or more of the total turnover of the company shall be stated:-			
SL. NO.	Name and Description of main products/services	NIC Code of the Product/Service	% to total turnover of the Company
1.	Construction of Utility Projects	422	35%
2.	Construction of other Civil Engineering Projects	429	54%
III PARTICULARS OF HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES -			
NIL			
IV SHARE HOLDING PATTERN (Equity Share Capital Breakup as percentage of Total Equity)			
i)	Category-wise Share Holding	See Attachment	
ii)	Shareholding of Promoters	See Attachment	
iii)	Change in Promoters' Shareholding	NIL	
iv)	Shareholding Pattern of top ten Shareholders(other than Directors, Promoters and holders of GDRs and ADRs)	See Attachment	
v)	Shareholding of Directors and Key Managerial Personnel	NIL	

V INDEBTEDNESS				
Indebtedness of the Company including interest outstanding/accrued but not due for payment				(₹ in Lakhs)
	Secured Loans excluding deposits	Unsecured Loans	Deposits	Total Indebtedness
Indebtedness at the beginning of the financial year				
i) Principal Amount	10,431.40	NIL	NIL	10,431.40
ii) Interest due but not paid				
iii) Interest accrued but not due				
Total (i+ii+iii)	10,431.40	NIL	NIL	10,431.40
Change in Indebtedness during the financial year				
• Addition	+2530.21	NIL	NIL	+2530.21
• Reduction				
Net Change	+2530.21	NIL	NIL	+2530.21
Indebtedness at the end of the financial year				
i) Principal Amount	12,961.61	NIL	NIL	12,961.61
ii) Interest due but not paid				
iii) Interest accrued but not due				
Total (i+ii+iii)	12,961.61	NIL	NIL	12,961.61
VI REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL				
i)	Remuneration of Managing Director, Whole-time Directors and/or Manager:		See Attachment	
ii)	Remuneration of Other Directors		See Attachment	
iii)	Remuneration of Key Managerial Personnel other than MD/Manager/Whole-Time Director		See Attachment	
VII PENALTIES / PUNISHMENT/ COMPOUNDING OF OFFENCES				
NIL				

VI. REMUNERATION OF DIRECTORS AND KEY MANAGERIAL PERSONNEL

A. Remuneration to Managing Director, Whole-time Directors and / or Manager:

Sl No.	Particulars of Remuneration	Name of MD/WTD/ Manager		Total Amount
		M.K.SINGH	SAUGATA MITRA	
1	Gross salary			
	(a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961	₹ 23,13,569/-	₹ 19,28,458/-	₹ 42,42,027/-
	(b) Value of perquisites u/s 17(2) Income-tax Act, 1961	₹ 2,23,877/-	₹ 48,162/-	₹ 2,72,039/-
	(c) Profits in lieu of salary under section 17(3) Income- tax Act, 1961	0	0	0
2	Stock Option	0	0	0
3	Sweat Equity	0	0	0
4	Commission			
	- as % of profit	0	0	0
	- others, specify...			
5	Others, please specify	0	0	0
	Total (A)	₹ 25,37,446/-	₹ 19,76,620/-	₹ 45,14,066/-

B. Remuneration to other directors:

Sl No.	Particulars of Remuneration	Name of Directors	Total Amount
		SUSHANT BALIGA	
	Independent Directors		
	Fee for attending board & committee meetings	₹ 28000/-	₹ 28000/-
	Commission		
	Others, please specify		
	Total (1)	₹ 28000/-	₹ 28000/-
	Other Non-Executive Directors		
	Directors	NIL	NIL
	Fee for attending board committee meetings		
	Commission		
	Others, please specify		
	Total (2)	0	0
	Total (B)=(1+2)	₹ 28,000/-	₹ 28,000/-
	Total Remuneration		₹ 28,000/-

C. REMUNERATION TO KEY MANAGERIAL PERSONNEL OTHER THAN MD/MANAGER/WTD

Sl No.	Particulars of Remuneration	Key Managerial Personnel			
		CEO (M.K.SINGH)	CFO (SAUGATA MITRA)	Company Secretary (RAKHEE KAR)	Total
1	Gross salary				
	(a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961	₹ 23,13,569/-	₹ 19,28,458/-	₹ 10,25,698/-	₹ 52,67,725/-
	(b) Value of perquisites u/s 17(2) Income-tax Act, 1961	₹ 2,23,877/-	₹ 48,162/-	₹ 6,210/-	₹ 2,78,249/-
	(c) Profits in lieu of salary under section 17(3) Income- tax Act, 1961	0	0	0	0
2	Stock Option	0	0	0	0
3	Sweat Equity	0	0	0	0
4	Commission				
	- as % of profit	0	0	0	0
	- others, specify...				
5	Others, please specify	0	0	0	0
	Total	₹ 25,37,446/-	₹ 19,76,620/-	₹ 10,31,908/-	₹ 55,45,974/-

SHARE HOLDING PATTERN (EQUITY SHARE CAPITAL BREAKUP AS PERCENTAGE OF TOTAL EQUITY)

Category-wise Share Holding

Category of Shareholders	No. of Shares held at the beginning of the year				No. of Shares held at the end of the year				% Change during the year
	Demat	Physical	Total	% of Total Shares	Demat	Physical	Total	% of Total Shares	
A. Promoters									
(1) Indian									
a) Individual/ HUF	0	0	0	0	0	0	0	0	0
b) Central Government	0	54627155	54627155	99.35%	0	54627155	54627155	99.35%	0
c) State Government (s)	0	0	0	0	0	0	0	0	0
d) Bodies Corporate	0	0	0	0	0	0	0	0	0
e) Banks / FI	0	0	0	0	0	0	0	0	0
f) Any Other.....	0	0	0	0	0	0	0	0	0
Sub-total (A) (1) :-	0	54627155	54627155	99.35%	0	54627155	54627155	99.35%	0
(2) Foreign									
a) NRIs - Individuals	0	0	0	0	0	0	0	0	0
b) Other- Individuals	0	0	0	0	0	0	0	0	0
c) Bodies Corporate	0	0	0	0	0	0	0	0	0
d) Banks/FI	0	0	0	0	0	0	0	0	0
e) Any Other.....	0	0	0	0	0	0	0	0	0
Sub-total (A) (2) :-	0	0	0	0	0	0	0	0	0
Total shareholding of Promoter (A) = (A)(1)+(A)(2)	0	54627155	54627155	99.35%	0	54627155	54627155	99.35%	0
B. Public Shareholding									
(1) Institutions									
a) Mutual Funds	0	0	0	0	0	0	0	0	0
b) Banks / FI	0	0	0	0	0	0	0	0	0
c) Central Government	0	0	0	0	0	0	0	0	0
d) State Government (s)	0	0	0	0	0	0	0	0	0
e) Venture Capital Funds	0	0	0	0	0	0	0	0	0
f) Insurance Companies	0	0	0	0	0	0	0	0	0

*Rounded off to 2 decimal places

Category of Shareholders	No. of Shares held at the beginning of the year				No. of Shares held at the end of the year				% Change during the year
	Demat	Physical	Total	% of Total Shares*	Demat	Physical	Total	% of Total Shares*	
g) FII's	0	0	0	0	0	0	0	0	0
h) Foreign Venture Capital Funds	0	0	0	0	0	0	0	0	0
i) Others (specify)	0	0	0	0	0	0	0	0	0
Sub-total (B)(1) :-	0	0	0	0	0	0	0	0	0
2. Non- Institutions									
a) Bodies Corporate									
i) Indian	0	357591	357591	0.65%	0	357591	357591	0.65%	0
ii) Overseas	0	0	0	0	0	0	0	0	0
b) Individuals									
i) Individual shareholders holding nominal share capital upto Rs. 1 lakh	0	2409	2409	0.00%	0	2409	2409	0.00%	0
ii) ii) Individual shareholders holding nominal share capital in excess of Rs 1 lakh	0	0	0	0	0	0	0	0	0
c) Others (specify)	0	0	0	0	0	0	0	0	0
Sub-total (B)(2) :-	0	0	0	0	0	0	0	0	0
Total Public Shareholding (B)=(B)(1)+ (B)(2)	0	360000	360000	0.65%	0	360000	360000	0.65%	0
C. Shares held by Custodian for GDRs & ADRs	0	0	0	0	0	0	0	0	0
Grand Total (A+B+C)	0	54987155	54987155	100.00%	0	54987155	54987155	100.00%	0

(II) SHAREHOLDING OF PROMOTERS

Sl No.	Shareholder's Name	Shareholding at the beginning of the year			Shareholding at the end of the year			% change in shareholding during the year
		No. of Shares	% of total Shares of the company	% of Shares Pledged / encumbered to total shares	No. of Shares	% of total Shares of the company	% of Shares Pledged / encumbered to total shares	
1	President of India	54627155	99.35%	0	54627155	99.35%	0	0

(IV) SHAREHOLDING PATTERN OF TOP TEN SHAREHOLDERS (OTHER THAN DIRECTORS, PROMOTERS AND HOLDERS OF GDRs AND ADRs):

Sl No.	Shareholder's Name	Shareholding at the beginning of the year		Date wise Increase / Decrease in Share holding during the year specifying the reasons for increase /decrease (e.g. Allotment/transfer/bonus/ & Sweat equity etc.)	Cumulative Shareholding during the year	
		No. of shares	% of total shares of the company		No. of shares	% of total shares of the company
1	President of India	54627155	99.35%	NIL	54627155	99.35%
2	Balmer Lawrie & Co. Ltd.	357591	0.65%	NIL	357591	0.65%
3	Mrs. Chandralekha Mehta	600	0.00%	NIL	600	0.00%
4	Mrs. Tehmy Keki Dharuwall	600	0.00%	NIL	600	0.00%
5	Shri Ajit Sinha	300	0.00%	NIL	300	0.00%
6	Sadasiva Tyagaraja Sadasivan	300	0.00%	NIL	300	0.00%
7	Mrs. Lalitha Tyagarajan	200	0.00%	NIL	200	0.00%
8	Jayanand Govindaraj	100	0.00%	NIL	100	0.00%
9	Sadasiva Govindaraj	100	0.00%	NIL	100	0.00%
10	Sadasiva Tyagarajan	100	0.00%	NIL	100	0.00%

ANNEXURE VII

Details of Procurement under Public Procurement Policy for Micro and Small Enterprises (MSEs) Order, 2012

In compliance with D.O. No. 21(1)/2011-M.A. dated 25-04-2012 issued by Secretary, Ministry of Micro, Small and Medium Enterprise (MSME), Govt. of India, the details of the procurement targets and achievements made by the B&R during the Financial Year 2015-16 is given below:-

(₹ in Crores)

SI No.	Particulars	Target for the Year 2015-16	Actual Achieved During the Year 2015-16
1	Total Annual Procurement	962.00	696.16
2	Total Value of Goods and Services procured from MSEs (including MSEs owned by SC / ST Entrepreneurs)	192.40	91.27
3	Total Value of Goods and Services procured from only MSEs owned by SC / ST Entrepreneurs	38.48	–
4	% age of procurement from MSE (including MSEs owned by SC / ST Entrepreneurs) out of total procurement	20.00 %	13.11%
5	% age of procurement from only MSEs owned by SC / ST Entrepreneurs out of total procurement	4.00 %	–
6	Vendor Development Programmes for MSEs	–	–