

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Company

S. No	Particulars	Details
1	Corporate Identity Number (CIN) of the Company	L29253TG1983PLC004141
2	Name of the Company	Pitti Engineering Limited
3	Year of incorporation	17-Sep-1983
4	Registered office address	6-3-648/401, IV Floor, Padmaja Landmark, Somajiguda, Hyderabad – 500 082
5	Corporate address	Same as above
6	E-mail	<a href="mailto:shares@pitti.in">shares@pitti.in</a>
7	Telephone	91 40-23312774/ 23312770
8	Website	<a href="http://www.pitti.in">www.pitti.in</a>
9	Financial year for which reporting is being done	1st April 2023 to 31st March 2024
10	Name of the stock exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited.
11	Paid-up capital	₹ 1602.50 Lakhs
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Shri Sandip Agarwala COO – Motor & Generator Components Business Email: <a href="mailto:brsr@pitti.in">brsr@pitti.in</a> Contact: 91 40-23312774/ 23312770
13	Reporting boundary	Standalone
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

### II. Products/services

#### 16. Details of business activities

S. No.	Description of main activity	Description of business activity	% of Turnover
1	Manufacturing	Electrical laminations, sub-assemblies for motor cores and generators, die-cast rotors and machining of metal components.	100%

#### 17. Products/Services sold by the Company

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Electrical laminations and stampings	25910	64.94%
2	Machining of metal components	25920	18.96%
3	Others- Metal scrap, traded goods, and tools	3830, 46699, 28229	16.10%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	1	5
International		Nil	

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

##### a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	11 Countries

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

36%

c. A brief on types of customers

The Company serves Business to Business customers. The Company specialises in the manufacturing of a wide range of products such as electrical steel laminations, motor cores, sub-assemblies, die rotors, press tools and machining of metal components. We supply a range of products for use in diversified industries like renewable energy, power generation, automotive, data centers, special purpose motors and mining.

IV. Employees

20. Details as at March 31, 2024

a. Employees and Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>Employees</b>						
1	Permanent (D)	792	771	97.35	21	2.65
2	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3	<b>Total Employees (D+E)</b>	<b>792</b>	<b>771</b>	<b>97.35</b>	<b>21</b>	<b>2.65</b>
<b>Workers</b>						
4	Permanent (F)	710	710	100.00	Nil	Nil
5	Other than Permanent (G)	2,147	2,141	99.72	6	0.28
6	<b>Total Workers (F + G)</b>	<b>2,857</b>	<b>2,851</b>	<b>99.79</b>	<b>6</b>	<b>0.21</b>

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)					
2	Other than Permanent (E)			Nil		
3	<b>Total Differently Abled Employees (D + E)</b>					
<b>Differently Abled Workers</b>						
4	Permanent (F)					
5	Other than Permanent (G)			Nil		
6	<b>Total Differently Abled Workers (F + G)</b>					

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	8	1	12.50
Key Management Personnel	2	1	50.00

Executive Directors who are KMP are included in the Board of Directors. The Chief Financial Officer and the Company Secretary & Chief Compliance Officer are shown in KMP.

22. Turnover rate for Permanent Employees and Workers

	2023-24 (%)			2022-23 (%)			2021-22 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.89	24.39	20.99	7.68	-	7.68	5.69	1.78	5.59
Permanent Workers	16.40	-	16.40	7.36	-	7.36	4.99	-	4.99

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/No)
1	Pitti Rail and Engineering Components Limited	Wholly Owned Subsidiary	100	Yes

## VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover: ₹ 1,19,174.58 lakhs

(iii) Net worth: ₹ 41,628.18 lakhs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	2023-24			2022-23		
		Number of complaints filed during the year	Number of pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Refer link below	Nil	Nil	NA	Nil	Nil	NA
Shareholders		8	Nil	NA	2	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		13	Nil	NA	14	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA

<https://www.pitti.in/investordesk/Docs/Client/CLT1/fy2023/Grievance%20Redressal.pdf>

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health and Safety	Risk	Occupational hazards may endanger the safety of our employees and communities around our manufacturing locations.	Increased automation with extra focus on workmen's safety helps to manage and improve Health and Safety performance.	Negative
2	ESG	Opportunity	Following-through on Environment, Social and Governance commitments to regulators, customers and investors enables the Company to secure its reputation and future business opportunities.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Employee Retention and Talent Development	Risk	The Company requires employees of a special skill set. Given there are very few companies in this genre of business who operate around the Company's plants, retention is important.	Multiple learning and development programs to upskill and reskill people Robust system for acquiring and retaining the right talent	Negative
4	Cybersecurity	Risk	Increased digitalization and automation exposes the Company to new risks including data breaches, identity theft and other types of cybercrime.	Establishing strong cybersecurity systems that can avoid any kind of data breach and pose threat to the company's values.	Negative
5	Regulatory Compliance	Risk	Failure to comply with relevant laws and regulations may result in legal and financial penalties.	Creating a strong ethical organizational culture with a focus on transparency and compliance.	Negative
6	Social Responsibility	Opportunity	Ensuring goodwill with local, and marginalized communities through community development.		Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes:</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The Policies are approved by the Board or the Managing Director & Chief Executive Officer of the Company, based on the nature of the Policy and the associated regulatory requirements.								
c. Web Link of the Policies, if available	The Corporate policies of the Company can be viewed at Weblink <a href="https://www.pitti.in/investor-desk/investors_d_p.php">https://www.pitti.in/investor-desk/investors_d_p.php</a> Other policies are available internally in the Company								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001-2015 ISO 9001-2015								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	a. Afforestation and Greenbelt Development The company aims to increase afforestation initiatives within the company's facilities to promote carbon sequestration. The company utilizes Miyawaki plantation method for the enhanced growth of the greenery. By employing the Miyawaki method, the company aims to create self-sustaining, low-maintenance green spaces.	b. Shifting towards Eco-Friendly Transportation The company aims to transition its fleet from fuel vehicles to electric vehicles. Electric vehicles, with their superior energy efficiency, offer a substantial reduction in carbon footprint and promote sustainable resource utilization.	c. Energy Management The company aims to increase energy generation from renewable sources for all its manufacturing facilities and to support resource conservation.						
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	a. The Company has reserved 7 acres of land at its Aurangabad facility and 1 acre of land at the Hyderabad facility for afforestation and greenbelt. This project entails plantation of about 21,500 trees at the Aurangabad Facility and about 15,000 trees at the Hyderabad Facility. We have planted about 5,450 trees at the Aurangabad facility and about 6,107 trees at the Hyderabad facility using the innovative Miyawaki afforestation method, as well as other traditional methods. The plantation is expected to grow in multiple layers with an annual growth rate of 1 metre. Within 2 years, the resultant plantation is expected to become self-sustainable.	b. The company has purchased 16 Electric Vehicles (6 in FY 2022-23 and 10 in FY 2023-24) which has reduced the potential Scope 1 Greenhouse Gas Emissions by 42.754 t CO <sub>2</sub> e, in the last two years. To support the transition further, the company plans to introduce more Electric Vehicles in its fleet, based on requirement.	c. The company currently has a 1 MW solar power plant at its Aurangabad facility. To increase the share of renewable electricity in the company's energy mix, an enhancement of the renewable power to 3 MW is planned.						

### Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	<p>We are dedicated to upholding the principles of NGRBC and core elements, by integrating the principles into our operations for promoting a responsible and sustainable business environment. We believe that sustainability is not only the correct thing to do, but also a competitive advantage.</p> <p>In continuation of our efforts to reduce the company's carbon footprint, the initiatives taken up by the company during the year, among others, include solar energy and afforestation. The solar power plant at our Aurangabad Plant continued to generate around 1,629.55 MWh units, leading to a reduction of carbon emissions by 1162 MT CO<sub>2</sub> equivalent. Through the Miyawaki Plantation method, the company has embarked on an afforestation programmes which would create a self-sustainable forest spanning 8 acres. Through these means, we strive to create a greener and healthier environment while combating climate change.</p> <p>Our dedication to integrating sustainability is reflected in every facet of our operation. We continue to invest in our team's well-being, resulting in enhanced morale and engagement, for the holistic growth of the organization. Our rigorous safety measures and training programs have led to zero workplace injuries and a safe &amp; secure environment for all. Our CSR initiatives and active engagements with local communities reflects our strong commitment towards social responsibility.</p> <p>We also acknowledge the role of effective governance and transparency in achieving our commitment to sustainability. Our strong ethical framework for governance, robust review and monitoring systems ensure that all employees and Board members adhere to the highest standards of integrity. Our cyber security measures actively address key data security risks, reinforcing the resilience of our systems.</p> <p>We believe in intertwining sustainability agenda into the business objectives and considering our focus on ESG will be key driver of long-term value creation for our key stakeholders. On the whole, the Company is diligently working towards the goals set for reducing carbon emissions, replacing fossil fuels with renewable options, mindful management of water and waste and conservation of biodiversity.</p> <p>Akshay S Pitti Managing Director &amp; Chief Executive Officer</p>
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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Akshay S Pitti (DIN 00078760), Managing Director & Chief Executive Officer, under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Risk Management Committee of the Company oversees the factors related to the Environment, Social and Governance aspects and provides adequate inputs to the Board of Directors. The Corporate Social Responsibility Committee oversees the social factors and provide necessary insights to the Board of Directors. For details on the Committees please refer to the Report on Corporate Governance in the Annual Report.								

10. Details of review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action.	The policies of the Company are reviewed by Department Heads / Board Committees and Board of Directors wherever applicable.									Reviewed at frequency stated in respective policies or on need basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliance.	The status of compliance with all applicable statutory requirements is reviewed by the Board.									Quarterly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No. The policies and processes are subject to audits / reviews done internally in the Company from time to time.								

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

Questions	P7
The entity does not consider the principles material to its business (Yes/No)	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No
It is planned to be done in the next financial-year (Yes/No)	No
Any other reason (please specify)	There is no specific policy outlined for Principle 7. The Company through associations /institutions / trade and industry chambers strives to advocate and pursue various causes that are in the larger interest of the industry, economy, society and public.

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE****Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5	The Board and KMP engage in awareness sessions pertaining to business, strategy, risk and regulatory training.	100%
Key Managerial Personnel	4		
Employees other than BOD and KMPs	95	The employees/workers undergo various trainings /awareness sessions such as induction training at the time of joining and leadership, policy, safety, environment, social, governance, occupational health, mental health, soft skills, risk management, function specific technical and compliance training during the course of employment.	55.07%
Workers			

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

Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement					
Compounding Fee					

Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment			Nil		
Punishment					

3. Of the instances disclosed in Question 2 above, details of the appeal/ revision preferred in cases where monetary or non-monetary action has been appealed.

S. No.	Case details	Name of the regulatory/ enforcement agencies / judicial institutions
		Not Applicable

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

Yes, the Company has a policy for anti-bribery and corruption for all employees and is available internally. The Company has also adopted a Code of Conduct applicable to the Board of Directors and senior management personnel of the Company. The members of the Board of Directors and senior management personnel of the Company are required to affirm an annual compliance of this code. Weblink: <https://pitti.in/investordesk/Docs/Client/CLT1/Code%20of%20Conduct.pdf>

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

	2023-24	2022-23
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	2023-24		2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of interest of the KMPs				

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured)

	2023-24	2022-23
Number of days of accounts payables	81	105

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties.

Parameter	Metrics	2023-24	2022-23
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	13.14%	10.03%
	b. Sales (Sales to related parties / Total Sales)	0.56%	1.21%
	c. Loans & advances (Loan & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	100%	Nil



**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN MANNER THAT IS SUSTAINABLE AND SAFE****Essential Indicators**

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

	2023-24	2022-23	Details of improvements in environmental and social impacts
R & D	Nil	Nil	Nil
Capex	2.78%	Nil	A 1 MW solar power plant was installed at the Aurangabad facility in FY 2021-22 which contributed to cumulative reduction of carbon emissions by 2382 MT CO <sub>2</sub> e for FY23 and FY 24. In 2023-24, the company has made investments in Electrical Vehicles (EV) and LED bulbs for reduction in GHG (Scope 1 & 2) emissions.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes
- b. If yes, what percentages of inputs were sourced sustainably?  
82.11%\*  
*\* Raw materials only considered*
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
End of life procedures are currently not mandated for the Company as Extended Producer Responsibility is not applicable.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/ No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.  
Not Applicable.

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS****Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	771	771	100	771	100	NA	NA				
Female	21	21	100	21	100	21	100	Nil		Nil	
<b>Total</b>	<b>792</b>	<b>792</b>	<b>100</b>	<b>792</b>	<b>100</b>	<b>21</b>	<b>100</b>				
<b>Other than Permanent Employees</b>											
Male											
Female	Nil					NA					
<b>Total</b>											

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	710	710	100	710	100	NA	NA				
Female	Nil	NA	NA	NA	NA	NA	NA			Nil	
<b>Total</b>	<b>710</b>	<b>710</b>	<b>100</b>	<b>710</b>	<b>100</b>	<b>NA</b>	<b>NA</b>				

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Other than Permanent workers</b>											
Male	2,141	2,141	100	2,141	100	NA	NA				
Female	6	6	100	6	100	6	100			Nil	
<b>Total</b>	<b>2,147</b>	<b>2,147</b>	<b>100</b>	<b>2,147</b>	<b>100</b>	<b>6</b>	<b>100</b>				

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	2023-24	2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.20%	0.16%

2. Details of retirement benefits for the current and previous financial year

Benefits	2023-24			2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	19.70	89.04	Yes	24.70	88.81	Yes
NPS	2.15	Nil	Yes	2.40	Nil	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

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

Yes. The Company firmly upholds its commitment to providing equal opportunities for all individuals. We ensure that all job applicants and employees are treated with fairness and equality, regardless of gender, marital status, disability, race, color, religion, age, sexual orientation, nationality, or ethnic/national origins. The Policy is available internally in the Company.

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

Nil

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

(If yes, then give details of the mechanism in brief)	
<b>Permanent Workers</b>	Yes.
<b>Other than Permanent Workers</b>	The Company has a three-stage Grievance Redressal mechanism with an appropriate forum for each stage. For grievances pertaining to sexual harassment, the IC Committee may be approached. The Whistle Blower Policy of the Company enables persons to freely communicate their concerns on illegal or unethical practices by writing to the dedicated mail.
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	

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

No Unions existing.

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

Category	2023-24					2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	771	347	45.01	334	43.32	648	398	61.42	78	12.04
Female	21	1	4.76	1	4.76	20	-	-	-	-
<b>Total</b>	<b>792</b>	<b>348</b>	<b>43.94</b>	<b>335</b>	<b>42.30</b>	<b>668</b>	<b>398</b>	<b>59.58</b>	<b>78</b>	<b>11.68</b>
<b>Workers</b>										
Male	710	328	46.20	261	36.76	663	220	33.18	50	7.54
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>710</b>	<b>328</b>	<b>46.20</b>	<b>261</b>	<b>36.76</b>	<b>663</b>	<b>220</b>	<b>33.18</b>	<b>50</b>	<b>7.54</b>

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	771	613	79.51	648	524	80.86
Female	21	16	76.19	20	14	70.00
<b>Total</b>	<b>792</b>	<b>629</b>	<b>79.42</b>	<b>668</b>	<b>538</b>	<b>80.54</b>
<b>Workers</b>						
Male	710	624	87.89	663	590	88.99
Female	-	-	-	-	-	-
<b>Total</b>	<b>710</b>	<b>624</b>	<b>87.89</b>	<b>663</b>	<b>590</b>	<b>88.99</b>

## 10. Health and safety management system:

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

Yes, the Company has implemented an occupational health and safety management system that covers various aspects such as EHS plan & policy, work permits, environmental monitoring, risk assessment, safety guidelines, work instructions, occupational health center, fire fighting equipment, annual medical checkups, compliance with legal requirements, hazards identification, safe working procedures, preventive maintenance, incident reporting, SOP maintenance, provision of PPE, safety committee meetings.

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

The Company conducts routine safety drills to assess the effectiveness of its safety protocols and identify potential risks that may arise during work-related operations. Regular interaction with on-site personnel is conducted to gather feedback and evaluate any hazards they have encountered or anticipated. Various measures are employed to identify and assess work-related hazards and risks, including:

- Hazard Identification and Risk Assessment (HIRA)
- Failure Modes and Effects Analysis (FMEA)
- Internal and external audits
- Why-Why analysis,
- Work permit system, and
- A near miss reporting system.
- Additionally, work zone monitoring and noise assessment analysis are conducted to ensure safety in the workplace.

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

Yes

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

Yes.

11. Details of safety related incidents:

Safety Incident/Number	Category	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company is committed to maintaining the highest standards of occupational health and safety. Our proactive approach to risk assessment, safety audits, and incident management ensures continuous improvement of our processes and the well-being of our employees. Following are some of the steps taken to ensure a safe and healthy workplace:

- To provide a safe and healthy workplace, all applicable statutory requirements are followed and monitored at all times.
- All employees and workers get training on a range of topics pertaining to health and safety, including a health and safety induction programme for workers, job-specific training on the use of PPES, training on identifying and understanding all work-related hazards and risks, and so on.
- Periodic medical check-ups and health awareness sessions are conducted to maintain a healthy workforce.
- There is a planned emergency response strategy, which involves recognizing potential risks and taking apt measures to mitigate them.
- The Company has established a number of safety procedures and equipment to maintain a healthy and safe working environment, including:
  - Installing safety sensors and light curtains
  - Setting up safety fencing around all revolving machines
  - Installing fire alarms, hydrant, and smoke detector systems
  - Regular ambient air monitoring to maintain a safe workspace
  - Providing appropriate personal protective equipment (PPE) for job requirements
  - Availability of safety showers

These measures collectively contribute to maintaining a secure and protected working environment.

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

	2023-24			2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety		Nil			Nil	

14. Assessment for the year

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

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

There are no such instances of safety-related incidents / risks / concerns arising from assessments of health & safety practices and working conditions.

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity**

The stakeholders are identified based on the significance of their impact on the business and value creation. The Company focuses on developing trust-based relationships and understanding the priorities of its stakeholders to foster shared value.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)</b>	<b>Frequency of engagement (Annually/ Half yearly/Quarterly/ Others - please specify).</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement.</b>
Employees and Workers	No	Email, Phone calls, SMS, Meetings, Notice Board, Training Programs, festival and foundation day celebration, Intranet	Regular	Day to day activities/ Conduct of Business. Trainings, addressing concerns, innovation, operational efficiencies, health, safety and recreational activities.
Investors and Shareholders	No	Email, Website, Quarterly publication of results, Newspaper advertisements, Analysts/ Investor Calls, Annual General Meetings, Stock Exchange intimations.	Annually/Half yearly/ Quarterly/ Event basis	Compliance, Governance Practices Update on business, financial and operational performance. Keeping communication channels open with shareholders and investor community helps to connect them with the Company.
Communities	Yes	Physical Meetings / Reviews/ Assessments	Event Based	CSR Programs and other initiatives Engagement with communities through the CSR Activities, addressing concerns of surrounding communities.
Customers and Value Chain Partners	No	Email, Meetings, Survey, Phone calls, Websites.	Regular	Business / Project Related Product quality and availability, timely delivery and payments, ESG consideration. responsiveness to customer needs, customer satisfaction, customer surveys and feedback mechanisms.
Government and Regulatory Bodies	No	Fillings and submissions, Engagement during visits to our facilities, Email and website	Event Based	Compliance with applicable laws and regulations Transparency, Disclosure, Compliance, Constructive engagement

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	2023-24			2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	792	348	43.94	668	668	100
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Employees</b>	<b>792</b>	<b>348</b>	<b>43.94</b>	<b>668</b>	<b>668</b>	<b>100</b>
<b>Workers</b>						
Permanent	710	328	46.20	663	663	100
Other than permanent	2147	966	44.99	1170	1170	100
<b>Total Workers</b>	<b>2857</b>	<b>1294</b>	<b>45.29</b>	<b>1833</b>	<b>1833</b>	<b>100</b>

2. Details of minimum wages paid to employees and workers

Category	2023-24					2022-23				
	Total (A)	Equal to		More than		Total (D)	Equal to		More than	
		Minimum Wage	Minimum Wage	Minimum Wage	Minimum Wage		Minimum Wage	Minimum Wage		
No. (B)	% (B / A)	No. (C)	% (C / A)	No. (E)	% (E/D)	No. (F)	% (F/D)			
<b>Permanent Employees</b>										
Male	771	Nil	Nil	771	100	648	Nil	Nil	648	100
Female	21	Nil	Nil	21	100	20	Nil	Nil	20	100
<b>Other Than Permanent</b>										
Male			Nil					Nil		
Female										
<b>Permanent Workers</b>										
Male	710	Nil	Nil	710	100	663	Nil	Nil	663	100
Female	Nil	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other Than Permanent</b>										
Male	2,141	Nil	Nil	2,141	100	1,161	Nil	Nil	1,161	100
Female	6	Nil	Nil	6	100	9	Nil	Nil	9	100

3. Details of remuneration/ salary/ wages

- a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BOD) <sup>1</sup>	2	98.78	Nil	NA
Key Managerial Personnel	1	57.75	1	47.25
Employees other than BoD and KMP	768	4.31	20	6.92
Workers	710	2.88	Nil	NA

Note1: Median remuneration is calculated only for Executive Directors; Independent Directors receive sitting fees which is not included above.

- b. Gross wages paid to females as % of total wages paid by the Company

	2023-24	2022-23
Gross wages paid to females as % of total wages	2.72%	2.55%

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

Yes

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

Any grievances concerning violations of human rights should be reported through the Grievance Policy Mechanism implemented by the Company. We ensure that all grievances received are thoroughly investigated, and appropriate actions are taken to resolve the issue or complaint. In cases where necessary, disciplinary actions are initiated as deemed fit

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

	2023-24			2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour		Nil			Nil	
Forced Labour/Involuntary Labour						
Wages						
Other Human rights related Issues						

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

	2023-24	2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

The Company has implemented Whistle Blower Mechanism where any discrimination and harassment cases can be directly brought to the notice of the Audit Committee. The Company also ensures protection against discrimination for employees who make disclosures or raise concerns under Grievance Redressal Mechanism. The POSH policy ensures that the complainant, anyone assisting the complainant, and anyone investigating into the complaint are not subjected to any adverse consequences.

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

Yes

10. Assessment for the year

Particulars	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Sexual Harassment	
Discrimination at workplace	
Child Labour	100%
Forced Labour/Involuntary Labour	
Wages	
Other human rights related issues	

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

No such significant risks/concerns were identified by the company.

PRINCIPLE 6 BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	2023-24	2022-23
<b>From renewable sources</b>		
Total electricity consumption (Giga Joules) (A)	5,297.29	5,335.82
Total fuel consumption (Giga Joules) (B)	-	-
Energy consumption through other sources (Giga Joules) (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>5,297.29</b>	<b>5,335.82</b>
<b>From non-renewable sources</b>		
Total electricity consumption (Giga Joules) (D)	44,214.40	35,175.93
Total fuel consumption (Giga Joules) (E)	16,829.80	9,902.95
Energy consumption through other sources (Giga Joules) (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>61,044.20</b>	<b>45,078.88</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>66,341.49</b>	<b>50,414.69</b>
<b>Energy intensity per rupee of turnover*</b>		
(Total energy consumed / Revenue from operations) (GJ/ Rs in Crores)	55.21	45.82
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	1,266.93	1,048.92
<b>Energy intensity in terms of physical output*(GJ/Output in MT)</b>	<b>1.62</b>	<b>1.41</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Comparatives for the FY 2022-23 has been corrected

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

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

Not Applicable

3. Provide details of the following disclosures related to water

Parameter	2023-24	2022-23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	16,142.37	15,940.98
(iii) Third party water	1,254.65	72.30
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)</b>	<b>17,397.02</b>	<b>16,013.28</b>
<b>Total volume of water consumption (In kiloliters)</b>	<b>17,397.02</b>	<b>16,013.28</b>
<b>Water intensity per rupee of turnover*</b>		
(Total water consumption / Revenue from operations) (Consumption in KL/₹ in Crores)	14.48	14.56
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	332.23	333.17
Water intensity in terms of physical output*(Consumption in KL/Output in MT)	0.43	0.45
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Comparatives for the FY 2022-23 has been corrected

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

No



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

Parameter	2023-24	2022-23
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>Total water discharged</b>	Nil	Nil

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

No

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

Our manufacturing facilities have an effective zero liquid discharge mechanism. We have installed Sewage Treatment Plants (STPs) at both locations to treat sewage and canteen wastewater. The Hyderabad Plant has an STP capacity of 40 KLD, while the Aurangabad Plant has a capacity of 50 KLD.

The treated water from these plants is utilized for on-site gardening, promoting a sustainable approach to water management. Additionally, the sludge generated undergoes is carefully digested in a controlled wetland area in the STP. The dried sludge is used as fertilizer, reducing waste while promoting eco-friendly practices.

## 6. Please provide details of air emissions (other than GHG emissions) by the Company

Parameter	Please specify unit	2023-24	2022-23
NOx	Avg mg/Nm3	945.68	969.60
Sox	Avg mg/Nm3	637.24	684.30
Particulate matter (PM)	Avg mg/Nm3	464.63	491.19
Persistent organic pollutants (POP)	Avg mg/Nm3	Nil	Nil
Volatile organic compounds (VOC)	Avg mg/Nm3	NA	NA
Hazardous air pollutants (HAP)	Avg mg/Nm3	NA	NA
Others– please Specify	-	NA	NA

Note: Comparatives for the FY 2022-23 has been restated due to the recomputation of BRSR attributes on the basis of approach and methodology adopted for the disclosure of FY 2023-24.

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

No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	2023-24	2022-23
<b>Total Scope 1 emissions</b>			
(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) Metric tonnes of CO <sub>2</sub> Equivalent 847.40 313.14	Metric tonnes of CO <sub>2</sub> Equivalent	847.40	313.14
<b>Total Scope 2 emissions</b>			
(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	8,759.36	9344.61
<b>Total Scope 1 and Scope 2 emission intensity per crore rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		8.00	8.82
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>			
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		183.46	201.93
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	0.24	0.27
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

Yes, LNCO Advisors LLP, Hyderabad.

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

The Company has installed 1MW solar plant at its Aurangabad plant, resulting in reduction of greenhouse gas (GHG) emissions of over 1162 MT of CO<sub>2</sub> equivalent from electricity consumption.

The Company has undertaken afforestation on 7 acres at its Aurangabad plant and 1 acre at its Hyderabad Plant, this project entails plantation of about 21,500 trees at the Aurangabad Facility and about 15,000 trees at the Hyderabad Facility, which will help enhance the overall air quality, mitigate GHG emissions, regulate temperature and create a better environment in its surroundings.

The Company has started replacing conventional vehicles with electric vehicles, contributing to reducing GHG emissions.

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

Parameter	2023-24	2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	6.51	6.47
E-waste (B)	1.01	1.96
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	48.39	69.53
Battery waste (E)	8.79	3.18
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	5.32	6.13
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	31,252.22	31,185.49
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>31,322.24</b>	<b>31,272.76</b>
<b>Waste intensity per rupee of turnover</b>		
(Total waste generated / Revenue from operations) (Waste generated in MT/Rs In crores)	26.07	28.43
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>		
(Total waste generated / Revenue from operations adjusted for PPP)	598.16	650.66
<b>Waste intensity in terms of physical output</b>		
<b>(Waste Generated in MT/Output in MT)</b>	0.77	0.87
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

Parameter	2023-24	2022-23
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled		
a) Plastic waste	6.51	6.47
b) E-waste	1.02	1.96
(ii) Re-used	31,261.00	31,188.67
(iii) Other recovery operations	-	-
<b>Total</b>	<b>31,268.53</b>	<b>31,197.10</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	5.32	6.13
(ii) Land filling	48.39	69.53
(iii) Other disposal operations	-	-
<b>Total</b>	<b>53.71</b>	<b>75.66</b>

Note: Comparatives for the FY 2022-23 has been corrected

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

No

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

In the endeavor to develop a sustainable ecosystem, we have been striving to create value by adopting 3R (Reduce, Reuse & Recycle) principles. At our manufacturing facilities, waste is categorized into hazardous and non-hazardous categories. Non-hazardous waste is further categorised as recyclable or non-recyclable. We manage waste in compliance with the OCP for Material Handling, with recyclable waste handled by state-authorised vendors who have been certified by the pollution control board. Battery recycling is facilitated by returning the batteries to the suppliers, whilst e-waste is processed by state authorised recyclers.

This necessitates a constant emphasis on three essential areas:

- Consuming less energy
- Recycling solid and liquid waste
- Recovering carbide, oils, and lubricants

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details

The company does not have any office or plants located around ecologically sensitive areas.

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

None

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

During the reporting period, there were no cases of non-compliance with applicable laws, regulations, guidelines in India. The Company is complying with all applicable environmental law/regulations/guidelines in India such as Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules made thereunder.

S. No.	Specify the law / regulation guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control	Corrective action taken, if any
				None

**PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**Essential Indicators**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Telangana Chamber of Commerce and Industry (FTAPCI)	State
2	Chamber of Marathwada Industries and Agriculture (CMIA)	State
3	Engineering Export Promotion Council (EEPC)	National
4	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
5	Indo - German Chamber of Commerce (IGCC)	India and Germany

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

No cases of anticompetitive conduct reported. There is no action taken or underway against the Company.

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year  
Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your Company  
Not Applicable
3. Describe the mechanism to receive and redress grievances of the community  
Communities can reach out to the Company through mail or written communication for any grievances. The complaints or grievances received from Community is redressed by the respective Departments.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	3.25	2.04
Directly from within India	95.19	89.65

\*Input Material includes raw materials, capital expenditure, consumables, services, etc.

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

Location	FY 2023-24	FY 2022-23
Rural	-	-
Semi-Urban	46.54	42.85
Urban	53.46	57.15
Metropolitan	-	-

## PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

### Essential Indicators

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

Upon receiving a customer complaint, we promptly register and acknowledge it. The Quality Assurance Department studies the issue, prepares an interim reply, and shares it with the Marketing Department within 48 hours. We coordinate with the customer, implement corrective actions, and monitor their effectiveness. Repairs/reworks are conducted as needed, and the Quality Department ensures thorough inspections. The respective departments follow up on recommended corrective actions. We are committed to delivering zero defect products

#### 2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about environmental and social parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal

The Company manufactures electrical steel laminations, sub-assemblies for motor & generator cores, die-cast rotors and machined casted & fabricated parts and shafts. The customer uses these parts to build their final product. Therefore, product information is not applicable at this stage.

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

	2023-24			2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber- security						
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

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

	Number	Reasons for Recall
Voluntary recalls	Nil	Nil
Forced recalls		

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

Yes. The Company has an internally available policy on cyber security.

#### 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

Not applicable as there have been no reported incidents of such issues to date.

#### 7. Provide the following information relating to data breaches

(a) Number of instances of data breaches	None
(b) Percentage of data breaches involving personally identifiable information of customers	Not Applicable
(c) Impact, if any, of the data breaches	Not Applicable