

August 23, 2024

The Manager  
BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort,  
Mumbai-400001

**Scrip No. 534618**

**Sub.: Submission of Business Responsibility and Sustainability Report for the Financial Year 2023-2024**

Dear Sir/Madam,

This is in reference to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. Kindly find enclosed herewith Business Responsibility and Sustainability Report (the BRSR) for the Financial Year 2023-2024.

The BRSR also forms the part of the Annual Report for the Financial Year 2023-24, submitted to the exchange vide letter dated August 23, 2024.

Please take the same on your records and suitably disseminate to all concerned.

Thanking you,

Yours faithfully,

For **Waaree Renewable Technologies Limited**

HEEMA  
KALPESHKU  
MAR SHAH

Digitally signed by  
HEEMA KALPESHKUMAR  
SHAH  
DN: cn=HEEMA KALPESHKUMAR  
SHAH, o=WAAREE RENEWABLE  
TECHNOLOGIES LIMITED, ou=WAAREE  
RENEWABLE TECHNOLOGIES LIMITED,  
c=IN, email=heema@waareertl.com,  
serial=109307

**Heema Shah**  
**Company Secretary**  
**ACS 52919**  
**Email Id: [info@waareertl.com](mailto:info@waareertl.com)**

**Enclosed:** As above

**Waaree Renewable Technologies Limited**

(A subsidiary of Waaree Energies Limited)

504, Western Edge-1, Off. Western Express Highway,  
Borivali (E), Mumbai 400 066. Maharashtra INDIA

Tel.: +91 22 6644 4444    CIN : 93000MH1999PLC120470  
E : [info@waareertl.com](mailto:info@waareertl.com)    GST: 27AADCS 1824J2ZB  
W : [www.waareertl.com](http://www.waareertl.com)

## ANNEXURE 8 TO THE BOARD'S REPORT

### Business Responsibility And Sustainability Report For The Financial Year Ended March 31, 2024

#### SECTION A: GENERAL DISCLOSURES

##### 1) Details of the Listed Entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L93000MH1999PLC120470
2. **Name of the Listed Entity:** Waaree Renewable Technologies Limited ('Waaree RTL')
3. **Year of Incorporation:** 1999
4. **Registered Office Address:** 504, Western Edge - I, Off: Western Express Highway, Borivali (E), Mumbai, Maharashtra, 400066
5. **Corporate Address:** 504, Western Edge - I, Off: Western Express Highway, Borivali (E), Mumbai, Maharashtra, 400066
6. **E-mail:** info@waareertl.com
7. **Telephone:** +9122-66444444
8. **Website:** www.waareertl.com
9. **Financial year for which Report is prepared:** FY 2023-24
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited (BSE)
11. **Paid-up Capital:** ₹ 20,82,98,530/- (Rupees Twenty Crores Eighty Two Lakhs Ninety-Eight Thousand Five Hundred and Thirty only)
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report:**

Particulars	Details
Name	Ms. Heema Shah
Designation	Company Secretary
Telephone Number	+91 22 6644 4444
Email ID	info@waareertl.com

13. **Reporting boundary: Are the disclosures under this Report made on a standalone basis (i.e. only for the Entity) or on a consolidated basis (i.e. for the Entity and all the Entities which form a part of its consolidated financial statements, taken together).**

The disclosures under this Report have been made on a standalone basis. The reporting scope encompasses Waaree RTL's project sites and offices across India.

##### 2) Products/Services

14. **Details of business activities:**

Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
42201	Construction and maintenance of power plants	97.55%

15. **Products/Services sold by the Entity (accounting for 90% of the Entity's Turnover):**

NIC Code			Products/Services	% of total Turnover contributed
Group	Class	Sub Code		
422	4220	42201	Construction and maintenance of power plants	97.55%

##### 3) Operations

16. **Number of locations where plants and/or operations/offices of the Entity are situated**

Location	Number of projects	Number of offices	Total
National	20	01	21
International	Nil	Nil	Nil

## Business Responsibility &amp; Sustainability Report (Contd.)

**17. Markets served by the Entity:****a. Number of locations**

Locations	Number
National(No.ofStates)	08
International (No.ofCountries)	Nil

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

Nil

**c. A brief on types of customers**

Waaree RTL is spearheading the Solar EPC business and caters to Individual, Industrial, and Commercial customers by encouraging them to adopt energy solutions that helps in reducing the release of carbon. It provides clean energy to its clients by setting up both on-site solar projects (rooftop and ground-mounted) and off-site solar farms (open access solar plants).

**4) Employees****18. Details as at the end of Financial Year:****a. Employees and Workers (including differently abled):**

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>					
Permanent (D)	174	167	95.98%	7	4.02%
Other than permanent (E)	64	64	100%	0	0%
<b>Total Employees (D+E)</b>	<b>238</b>	<b>231</b>	<b>97.06%</b>	<b>7</b>	<b>2.94%</b>
<b>Workers</b>					
Permanent (F)	18	18	100%	NA	NA
Other than permanent (G)	NA	NA	NA	NA	NA
<b>Total Workers (F+G)</b>	<b>18</b>	<b>18</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

**b. Differently abled Employees and Workers:**

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>					
Permanent (D)	1	1	100%	NA	NA
Other than permanent (E)	NA	NA	NA	NA	NA
<b>Total Employees (D+E)</b>					
<b>Workers</b>					
Permanent (F)	NA	NA	NA	NA	NA
Other than permanent (G)	NA	NA	NA	NA	NA
<b>Total Workers (F+G)</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and Percentage of Female	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel*	2	1	50%

\*Other than directors

## Business Responsibility &amp; Sustainability Report (Contd.)

**20. Turnover rate for Permanent Employees and Workers**

	FY23-24* (Turnover rate in current FY in %)			FY22-23* (Turnover rate in previous FY in %)		
	Male	Female	Total	Male	Female	Total
Permanent Employees	6.25%	0.56%	6.81%	4.13%	22.22%	5.19%
Permanent Workers	NA	NA	NA	NA	NA	NA

\*includes only on roll employees

\*includes only on roll employees

**5) Holding, Subsidiary and Associate Companies (including Joint Ventures)****21. Names of Holding / Subsidiary / Associate Companies / Joint Ventures**

Sr.	Name of the Subsidiary/Associate Companies (A)	Indicate whether Subsidiary / Associate	% 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	Waasang Solar One Private Limited	Subsidiary	51	No
2	Waaree Energies Limited	Holding	74.51	No

The Hon'ble National Company Law Tribunal, Mumbai Bench (NCLT) has approved the Scheme of Amalgamation between Sangam Rooftop Solar Private Limited (Transferor Company 01), Waaree PV Technologies Private Limited (Transferor Company 02), Waasang Solar Private Limited (Transferor Company 03) with Waaree Renewable Technologies Limited ('Transferee Company') and their respective shareholders under Sections 230 to 232 of the Companies Act, 2013 read with Companies (Compromises, Arrangements and Amalgamation) Rules, 2016 vide its order dated March 21, 2024.

Further, The National Company Law Tribunal ("NCLT"), Mumbai Bench has passed Corrigendum order on 24/05/2024, approved the Scheme of Amalgamation ("Scheme") of between Sangam Rooftop Solar Private Limited (Transferor Company 01), Waaree PV Technologies Private Limited (Transferor Company 02), and Waasang Solar Private Limited (Transferor Company 03), all wholly owned subsidiaries of the Company, with the Company. The Appointed date of the Scheme is 01/04/2022. The said scheme has been made effective from 11/06/2024. Consequently, the above mentioned wholly owned subsidiaries of the Company stand dissolved without winding up.

No impact of the merger has been considered in the Standalone Financial Statements for the financial year ended March 31, 2024.

**6) CSR Details**

22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. Turnover (in ₹): 341.73 Crores
- iii. Net worth (in ₹): 110.60 Crores

## Business Responsibility &amp; Sustainability Report (Contd.)

## 7) Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)  (If Yes, then provide weblink for grievance redress policy)	2023-24 Current Financial Year			2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	4	1	-	0	0	-
Supply chain partners	Yes	0	0	-	0	0	-
Other (Anonymous emails/letters)	Yes	0	0	-	0	0	-

## 24. Overview of the Entity's material responsible business conduct issues

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

Sr.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Customer experience & satisfaction	Risk	Poor quality of services and products can lead to loss of customers	We utilise multiple channels to engage with our customers and gather constant feedback. This enables us to continuously evaluate and improve our services.	Negative
2	Safeguarding Biodiversity	Risk	Our operations and services have the potential to adversely affect biodiversity and ecosystem services. This impact could lead to the loss of protected species and habitat fragmentation, posing a risk to our reputation and social license to operate.	We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate. Biodiversity Risk assessment in key projects Implementation of project with respect to Biodiversity Management Plan and global standard practices	Negative

## Business Responsibility &amp; Sustainability Report (Contd.)

Sr.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
3	Employee & workforce engagement, welfare	Risk	Higher employee turnover will lead to lower productivity and loss of tacit knowledge	prioritise employee engagement, refine recruitment and onboarding processes, offer competitive compensation and benefits, provide ongoing development opportunities, promote work-life balance, and conduct thorough exit interviews for feedback. These steps help retain talent, sustain productivity, and safeguard tacit knowledge within the organisation.	Negative
4	Health & safety	Risk	Ensuring the safety and well-being of our employees, who are our key assets, is paramount. We achieve this by assessing and controlling health and safety risks across all our operations.	Waaree RTL has instituted a comprehensive health, safety, and environment policy and procedure. Training, awareness enhancement, and periodic reviews are conducted under this framework, overseen by the Board.	Negative
5	Human rights & labour conditions	Risk	Violations of human rights can result in significant reputational damage.	Human rights Assessment for operations.	Negative
6	Climate action	Risk	Climate change risks, including adverse weather events, are becoming more evident in our business. Failure to manage these risks adequately could impact our operations and profitability.	Climate change risks, including adverse weather events, are mitigated through the Board's Comprehensive Risk Policy, which includes risk identification, systematic control, adaptation strategies, emissions reduction, stakeholder engagement, and compliance with policies. Resilient infrastructure development is also part of these efforts.	Negative

## Business Responsibility &amp; Sustainability Report (Contd.)

Sr.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
7	Diversity, inclusion & equal opportunity	Risk	Diversity and inclusion are crucial aspects of being an equal opportunity employer. With the growing emphasis on unique skill sets from a diverse workforce, this area represents a significant reputational risk factor.	We promote workplace diversity to enhance the organisation's collective experience and skill set, with a focus on improving diversity at all levels. We foster the right work culture through effective policies and processes which encourages diversity in workplace	Negative
8	Data security, privacy, and cybersecurity	Risk	Access to sensitive data by miscreants and loss of data integrity.	Strong information security architecture.	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

- P 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P 2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P 3 Businesses should respect and promote the well-being of all Employees, including those in their value chains.
- P 4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P 5 Businesses should respect and promote human rights.
- P 6 Businesses should respect and make efforts to protect and restore the environment.
- P 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P 8 Businesses should promote inclusive growth and equitable development.
- P 9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy &amp; management process</b>										
1	a. Whether your Entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<a href="https://waareertl.com/policies/">https://waareertl.com/policies/</a>								
2	Whether the Entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								

Business Responsibility & Sustainability Report (Contd.)

4	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your Entity and mapped to each principle.	Waaree RTL’s policies are deeply embedded in the principles of the National Guidelines for Responsible Business Conduct (NGRBC), which are consistent with globally recognised standards such as ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, as well as UNGC and ILO principles and the United Nations Sustainable Development Goals (SDGs). The company evaluates and communicates its sustainability performance using the Global Reporting Initiative (GRI) standards, widely considered the benchmark for sustainability reporting. Furthermore, Waaree RTL is dedicated to tackling climate change and water-related challenges, intending to disclose information to the Carbon Disclosure Project (CDP) on these pivotal issues. The company also plans to adopt the Science Based Targets initiative (SBTi), which offers a framework for establishing science-based targets to curtail greenhouse gas emissions in line with the objectives of the Paris Agreement.
5	Specific commitments, goals and targets set by the Entity with defined timelines, if any.	We have identified our key material topics and are currently tracking all KPIs related to our business.
6	Performance of the Entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	We are progressing well on all our key material topics.

**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).

The company believes in environmental and transparency and will be disclosing its activities’ economic, environmental, and social impacts through sustainability.

- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).

Name of Director	Mr. Pujan Doshi
Designation	Managing Director
DIN	07063863

- 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 Managing Director is responsible for decision making on sustainability related issues.

- 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	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by the Managing Director as a part of ESG review. During the review, the effectiveness of the Policies is evaluated and necessary amendments to Policies and procedures are implemented.	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.	

## Business Responsibility &amp; Sustainability Report (Contd.)

11.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Regularly, the Board of Directors and Management assess the Company's compliance with its established policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The Entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The Entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every Entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable.**

**Essential Indicators**

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons irrespective category covered by the awareness programmes
Board of Directors	0	0	0
Key Managerial Personnel	0	0	0
Employees other than BOD and KMPs	0	0	0
Workers	0	0	0

## Business Responsibility &amp; Sustainability Report (Contd.)

**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:**

The Company had no monetary and non-monetary 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 FY 2023-24 except as given below.

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

Non – Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
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:**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

**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 'zero tolerance' of any practice that may be classified as corruption, bribery or giving or receipt of bribes. The Code of Conduct of the Company serves as a guide for all Executive Directors, Senior Management Personnel and Functional Heads including Members of the core Management Team for ensuring compliance with applicable anti-bribery laws, rules and regulations.

The Code of Conduct is disclosed on the Website of the Company at <https://waareertl.com/static/media/3.250032f0.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:**

There have been no cases involving disciplinary action taken by any law enforcement agency on the charges of bribery / corruption against Directors / KMPs / Employees / Workers that have been brought to the Company's attention.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

## Business Responsibility &amp; Sustainability Report (Contd.)

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

**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

**Leadership Indicators****1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes Held	Topics/principles covered under the Training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	0	0

**2. Does the Entity have processes in place to avoid/ manage conflict of interests involving Members of the Board? (Yes/No) If yes, provide details of the same.**

Yes, the company has a detailed policy known as the code of conduct, the purpose of which is to ensure that the Directors and Senior Management shall observe high standards of ethical conduct, fairness and integrity and shall work to the best of their ability, responsibility and judgement in a manner that is in consonance with the best interests of the Company and its stakeholder.

More details of the same can be found <https://waareertl.com/static/media/3.250032f0.pdf>

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the Entity, respectively.**

	Current FY 2023-24	Previous FY 2022-23	Details of improvements in environmental and social impacts
R & D	-	-	-
Capex	100	100	Power Generation by renewable sources i.e sunlight does not produce harmful carbon dioxide emission that leads to climate change

**2. a. Does the Entity have procedures in place for sustainable sourcing?**

The Company has a process for sustainable sourcing in which all new and current supply chain partners are required to be evaluated based on Environment, Social and Governance criteria before

## Business Responsibility &amp; Sustainability Report (Contd.)

being on boarded. Additionally, the Supplier Code of Conduct (COC) includes Environment and Social standards that must be followed, and all value chain partners must sign the COC as part of their contract documents.

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

100%

- 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.**

At project and operation sites, systems are established to recycle, reuse, and dispose of waste in accordance with regulatory requirements for the waste generated during construction and operations.

- 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

**Leadership Indicators**

- 1. Has the Entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? -Not Applicable**

NIC Code	Name of Product/ Service	% of Total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No). If yes, provide the web-link.
NA	NA	NA	NA	NA	NA

- 2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Not Applicable.

Name of Product / Service	Description of the risk/concern	Action Taken
NA	NA	NA

- 3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
We are not manufacturing Company	0	0

## Business Responsibility &amp; Sustainability Report (Contd.)

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

Not applicable as the Company does not have any specific consumer product and there is no product reclamation at the end of the product life. However, the waste material generated at the operation and project sites are safely disposed as per the applicable regulatory requirements.

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-used	Re-cycled	Safely Disposed	Re-used	Re-cycled	Safely Disposed
Plastics (including packaging) ( MT)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous Waste						
a) _____	0	0	0	0	0	0
b) _____						
Other Waste						
a) _____	0	0	0	0	0	0
b) _____ ( MT)						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	0

**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)	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	167	167	100%	167	100%	0	0	0	0	NA	NA
Female	7	7	100%	7	100%	0	0	0	0	NA	NA
<b>Total</b>	<b>174</b>	<b>174</b>	<b>100%</b>	<b>174</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent employees</b>											
Male	64	64	100%	64	100%	0	0	0	0	NA	NA
Female	0	0	100%	0	100%	0	0	0	0	NA	NA
<b>Total</b>	<b>64</b>	<b>64</b>	<b>100%</b>	<b>64</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>NA</b>

## Business Responsibility &amp; Sustainability Report (Contd.)

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

Category	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>Permanent workers</b>											
Male	18	18	100%	18	100%	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>18</b>	<b>18</b>	<b>100%</b>	<b>18</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent workers</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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/NA)
PF	94%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	4%	NA	Y	100%	NA	Y

## 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, most of the Company's permanent office buildings and Project locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

## 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 has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through the link [www.waareertl.com](http://www.waareertl.com)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate (%)	Retention rate (%)	Return to work rate (%)	Retention rate (%)
Male	100%	100%	3%	100%
Female	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>



## Business Responsibility &amp; Sustainability Report (Contd.)

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	Total (B)	% (B / A)	Total (C)	Total (D)	% (D/C)
<b>Employees</b>						
Male	NA	NA	NA	64	2	2.38%
Female	NA	NA	NA	6	0	-
<b>Workers (Permanent)</b>	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

**10. Health and safety management system:**

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

Yes, the organisation has implemented an occupational health and safety management system, covering all construction project sites, O&M operations, and offices. In line with the WaareeRTL HSE Policy, the management systems adhere to the International Standards ISO 45001:2018 (Occupational Health and Safety Management System Standard). The HSE Management System outlines the mandatory requirements for systematic management and execution within the organisation. The company's Integrated HSE Management System is accredited by international certification bodies.

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

Waaree RTL has implemented a systematic, proactive risk management process to identify and control hazards in all routine and non-routine activities at construction project sites, O&M operations, and offices. The HIRA, JSA, and Permit to Work procedures are mandatory for any activity, ensuring rigorous monitoring and approval of the risk assessment process. Relevant stakeholders, including construction engineers, design and planning engineers, EHS team members, and workers, are actively involved in risk assessments and the risk management process. All records are meticulously maintained, providing easy accessibility and transparency to all related stakeholders.

3. Whether you have processes for Workers to report work related hazards and to remove themselves from such risks.

Reporting workplace hazards is crucial for enhancing Health & Safety performance. We strongly encourage all project execution personnel, including our contractors' workforce, to actively identify and promptly report hazards through our designated reporting procedures. All reported observations are meticulously tracked for closure, and rigorous preventive measures are implemented to mitigate recurrence.

4. Do the Employees/Workers of the Entity have access to non-occupational medical and healthcare services?

Yes, employees and workers are covered under Medclaim/ESIC policies for non-occupational medical services.

## Business Responsibility &amp; Sustainability Report (Contd.)

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
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 workplace.**

A project specific plan is prepared at the inception of every new project which identifies the hazardous operations and the risks arising from such hazards which are within the scope of the work. The Company has undertaken several initiatives over the years to improve safety performance.

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Current Financial Year		
	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	0	0	-	0	0	-
Health & safety	0	0	-	0	0	-
Others	0	0	-	0	0	-

**14. Assessments for the year:**

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

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

The Company's management undertakes a review of all accidents and incidents, and formulate procedures based on risk analysis of data gathered through various assessment tools. This data is used for predictive analysis, measurement of incidents and unsafe behaviours. This enables identification of the key areas of risk which in turn guides the projects to proactively manage and focus resources to prevent any accidents or incidents.

**Leadership Indicators****1. Does the Entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers**

The Company extends life insurance coverage in the event of death of its Employees and Workers.

## Business Responsibility &amp; Sustainability Report (Contd.)

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

Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The Company makes sure that all the relevant clauses dealing with statutory compliance are validated and honoured by both sides.

**3. Provide the number of Employees / Workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Benefits	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)	FY 2023-24 (Current FY)	FY 2022-23 (Previous FY)
Employees	0	0	0	0
Workers	0	0	0	0

**4. Does the Entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

The Company has assistance programmes for relocation from one place to another, however there are no programmes for retirement or termination of employment.

**5. Details on assessment of value chain partners (Supply chain partners):**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	A procedure is in place to assess the working conditions of value chain partners.

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.- Not Applicable****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.**

WaareeRTL has systematically identified, prioritised, and engaged with a diverse set of stakeholders considering the present and potential impacts of its business on them and vice versa. In line with its business models, the Company has identified the following as key stakeholder groups:

Stakeholders	Basis of Identification
Customers / Clients:	Private Sector entities contribute to majority of the Company's current order book, hence they are the largest clients for the businesses. In addition to providing the business, they also determine policies for various areas as well as determine the plans for various sectors.
Suppliers / Subcontractors:	EPC have significant dependence on supply chain partners for sourcing of key raw materials and outsourcing activities. To maintain sustainable growth, these partners are key elements in meeting the delivery and cost objectives for various contracts.

## Business Responsibility &amp; Sustainability Report (Contd.)

Employees & workforce:	Waaree RTL employs large number employees. Hence, their skills development, health and well-being are important for the Company's ongoing and future operations.
Investors and Shareholders:	Investors and shareholders make an important contribution to the growth of the Company by providing financial resources. They also play an important role through exercise of their voting rights with respect to important plans of the Company.
Local Communities:	Waaree RTL helps catalyse socio-economic development of communities around its project sites at various locations across the country. Focus is on underprivileged and marginalised sections to enable them to bring them on-par with others.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers / Clients:	No	Customer satisfaction surveys Formal and informal feedback Forum for quick customer query resolution Email, SMS, advertisement, website, social media	Regular	Understanding of their needs helps in determining product and services quality and pricing. Product innovation development is guided by customer requirements Reduction in environmental and social impacts of products to help customers meet their Sustainability Goals
Suppliers / Subcontractors:	No	Regular supplier / vendor meets On-site quality audits of suppliers Vendor due diligence and prequalification meetings. Tracking of suggestions from O&M Partners for possible implementation. Contract revision and negotiation meetings	Annual, Periodic	Critical to ensure operational efficiency through timely supplies and logistical efficiency Vital to our goals of sustainability and responsible sourcing Safety of workers and workplace
Employees & workforce:	No	Intranet and in-house newsletters Management-employee Town Hall meets Annual employee surveys Performance dialogue and appraisals Employee Feedback programme	Regular	Employees help meet business goals with their collective knowledge and experience, by initiating best-in-class people practices Benefits, culture and grievances Capacity building and career progression Human Rights aspects related to employee wellbeing
Investors and Shareholders:	No	Annual General Meeting Disclosure tools, including Annual Reports, and Investor Presentations Email Complaints and grievance management.	Annual, Need basis	Keeping communications channels open with analysts and investor community and helps to connect them with management

## Business Responsibility &amp; Sustainability Report (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local Communities:	Yes. (Affirmative Action)	CSR initiatives and interventions Community meetings Programmes Impact Assessment & survey	Ongoing/ Need basis	Positively touching lives of people and thereby enhancing their quality of life and overall wellbeing

**Principle 5: Businesses should respect and promote human rights.****Essential Indicators****1. Employees and Workers who have been provided training on human rights issues and policy(ies) of the Entity, in the following format:**

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employee/workers covered (B)	% (B/A)	Total (C)	No. of employee/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	0	0	0	89	89	100%
Other than permanent	0	0	0	1	1	100%
<b>Total Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>90</b>	<b>90</b>	<b>100%</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
<b>Total Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**2. Details of minimum wages paid to Employees and Workers, in the following format:**

Category	FY 2023-24* Current Financial Year					FY 2022-23* Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees Permanent</b>										
Male	117	0	0	117	100%	69	0	0	69	100%
Female	7	0	0	7	100%	2	0	0	2	100%
<b>Other than Permanent</b>										
Male	73	0	0	73	100%	16	0	0	16	100%
Female	0	0	0	0	0	3	0	0	3	100%
<b>Workers Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Other than Permanent</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

\*includes only on roll employees

\*includes only on roll employees

## Business Responsibility &amp; Sustainability Report (Contd.)

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

Benefits	Male*		Female*	
	Number	Median remuneration/ salary/ wages of respective category (In Rupees)	Number	Median remuneration/ salary/ wages of respective category (In Rupees)
Board of Directors (BoD) (Whole-time Directors)	0	0	0	0
Key Managerial Personnel	2	1,54,00,000/-	1	22,77,000/-
Employees other than BoD and KMP	188	20,17,35,063/-	6	41,69,484/-
Workers	NA	NA	NA	NA

\*includes only on roll employees

\*includes only on roll employees

**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, there are several committees within the Company that oversee human rights impacts and issues. For example, the Company maintains a zero-tolerance policy towards sexual harassment in the workplace and complies with the provisions for establishing Internal Complaints Committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

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

Yes, the Company has internal mechanism to redress grievances related to human rights issues and is in the process of formalising the same.

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Current Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human Rights related issues	0	0	-	0	0	-

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

The Company upholds human rights as a top priority in its business operations and maintains a zero-tolerance policy against exploitative or forced labor, as well as any form of abuse. It complies with the provisions of the POSH Act (2013) by implementing an Internal Committee, a Code of Conduct Committee, and a Whistleblower Policy to effectively address grievances."

## Business Responsibility &amp; Sustainability Report (Contd.)

**8. The Company has established a host of policies like the code of conduct, Vigil mechanism, Prevention of Sexual harassment at the Workplace etc. that outline the various redressal mechanisms available to all employees. Do human rights requirements form part of your business agreements and contracts?**

Yes, the Company has included Human Rights in business agreements and contracts.

**9. Assessments for the year**

	<b>% of your plants and offices that were assessed (by Entity or statutory authorities or third parties)</b>
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	Nil

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

Not Applicable

**Leadership Indicators****1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

As there were no Human Rights issues recorded, no business process was modified or introduced due to this.

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

No Due Diligence has been conducted for FY 2023-24

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

The registered office of the Company has ramps for easy movement of differently abled visitors. Planned steps are being taken to create the infrastructure support for Persons with Disabilities in Site offices.

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

	<b>% of Value chain partners (by value of business done with such partners) that were assessed</b>
Child labour	
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others – please specify	-

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.** Not applicable

## Business Responsibility &amp; Sustainability Report (Contd.)

**Principle 6: Businesses should respect and make efforts to protect and restore the environment.****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter		FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Direct Energy	GJ	-	
	kWh	-	
Diesel	KL	87	646
	GJ	3,497	25,967.66
Petrol	KL	7.4	-
	GJ	297	-
Total Indirect Energy (purchased electricity)	kWh	6,85,266.40	57,899.44
	GJ	2,466.95	208
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		Not Available	Not Available

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

**2. Does the Entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) 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, in the following format:**

Parameter #	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	5,262.08	13,947.68
(ii) Groundwater	72,384	00
(iii) Third party water	00	00
(iv) Seawater / desalinated water	00	00
(v) Others	77,647	13,947.68
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,55,293.08</b>	<b>27,895.36</b>
Total volume of water consumption (in kilolitres)	1,55,293.08	27,895.36
Water intensity per rupee of turnover (Water consumed / turnover)	Not Available	Not Available

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

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

As we are not generating any waste water by our process, we can consider our operations as zero water discharge plant. The domestic effluent we are generating is also negligible, what is generally coming out from the toilet and washing facilities provided to the workforce at sites. Despite of that we are maximising the use of dry portable urinals wherever possible to reduce it further.

## Business Responsibility &amp; Sustainability Report (Contd.)

**5. Please provide details of air emissions (other than GHG emissions) by the Entity, in the following format:**

According to the Environmental Impact Assessment notification of 2006, renewable energy projects do not need to obtain environmental clearance from the Ministry of Environment, Forest & Climate Change or any State Pollution Control Boards. This projects Categorised under the White category of industry by the Central Pollution Control Board's 2016 circular.

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Tonnes	NA	NA
SOx	Tonnes	NA	NA
Particulate matter (PM)	Tonnes	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – (ODS)	Tonnes	NA	NA

\* Nox and Sox are calculated by total HSD consumption for DG operation.

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

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

Parameter#	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	250	102.25
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	575.62	255.35
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> Equivalent Per R Bn	Not Available	Not Available

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

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

At Waaree RTL, we are dedicated to reducing our Scope 1 and Scope 2 greenhouse gas emissions through the integration of solar energy systems at construction sites, substantially lowering our reliance on diesel generators. This shift not only decreases diesel consumption but also aligns with our carbon footprint reduction goals. The adoption of 5-star rated electrical appliances enhances our energy efficiency, supporting our commitment to climate action (SDG 13) and affordable and clean energy (SDG 7). Our initiatives also extend to promoting employee engagement in energy-saving practices, further reducing our indirect emissions (Scope 2).

## Business Responsibility &amp; Sustainability Report (Contd.)

**8. Provide details related to waste management by the Entity, in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	-
E-waste (B)	0.14	0.83 MT
Bio-medical waste (C)	Nil	-
Construction and demolition waste (D)	12.39	-
Battery waste (E)s	Nil	-
Radioactive waste (F)	Nil	-
Other Hazardous waste. Please specify, if any. (G)		
a) used Oil (KL)	0.6	-
b) MS Drums		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
a) Steel scrap	16.52	24 MT
b) Cement bags		
Total (A + B + C + D + E + F + G + H)	29.07	24.83 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Nil	-
(ii) Re-used	Nil	-
(iii) Other recovery operations	Nil	-
<b>Total</b>	<b>Nil</b>	<b>-</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(iv) Incineration	Nil	-
(v) Landfilling	Nil	-
(vi) Other disposal operations (Disposed through authorised vendors)	0.6	24.83 MT

**9. 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.**

We are an ISO 14001:2015 certified organisation. As part of our HSE management system, we develop waste management plans at all project sites before starting activities and engage approved vendors for recycling and treatment.

Our 'Waste Stream Mapping' guidelines cover waste handling from generation to disposal, ensuring segregation and proper labeling.

As a white category industry, we use very few hazardous substances in our operations, minimising the risk of mixed waste disposal issues.

## Business Responsibility &amp; Sustainability Report (Contd.)

- 10. If the Entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:** Not Applicable

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

- 11. Details of environmental impact assessments of projects undertaken by the Entity based on applicable laws, in the current financial year:**

Waaree RTL operates in the EPC business of renewable projects. Environmental impact assessments for projects are conducted by clients and are not part of the Company's scope of work.

name and brief details of project	EAI notification no.	Date	Whether conducted by in depend entexternal agency (yes/no)	Results communicated inpublicdomain (yes/no)	RelevantWeb link
None	-	-	-	-	-

- 12. 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).**

All the Company projects and industrial facilities follow 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.

The Company adheres to all environmental regulations of the country. There were no instances of environmental noncompliance by the Company during the Financial Year 2023-24.

If not, provide details of all such non-compliances, in the following format:

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-
-	-	-	-	-

### Leadership Indicators

- 1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, inthe following format:**

Parameter	FY 2023-24 (Current Financial Year) GJ	FY 2022-23 (Previous Financial Year) GJ
From renewable sources		
Total electricity consumption (A)	915	60.11
Total fuel consumption (B)	Nil	-
Energy consumption through other sources (C) {purchased electricity}	NIL	-
Total energy consumed from renewable sources (A+B+C)	915	60.11
From non-renewable sources		

## Business Responsibility &amp; Sustainability Report (Contd.)

Parameter	FY 2023-24 (Current Financial Year) GJ	FY 2022-23 (Previous Financial Year) GJ
Total electricity consumption (D)	2,466.95	148.34
Total fuel consumption (E)	NIL	Not Available
Energy consumption through other sources (F)	NIL	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,466.95</b>	<b>Not Available</b>

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

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

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

All the plants under our scope have treatment facilities and operates under Zero Liquid Discharge (ZLD)

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

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

- (i) Name of the area- Beed (Maharashtra) & Phalodi (Rajsthan)
- (ii) Nature of operations- Operation & Maintenance of Solar Plant

## Business Responsibility &amp; Sustainability Report (Contd.)

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	00	NA
(ii) Groundwater	00	NA
(iii) Third party water	1,565	NA
(iv) Seawater / desalinated water	00	NA
(v) Others	00	NA
Total volume of water withdrawal (in kilolitres)	00	NA
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,565</b>	<b>NA</b>
Water intensity (optional) – the relevant metric may be selected by the Entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>NA</b>	<b>NA</b>

\*Currently, the Company does not have an assessment of operations that could be in water stressed area

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

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

We are currently engaged in the process of calculating Scope 3 emissions, which includes indirect emissions that occur in the value chain of the company, such as those from purchased goods and services, transportation, and waste disposal. This comprehensive assessment aims to quantify the environmental impact beyond our direct operations. However, the specific details and final results of this calculation are still under review and not yet finalised.

## Business Responsibility &amp; Sustainability Report (Contd.)

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)		Not Available	Not Available
Total Scope 3 emissions per rupee of turnover		Not Available	Not Available
Total Scope 3 emission intensity – (optional) – the relevant metric may be selected by the Entity		Not Available	Not Available

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

5. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the Entity on biodiversity in such areas along-with prevention and remediation activities.** Not Applicable
6. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:** Not Available

Sr.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1			
2			
3			

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

The Company places utmost importance on safety and has implemented comprehensive emergency preparedness plans at each project and O&M sites. These plans are meticulously designed to effectively manage and respond to emergency situations that may arise. They encompass detailed response procedures aimed at preventing and mitigating hazards, risks, and environmental impacts. In the event of an emergency, our procedures ensure swift and organised actions to safeguard the well-being of all personnel and mitigate potential damage to the environment. This proactive approach includes the provision of first aid to address any immediate medical needs that may arise. Moreover, continuous training and drills are conducted to ensure that our teams are well-prepared and capable of executing these emergency plans efficiently.

8. **Disclose any significant adverse impact to the environment, arising from the value chain of the Entity. What mitigation or adaptation measures have been taken by the Entity in this regard.**

As a company classified under the white category industry by CPCB, Government of India, Waaree RTL has minimal environmental impact throughout our business operations. Nevertheless, as part of our sustainability initiative, we are committed to improving year over year by progressively installing more energy-efficient modules.

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

## Business Responsibility &amp; Sustainability Report (Contd.)

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

1. A. Number of affiliations with trade and industry chambers/ associations.: Nil
- 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. Nil
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:**

During the year, there were no such cases.

Name of authority	Brief of the case	Corrective action taken
-	-	-
-	-	-

**Leadership Indicators**

1. **Details of public policy positions advocated by the Entity:** Nil

Sr. No.	Public Policy Covered	Method restored for such advocacy	Whether information in public Domain	Frequency of review by Board	Web Link if available
-	-	-	-	-	-
-	-	-	-	-	-

**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.**

- The clients conduct the Social Impact Assessment (SIA) of projects, and it is not included in the scope of work of the Company.

Name and brief detail of the project	SIA Notification Number	Date of Notification	Whether conducted by independent external agency	Results communicated in public domain	Web Link if available
NA	NA	NA	NA	NA	NA

NA: Data not applicable

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

- R&R of projects is carried out by the Clients and is not within the scope of work of the Company

Sr. No	Name of the project for which R&R is going	State	District	No. of Projects Affected families	% of PA Fs covered by R&R	Amount paid to PA Fs in the FY (in ₹)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

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

All agreements between the Company and its stakeholders include clauses addressing the handling of grievances and disputes. At each project and O&M location, a designated person is available to address complaints or grievances from community members. A project-level grievance redressal mechanism is in place, with a grievance register maintained at every project and O&M site.

## Business Responsibility &amp; Sustainability Report (Contd.)

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

	<b>FY 2023-24 Previous Financial Year</b>	<b>FY 2022-23 Previous Financial Year</b>
Directly sourced from MSMEs/small producers (Approx)	11%	14%
Sourced directly from within the district and neighbouring districts*	-	-

\*The Company has various sites and therefore it is difficult to determine the percentage of input material sources from neighbouring sites.

**Leadership Indicators****1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):** Not Applicable

<b>Details of negative social impact identified</b>	<b>Corrective action taken</b>

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

<b>Sr. No.</b>	<b>Aspirational District</b>	<b>Amount spent (In ₹)</b>
-	-	-

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups?**

Not Available

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

Not Applicable.

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

Not Applicable.

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

Not applicable as the Company does not have any intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge.

<b>Sr. No.</b>	<b>Intellectual Property based upon traditional knowledge</b>	<b>Owned/ Acquired (Yes/No)</b>	<b>Benefit (Yes/No)</b>	<b>Benefits of calculating benefit share</b>
-	-	-	-	-

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

<b>Name of authority</b>	<b>Brief of the case</b>	<b>Corrective action taken</b>
-	-	-
-	-	-

## Business Responsibility &amp; Sustainability Report (Contd.)

**6. Details of beneficiaries of CSR Projects:**

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
-	-	-	-

The Company's projects are designed to serve the beneficiaries from the under privileged, marginalised, vulnerable and backward communities of the society.

**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.**

There is a designated person at the projects/ O&M locations/sites, who can be reached out in case of any complaints or grievances from costumers. Project level grievance redressal mechanism is prepared, and grievance register is maintained at every project and O&M sites.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product Safe and responsible usage Recycling and/or safe disposal	- Not applicable as the Company does not have specific consumer product or product range.

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential Services	4	1	-	Nil	Nil	-
Restrictive Trade practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade practices	Nil	Nil	-	Nil	Nil	-
Other	-	-	-	-	-	-

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

The Company does not have any specific consumer products hence not applicable.

	Number	Reason for Call
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

**5. Does the Entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web-link of the policy**

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy, Same being of confidential nature has not been uploaded on website.

## Business Responsibility &amp; Sustainability Report (Contd.)

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

No issues on any delivery issues pertaining to cyber security. We ensure to reply to the regulators for any information as required by regulators.

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

The Company's business offerings can be found on the website: [www.waareertl.com](http://www.waareertl.com)

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

For projects & O&M, regular interaction with the client are conducted during the execution phase. The Company extends an opportunity to explain about its innovations, new technology and techniques that are implemented to enhance product quality and work methodology.

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

During execution of the projects and transport of heavy machinery, the clients and concerned departmental authorities are informed through transmittal letters and their permissions are sought for road closure, traffic diversion and isolation of essential services.

**4. Does the Entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your Entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the Entity, significant locations of operation of the Entity or the Entity as a whole? (Yes/No)**

No

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

a) Number of instances of data breaches along-with impact

No such incident has been reported during the financial year 2023-24

b) Percentage of data breaches involving personally identifiable information of customers -

NIL

On behalf of the Board  
For **Waaree Renewable Technologies Limited**

**Sd/-**  
**Pujan Doshi**  
(Managing Director)  
DIN: 07063863

**Sd/-**  
**Hitesh Mehta**  
(Executive Director)  
DIN: 00207506

Place: Mumbai  
Dated: August 20, 2024

**Registered office**

504, Western Edge-I, off. Western Express Highway  
Borivali (East), Mumbai 400066