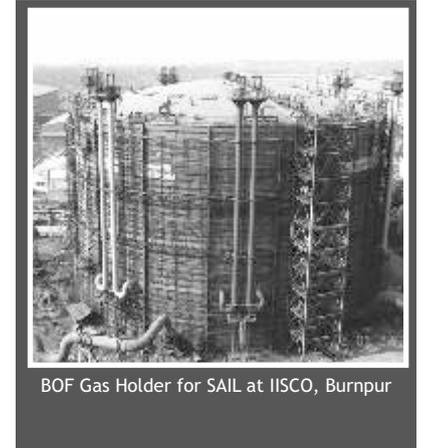




**DIRECTORS' REPORT
FOR THE YEAR ENDED 31st MARCH 2013**

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, 2013. The year 2012-13 was a year of slower economic growth resulting in cut throat competition in the Engineering, Procurement and Construction (EPC) Sector. However, the Company performed reasonably well in spite of such slowdown. As a matter of strategy, we are ramping up our operation to increase order booking and execution capability to increase visibility to our projects.



BOF Gas Holder for SAIL at IISCO, Burnpur

1.0 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)	
	2012-13	2011-12
Income	1321.32	1265.11
Gross Margin	90.95	93.53
Interest	12.82	9.90
Depreciation	22.10	15.34
Profit Before Tax	56.03	68.29
Provision for Taxation	17.64	22.49
Dividend	2.75	2.75
Tax on Dividend	0.47	0.45
Transfer to General Reserve	34.45	42.24

B) DIVIDEND :

The Directors recommend a dividend of 5% -Five percent (last year 5% -Five percent) per Equity Share of ₹ 10/- each for the financial year ended 31st March, 2013, which if approved at the forthcoming Annual General Meeting, will be paid to all those Equity Shareholders whose names appear in the Register of Members as on 23rd August, 2013.

C) 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, 2013, stands at ₹ 54.99 crores comprising of 5,49,87,155 equity shares of ₹ 10/- each, of which 5,46,27,155 equity shares are held by the President of India.

2.0 MANAGEMENT DISCUSSION AND ANALYSIS :

A) PERFORMANCE :

The Company achieved a turnover of ₹ 1321.32 crores during the year 2012-13, as compared to ₹ 1265.11 crores achieved during the previous year. The Profit Before Tax was ₹ 56.03 crores as compared to ₹ 68.29 crores in the previous year.

Activity-wise performance is reported below:

PROJECT DIVISION :

Value of work done in Project activities during the year is ₹ 1299.28 crores as compared to ₹ 1226.00 crores last year. Important projects which are successfully completed during the year include -

Description	Location	Client	Value (₹ Crores)
Fabrication and Erection of Tanks with Associated Civil Work at Crude Oil Terminal (COT) (14 Nos. Tanks-66m dia X 19.5m ht.)	Mundra (Gujarat)	HPCL-Mittal Pipelines Limited	108.38
Erection and Commissioning of Boiler, Rotating Machines, Duct, ESP, Critical Piping, Misc. Piping etc. of 2X500 MW Units at Durgapur Steel Thermal Power Station of Damodar Valley Corpn.	Andal (West Bengal)	Bharat Heavy Electricals Ltd.	106.95
Soil Improvement (stone column) and Boundary Wall Package for 2X500 MW Anpara-D Thermal Power Station of Uttar Pradesh Rajya Vidyut Utpadan Nigam Ltd.	Anpara (Uttar Pradesh)	Bharat Heavy Electricals Ltd.	98.02
Mechanical Equipment Erection Work (ISBL + OSBL + Heavy + Critical) & ISBL + Titanium Piping Erection Work	Haldia (West Bengal)	MCC PTA India Corp. Private Ltd.	79.12
Civil Work at South Port Container Terminal Backup Yard.	Mundra (Gujarat)	Mundra Port & Special Economic Zone Ltd.	51.40
Construction of Railway siding including all Labour and Materials for Durgapur Steel Thermal Power Station 2X500 MW of Damodar Valley Corporation	Andal (West Bengal)	RITES Ltd.	48.85
Mechanical and Piping Work for Phase-2 Expansion Project of Mines & Alumina Refinery at Damanjodi- Part-A	Damanjodi (Odisha)	National Aluminium Co.Ltd.	37.00
Unloading, storage, assembly, welding and erection of 504 Nos. of POT Shell and superstructure supplied from China for 1250 ktpa Vedanta Smelter Expansion Project.	Jharsuguda (Odisha)	China Aluminium International Trading Co.Ltd.	31.54
Structural Steelwork for Steel Melt Shop 2 - Zone 4 (Area 3 : Converter Shop)	Vizag (Andhra Pradesh)	Rashtriya Ispat Nigam Ltd.	30.95
Fabrication & Erection of Offsite & Flare Pipelines and Structural Work (Part-A) for Phase-III Refinery Project.	Mangalore (Karnataka)	Mangalore Refinery & Petrochemicals Ltd.	27.00

HOWRAH WORKS :

During the year 2012-13, performance of workshop at Howrah are detailed below. Manufacturing work executed during this financial year includes the completion of the following major orders received from various clients:

- Manufacture and supply of Wagons for Railway Board New Delhi of Indian Railways. (Value ₹ 3.21 crores).
- Manufacture and supply of 668 MT of Bailey Bridge components for AP PWD, HP PWD, TPWD, PUNATSANGCHU BHUTAN & Pvt. Parties of Tripura & AP. (Value ₹ 7.20 crores).
- Fabrication and Supply of Railway Bridge Girders of different spans for N.E.Railway & E.C.Railway, Kalindee Rail. (Value ₹ 6.43 crores).
- Manufacture & Supply of 22 Nos. Bunk Houses/Containers for NCPP-NTPC, BRBCL & B&R Project Sites. (Value ₹ 0.98 crores).

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 practices 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 Ministry of Heavy Industry has been implemented from financial year 2012-13.



Structural work for Power Block of Unit-I of 2x500 MW Marwa Project of Chattisgarh State Electricity Board for BHEL

C) CAPITAL EXPENDITURE :

Company has made capital expenditure of ₹ 30.63 crores (previous year ₹ 31.23 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.

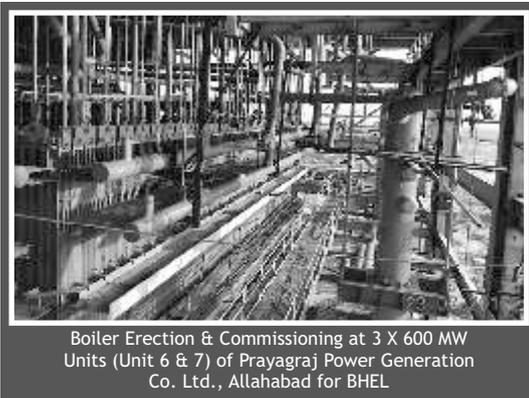
D) FOREIGN EXCHANGE EARNINGS & OUTGO :

Foreign Exchange Earnings during the year was ₹ 10.54 crores. Expenditure in Foreign Currency for import of raw materials, capital goods etc. amounted to ₹ 0.12crores as indicated in Notes Forming Part of the Accounts, Note 24(b) & (c).

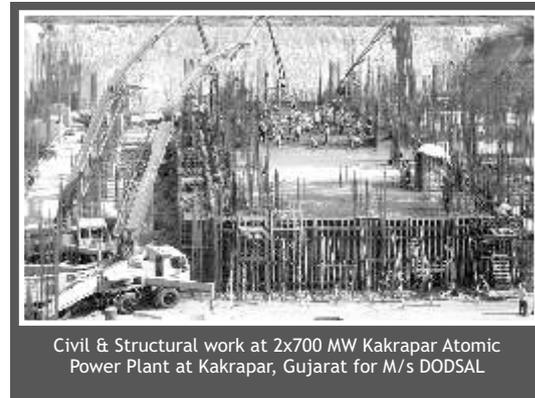
In compliance with the requirements of Section 217(1)(e) of Companies Act, 1956, the particulars of Foreign Exchange outgo are appended in Annexure -II Schedule (Form- 'C') forming part of this report.

E) ORDER BOOKING POSITION :

Despite fierce competition among Public and Private Sector Enterprises, B&R has been able to book orders of value ₹ 1601.58 Crores for the Financial Year 2012-13 from various clients including Public and Private Sectors both. However for the last year (i.e.2011-12) the value was ₹ 1656.73 Crores.



Boiler Erection & Commissioning at 3 X 600 MW Units (Unit 6 & 7) of Prayagraj Power Generation Co. Ltd., Allahabad for BHEL



Civil & Structural work at 2x700 MW Kakrapar Atomic Power Plant at Kakrapar, Gujarat for M/s DODSAL

Major Orders booked during the year:-

PROJECTS :

Description	Location	Client	Value (₹ Crores)
Construction of Bridge, Pile foundation, composite RCC Slab over Steel Girders, over Sabarmati River (320m length, 8 Nos.X40m each span) and Narmada Canal (200m length)	Gandhinagar (Gujarat)	Metro Link Express for Gandhinagar and Ahmedabad	108.38
Erection, Testing, Commissioning of Boiler, ESP, Rotating Machines, Power Cycle Piping, Insulation, Painting and Fabrication, Erection of Mill & Bunker Bay Structure & Pipe Rack Structure of Unit No.3 at 3 X 660 MW Lalitpur STPS of Lalitpur Power Generation Co.Ltd.	Lalitpur (Uttar Pradesh)	Bharat Heavy Electricals Ltd.	106.70
Civil & Structural Works for Enabling Facilities including site grading, Warehouse and dismantling works for Integrated Refinery Expansion Project.	Kochi (Kerala)	Bharat Petroleum Corporation Ltd.	105.61
Tankage Work for Construction of 5 Nos. Crude Oil Storage Tanks under PHBPL-AUG Project (60000 KL capacity each, 79m dia.X14.5m ht., Double Deck Floating Roof)- Tank Pad with Stone Column Foundation.	Paradip (Odisha)	Indian Oil Corporation Ltd.	91.52
Balance Civil Works for Medium Structural Works.	Durgapur (West Bengal)	Steel Authority of India Ltd.	72.52
Installation of Intra-city Optical Fibre Cable (OFC) Network and roll out of Broadband Wireless Access (BWA) Services.	Mumbai (Maharashtra)	Himachal Futuristic Communications Ltd.	63.15
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.	Malwa (Madhya Pradesh)	Bharat Heavy Electricals Ltd.	54.60
Semi-Permanent accommodation for trainees and Semi-Permanent Barracks for CPOs alongwith other facilities like Mess, Canteen, toilet etc. at Wazirabad, Delhi.	Delhi	Office of the Commissioner of Police, Delhi	51.73
Mechanical work with Redesigning/Upgradation existing Equipment facilities etc.,design, manufacturing, supply, storage etc. Installation of New Units and commissioning of the LD Converter Shop at Visakhapatnam Steel Plant.	Vizag (Andhra Pradesh)	Rashtriya Ispat Nigam Ltd.	39.20
Earthwork in cutting and embankment, extension of existing Major & Minor Bridges, Platforms, Linking of Track & Points & Crossings and other Ancillary Works in connection with doubling between stations Palassey (Km.150.50) and Sargachi (Km.177.80)	Palassey (West Bengal)	Eastern Railway	37.34



Erection, Testing, Commissioning of ESP, Boiler, and other Auxiliaries at Sagardighi, W.B. for M/s BHEL



Turnkey execution of Mist Cooling Water System for Gas Cracker Unit at GAIL, Pata



HOWRAH WORKS :

Description	Client	Value (₹ Crores)
Manufacture, Supply, Inspection & Transportation of different span Bailey Type Unit Bridges of different width for various IRC Class Loading.	Public Works Department	3.90
Manufacture & Supply of Different types of Bailey Bridge and its Components of various sizes and IRC Load Class.	Royal Govt. of Bhutan, Auto Engineering Works, Bhartia Infra Projects Ltd., M.L.Enterprises Verma Construction, etc.	4.70
Supply, fabrication and erection of full length Platform Shelters (6 Nos.) (12C Class Station) under jurisdiction of ADEN/ Shalimar on Kharagpur - Howrah section.	South Eastern Railways	14.72

F) ENERGY CONSERVATION :

Continuous efforts to conserve energy are being taken by adopting various measures like person to person campaign to put-off lights, fans, A.C. Machines etc., wherever possible, and systematic periodical overhauling of all electrically operated machines. Energy Audits have also been conducted by External Experts followed by necessary corrective actions, as applicable.

A report on Energy Utilisation is enclosed as Annexure-III.

G) TECHNOLOGY, R&D AND QUALITY :

The Company is making continuous efforts to update technology and upgrade quality standards alongwith R&D efforts. The Company has successfully diversified in various fields such as projects in Nuclear Power Plants, Depository Type of work, Installation of Intra-city Optical Fibre Cable (OFC) Network and roll out of Broadband Wireless Access (BWA) Services, Station Piping Package on Turnkey Basis, 220M high RCC single flue brick lined chimney, etc. The Company has also diversified into construction of Metro Railway Link Bridge including Pile foundation and RCC Slab over Steel Girders.

In compliance with the requirements of Section 217(1)(e) of Companies Act, 1956, the particulars of Research & Development, Technology Absorption and Adaptaion are appended in Annexure-I Schedule (Form 'B') forming part of this report.

3.0 HUMAN RESOURCE DEVELOPMENT :

Company through its HR plays its vital role in facilitating the success of the business strategy. Meet individuals and teams along with the concerned department to understand and 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 and continue to maintain the morale of the individuals by counseling. HR functions like assessing personnel requirement with requisite skills and competencies, recruitment of freshers and laterals in the boarding and induction of the new personnel, effective learning and development, building positive work climate, effective handling of industrial relations are in tune with the business strategy not only to the for the company employees but also for employees engaged through contractors/ service providers.

Company gives high precedence to the Training and Development for upgrading the skill of the employees so that the employees and the organization as a whole can grow effectively and efficiently. This financial year Company has provided training for 358 employees apart from on job training.

Company is under process to upgrade its Performance Management System so that the competency mapping of existing employee can be formed robust and in transparent way and can introduce the Performance Related Pay for competitive remuneration.

A) REPRESENTATION OF SC/ST AND DISABLED :

Two formats prescribed vide DPE's OM No. 36035/17/2008-Estt(Res) dated 14th 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 IV & V forming part of this annual report.

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

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

C) PROGRESSIVE USE OF HINDI :

In order to ensure compliance of various statutory requirements regarding the ' Progressive Use of Hindi' and to enhance awareness of employees regarding its use in the day-to-day workings of the Company, B&R's Official Language Implementation Committee (OLIC) is constantly pursuing its efforts. To review and monitor the progress achieved in this regard, four OLIC Meetings were held during the year. Regular Hindi Classes are conducted in the Company's premises to impart knowledge of Hindi to the non-Hindi knowing employees.

Total number of employees who had passed the Hindi 'Prabodh', 'Praveen' and 'Pragya' Examinations upto November 2012 stands at 350, 303 and 279 respectively. 'Cash Awards' and 'Personal Pay' are granted to employees for passing the Hindi Examinations as per Govt. Directives. 'Rajbhasha Pakhwada' was observed from 14th to 28th September 2012 and various Hindi Programmes/Competitions etc. were conducted during the 'Pakhwada'. To create interest amongst employees and to increase their vocabulary one Hindi Word/Phrase with its English equivalent is written on White Boards and displayed at prominent places in the Office Premises. The Company is a 'Working Committee Member' of the Town Official Language Implementation Committee (PSUs)- Calcutta (CALTOLIC), under the Ministry of Home Affairs (Govt. of India) and takes active part in all its Programmes/Activities.

In recognition of the Company's outstanding efforts in the area of Official Language Implementation, and its continuous support to CALTOLIC, B&R was honoured with the following Puraskar/Shields.

- (a) 'FIRST' Prize from the 'Kendriya Sachivalaya Hindi Parishad-Kolkata' in its Annual Hindi Conference held on 20-04-2012.
- (b) 'RAJBHASHA GAURAV' Puraskar from the 'Rashtrabhasha Swabhimani Nyas-Ghaziabad' in its 14th 'Akhil Bharatiya Rajbhasha Samman Samaroh' held at New Delhi on 27-04-2012.
- (c) 'RAJBHASHAKIRAN SHRI' Samman and 'RAJBHASHA GAURAV SAMMAN' from the 'Rajbhashakiran Sansthan-Mumbai' at its Annual Official Language Conference-cum-Award Distribution Ceremony held at Mumbai during 22-23rd June, 2012.
- (d) 'RAJBHASHA SHIELD' Puraskar from the Calcutta Town OLIC, Ministry of Home Affairs, Govt.of India, in its 'Half Yearly Meeting -cum- Rajbhasha Puraskar Vitaran Samaroh' held on 30-08-2012.

4.0 HEALTH, SAFETY, ENVIRONMENT MANAGEMENT AND POLLUTION CONTROL :

Our Company has strong Health, Safety and Environmental policies. The policies ensure that the plants are operated with utmost care and no hazards or mishaps take place and are carried out complying with applicable Laws and Rules. Internal Audits and management reviews are undertaken regularly to identify if improvements are required to be undertaken.

5.0 CSR ACTIVITIES :

Company is enduring its CSR activities as per DPE Guidelines through its B&R Vishwakarma Scheme of Skill Development by the implementing partner agencies viz. Ramkrishna Mission Shilpamandira Community Training Centre(RKMSCTC) and Don Bosco Self Employment Research Institute (DBSERI) for growth of unemployed, uneducated and distressed youths of the Community.

This financial year 222 youth has been catered through Company's B&R Vishwakarma Scheme of Skill Development. The youths have been given short term skill development training on trade like Machinist, Electrical, Fabrication, Welding, AC & Refrigerator Repairing, Automobile Mechanic. Company is looking forward to expand its CSR activities in backward district in coming days. Company has received IPE CSR Corporate Governance Award on 24th November 2012 by Institute of Public Enterprises (IPE) and endorsed by World CSR Congress, CMO Asia & Asian Confederation of Business.

The award merit recognition to contributions made by an organization which has made a difference to the people and the community and played a role of responsible citizen.

6.0 CORPORATE GOVERNANCE :

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



7.0 AUDIT COMMITTEE :

The Board of Directors reconstituted the Audit Committee on 24th January 2012, with following Directors as Members Shri G.S.Gill -Chairman, Shri Mukesh Jha, Shri M.K.Singh, Dr.G.Venkatesh, Shri Sushant Baliga and Shri Chandan Choudhuri-Invitee Member, consequent upon-

- (i) Order No. 3(16)/2010-PE-IV dated 19.09.2012 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the Competent Authority approved joining of Shri Mukesh Jha as Chairman & Managing Director (CMD), Bridge & Roof Co.(India) Limited till the date of his superannuation i.e.31.10.2012.
- (ii) Order No.3(16)/2010-PE-IV dated 01.11.2012 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the Competent Authority approved extension of tenure of Shri Mukesh Jha as Chairman & Managing Director (CMD), Bridge & Roof Co.(India) Limited beyond 31.10.2012, for a period of 4 months and 18 days.
- (iii) Appointment of Dr.G.Venkatesh as Part-time Official Director of the Company vice Shri R.K.Parmar, with effect from 26.11.2012 pursuant to Order No.7(3)/98-PE-IV dated 26.11.2012 received from the Ministry of Heavy Industries and Public Enterprises (Department of Heavy Industry), Government of India,
- (iv) And appointment of Shri Sushant Baliga as Part-time Non-Official Director of the Company pursuant to Order No.3(27)/2010-PE-IV dated 05.12.2012 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi for a period of three years, with effect from the date of notification of his appointment, or until further orders, whichever is earlier.

Four meetings of the Audit Committee were held during the Financial Year 2012-13.

8.0 DIRECTORS' RESPONSIBILITY STATEMENT :

Pursuant to Section 217(2AA) of the Companies Act, 1956, the Directors state as follows:

1.	That in the preparation of the Annual accounts for the financial year ended March, 31, 2013, the applicable accounting standards had been followed along with proper explanation relating to material departures;
2.	That they 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 or loss of the Company for that period;
3.	That they had taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of this Act for safeguarding the assets of the Company and for preventing and detecting frauds and other irregularities;
4.	That they had prepared the annual accounts on a going concern basis.

9.0 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.

10.0 ERP SYSTEM IMPLEMENTATION ON PURCHASE & INVENTORY CONTROL MODULE :

B&R Howrah Works have implemented the on-line system of Purchase & Inventory control module from 1st May 2011.

11.0 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 (both Vertical & Horizontal type) (b) Design, Manufacture & Supply of Bailey Bridge at its Howrah Workshop (c) Manufacture and Supply of Wagon, Railway Bridge Girder and Bunk House at its Howrah Workshop. The Surveillance Audit has been carried out successfully by external auditors M/s Det Norske Veritas (DNV).

12.0 DIRECTORS :

Pursuant to Order No. 3(16)/2010-PE-IV dated 19.09.2012 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the Competent Authority approved joining of Shri Mukesh Jha as Chairman & Managing Director (CMD), Bridge & Roof Co. (India) Limited till the date of his superannuation i.e. 31.10.2012.

Pursuant to Order No.3(16)/2010-PE-IV dated 01.11.2012 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the Competent Authority approved extension of tenure of Shri Mukesh Jha as Chairman & Managing Director (CMD), Bridge & Roof Co.(India) Limited beyond 31.10.2012, for a period of 4 months and 18 days.

Pursuant to Order No.7(3)/98-PE-IV dated 26.11.2012 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, Dr. G.Venkatesh, Deputy Secretary, Department of Heavy Industry, was appointed as part-time Official Director on the Board of B&R with effect from 26th November 2012 and until further orders vice Shri R.K.Parmar, Economic Advisor, Department of Heavy Industry.

Pursuant to Order No.3(27)/2010-PE-IV dated 05.12.2012 received from Ministry of Heavy Industries & Public Enterprises, Department of Heavy Industry, Government of India, New Delhi, the President has appointed Shri Sushant Baliga, Ex.Additional DG, CPWD as non-official part-time Director, on the Board of M/s Bridge & Roof Co.(India) Limited (B&R) for a period of three years, with effect from the date of notification of his appointment, or until further orders, whichever is earlier.

Pursuant to Delhi High Court Order with regard to Writ Petition No. 1722/2013 dated 18.03.2013, in the matter of Shri Mukesh Jha, CMD, B&R and B&R Executives' Association vs Union of India and Others, till further orders unless varied by the court, Shri Mukesh Jha continues to hold the position of Chairman and Managing Director till 31.10.2013.

Pursuant to Delhi High Court Judgement dated 11.07.2013 with regard to Writ Petition No. 1722/2013, in the matter of Shri Mukesh Jha & Anr vs Union of India and Others, the same Writ Petition was dismissed. Pursuant to Order No. 3(16)/2010-P.E.IV dated 11.07.2013 received from the Ministry of Heavy Industries and public Enterprises, Department of Heavy Industry, Government of India, the Competent Authority entrusted the Additional charge of Chairman & Managing Director, B&R to Shri Chandan Choudhuri, Director (Finance), B&R with immediate effect for a period upto 31.08.2013 or until further orders whichever is earlier.

13.0 MEMORANDUM OF UNDERSTANDING WITH GOVERNMENT OF INDIA :

Bridge & Roof Co.(I) Ltd. was conferred with the MoU rating of 'Good' alongwith a score of '3.35' for the year 2011-12 in connection with MoU between Department of Heavy Industry (DHI) and B&R based on Audited data as per O.M No. 3(4)/2011-DPE (MOU) received from the Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises, MOU Division. The Company expects "Better" rating in the current year 2012-13.

14.0 VIGILANCE :

Vigilance department under the guidance of Chief Vigilance Officer has strived to emphasize in its activities an environment of proactive 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.

15.0 STATUTORY AUDITORS :

The Government of India appointed M/s. R.Kothari & Co., Chartered Accountants, Kolkata and M/s. Guha & Matilal, Chartered Accountants, Kolkata as Statutory Auditors of the Company for the Accounting Year 2012-13 under Section 619(2) of the Companies Act, 1956.

16.0 ACKNOWLEDGMENT :

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 :18th July, 2013

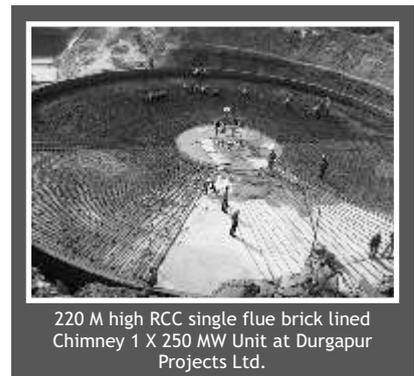
CHANDAN CHOUDHURI
Chairman and Managing Director

**ANNEXURE TO THE DIRECTOR'S REPORT
FORM 'B'**

ANNEXURE I

RESEARCH, DEVELOPMENT AND DIVERSIFICATION YEAR 2012-13

1. **Specific areas where Research, Development and Diversification was carried out :-**
 - a) Bailey Bridge
 - b) Porta-Cabin
 - c) Inventory Management vide ERP System
2. **Benefits derived as a result of Research, Development and Diversification :-**
 - a) Reduction in weight of Bailey Bridge
 - b) Reduction in weight of Porta-Cabin
 - c) Inventory Management Implementation at 12 (Twelve) Nos. Project sites and Howrah Workshop
3. **Future R&D Plan :-**
 - a) Modernization of Steel Plants
 - b) RCC Chimney of Height more than 200m
 - c) High Quality RCC work in Nuclear Power Plants
 - d) Project Management Consultancy work
 - e) High Altitude Border Roads



4. Expenditure in R&D in 2012-13 :-

Capital : ₹ NIL
 Revenue : ₹ 41,46,381/-
 TOTAL : ₹ 41,46,381/-

5. Technology Absorption and Adaptation :-

Automatic Rim Seal Fire Protection System using Linear Hollow Metallic Tube Detection System	Technology Absorption is in progress.
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ANNEXURE II

FORM 'C'

FOREIGN EXCHANGE EARNINGS AND OUTGO

1. Total Foreign Exchange used : ₹ 0.12 Crores
2. Total Foreign Exchange earned : ₹ 10.54 Crores

REPORT ON ENERGY UTILISATION

ANNEXURE III

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	2011-12			2012-13		
		Energy Expenditure (₹ /Lakh)	Turnover (₹ /Lakh)	%	Energy Expenditure (₹ /Lakh)	Turnover (₹ /Lakh)	%
1	Electricity	112.95	4260	2.65	100.28	1628	6.16
2	HSD	4.313		0.10	2.88		0.18
3	L.P.G.	11.06		0.26	12.41		0.76
	TOTAL	128.323		3.01	115.57		7.10

4. Details of Energy audit, if undertaken :

- a) When (Year) and by which agency : In the year 2012 - 13, by SUPERINTENDANCE COMPANY OF INDIA (PVT.) LTD.
Plot No. Y-23, Block-EP, Sector-V, Salt Lake, Kolkata-700 091.
(N.B. : Energy Audit for year 2012-13 is under process)
- b) Amount paid for energy audit : ₹ 30,704/-
- 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 4 nos. of recommendations
(As per Audit Report 2012-13)
- e) Specific recommendations of the energy audit and action taken thereon : Recommendations were given and actions reported

5. Steps / measures already been taken for the year 2012-13 against recommendations:-

- i) Reduction & Air leak management for compressors
- ii) Installation of Portable Screw Type Compressor in place old de-rated Compressors.
- iii) Installation of Energy Saver for Lights.
- iv) Replacement of old A.c. by new A.C.

REPRESENTATION OF SCs, STs AND OBCs

ANNEXURE-IV

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					
					SCs	STs	OBCs	Total	SCs	STs	Total	SCs	STs	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		
Group-A	676	97	02	34	01	01	-	-	96	22	-	-	-	-		
Group-B	115	20	-	11	01	-	-	01	15	03	-	-	-	-		
Group-C	437	25	01	13	05	02	-	-	64	05	-	-	-	-		
Group-D (Excluding Sweepers)	234	23	03	06	Nil	-	-	-	28	09	-	-	-	-		
Group-D (Sweepers)	09	09	-	-	-	-	-	-	07	07	-	-	-	-		
TOTAL	1471	174	06	64	07	03	-	01	210	46	-	-	-	-		

REPRESENTATION OF PERSONS WITH DISABILITIES **ANNEXURE- V**

Groups	NUMBER OF EMPLOYEES				DIRECT RECRUITMENT IN 2012								PROMOTION							
	Total	VH	HH	OH	No. of vacancies reserved				No. of Appointments Made				No. of vacancies reserved				No. of Appointments Made			
					VH	HH	OH	Total	VH	HH	OH	Total	VH	HH	OH	Total	VH	HH	OH	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		
Group-A	676	-	-	04	-	-	-	-	-	-	-	NA	NA	NA	NA	NA	NA	NA		
Group-B	115	-	-	-	-	-	-	-	-	-	-	NA	NA	NA	NA	NA	NA	NA		
Group-C	437	02	01	07	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Group-D	243	03	03	04	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	1471	05	04	15	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

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 Orthopaedically Handicapped (persons suffering from locomotor disability or cerebral palsy)



SUSTAINABLE DEVELOPMENT REPORT

ANNEXURE VI

Sustainable Development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It demands the responsible management of resource use.

B&R has complied with guidelines issued by Department of Public Enterprises on Sustainable Development to eliminate ambiguity and bring uniformity to the process. B&R endeavours to manufacture products carefully in an environment friendly manner and provide services specifically designed to benefit people of present and future generations. In this regard, the company is committed to achieve the economic, ecological and social responsibility objectives of sustainable development.

Company's Sustainable Development Committee, headed by Director (Project Management) is responsible for guidance, Implementation, monitoring and review of projects and targets.

SUSTAINABLE DEVELOPMENT PROJECTS OF B&R

There are 5 (five) nos. Sustainable Development projects chosen by B&R which are as per DPE's SD guidelines for the year 2012-13. Details are as under:-

Sl. No.	Schedule A/B	Project Activity	Performance indicator	Target Set for 2012-13	Achieved during 2012-13
1.	A	Energy Management	Energy Efficiency	₹ 9 Lakhs	₹ 10.19 Lakhs
2.	A	Biodiversity Conservation	Afforestation	50 Nos. trees	100 Nos. Trees Planted (₹ 1 Lakh)
3.	A	Others	Rainwater Harvesting	₹ 10 Lakhs	₹ 12.83 Lakhs
4.	B	Training	Training of Employees on SD	30 Heads	53 Heads (₹ 2.03 Lakhs)
5.	B	Carbon Management	Low Carbon strategy Development and Implementation	₹ 1 Lakh	₹ 1.63 Lakhs
		TOTAL			₹ 27.68 Lakhs

