



July 5, 2024

National Stock Exchange of India Ltd.
Exchange Plaza
C-1, Block G Bandra Kurla Complex
Bandra (E)
Mumbai - 400 051

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai - 400 001

Through: NEAPS

Through: BSE Listing Centre

Dear Sir/Madam,

Subject: Submission of Business Responsibility and Sustainability Report

NSE Scrip Code : ELGIEQUIP / BSE Scrip Code : 522074

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the year financial year 2023-24.

This will also be hosted on the Company's website at www.elgi.com

This is for your information and records.

Thanking you,

Yours faithfully,

For Elgi Equipments Limited

Devika Sathyanarayana
Company Secretary and Compliance Officer

Encl.: a/a

ELGI EQUIPMENTS LIMITED

Registered Office : Elgi Industrial Complex III, Trichy Road, Singanallur, Coimbatore - 641005, Tamilnadu, India
T +91 422 2589 555, **E** investor@elgi.com, **W** www.elgi.com, **TOLL-FREE NO:** 1800-425-3544 | 1800-203-3544
CIN : L29120TZ1960PLC000351

Annexure H

DRAFT - BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2023-24

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L29120TZ1960PLC000351
2.	Name of the Listed Entity	Elgi Equipments Limited
3.	Year of incorporation:	1960
4.	Registered office address	ELGI Industrial Complex III, Trichy Road Singanallur, Coimbatore -641 005
5.	Corporate address:	ELGI Industrial Complex III, Trichy Road Singanallur, Coimbatore -641 005
6.	E-mail id:	investor@elgi.com
7.	Telephone:	0422-2589555
8.	Website:	www.elgi.com
9.	Financial year for which reporting is being done:	2023-24
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited and the National Stock Exchange of India Ltd
11.	Paid-up Capital:	₹ 31,69,09,016/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Mr. Shyam Vasudevan, Vice-President, Legal & Secretarial; M: 9790015547; E-Mail: shyamv@elgi.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).	Disclosures made in this report are on a standalone basis and pertain only to Elgi Equipments Limited (“Elgi/Company”).
14.	Name of assurance provider	
15.	Type of assurance obtained	

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture of Air compressors	Electrical equipment, general purpose and special purpose machinery & equipment	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Air Compressors	2813 - Manufacture of Compressors	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	2	7
International	Reported only for standalone entity, i.e, ELGi Equipments Ltd, India		

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	All states in India are served by the Company.
International (No. of Countries)	As the Company is reporting only for standalone India entity, we are not naming any other country, but the Company exports its products to more than 100 countries.

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

23% of the total turnover of Elgi Equipments Limited is export.

c) A brief on types of customers

The Air Compressors are used in all manufacturing and process industries heavily in their operations. Therefore, all industrial segments are being served.

IV. Employees

20. Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	856	795	93%	61	7%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	856	795	93%	61	7%
WORKERS						
4	Permanent (F)	435	422	97%	13	3%
5	Other than Permanent (G)	85	56	66%	29	34%
6	Total workers (F + G)	520	478	92%	42	8%

b) Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	-	-	-	-	-
WORKERS						
4	Permanent (F)	1	1	100%	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	1	1	100%	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Management Personnel	3	-	-

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	1%	18%	14%	1%	15%	13%	0.5%	13.5%
Permanent Workers	7%	-	7%	7%	-	7%	12%	-	12%

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	ELGI GULF FZE	Subsidiary	100	No
2	Elgi Compressors Do Brasil Imp E Exp Ltda	Subsidiary	100	No
3	Elgi Equipments Australia Pty Ltd	Subsidiary	100	No
4	Industrial Air Compressors Pty Ltd	Subsidiary	100	No
5	F.R.Pulford & Son Pty Ltd	Subsidiary	100	No
6	Advanced Air Compressors Pty Ltd	Subsidiary	100	No
7	Elgi Compressors Italy S.R.L	Subsidiary	100	No
8	Rotair SPA	Subsidiary	100	No
9	Elgi Compressors Europe S.R.L	Subsidiary	100	No
10	Elgi Compressors USA Inc	Subsidiary	100	No
11	Pattons Inc	Subsidiary	100	No
12	Pattons Medicals LLC	Subsidiary	100	No
13	PT Elgi Equipments Indonesia	Subsidiary	100	No
14	ATS Elgi Limited	Subsidiary	100	No
15	Adisons Precision Instruments Mfg.Co.Ltd	Subsidiary	100	No
16	Ergo Design Private Limited	Subsidiary	100	No
17	Elgi Compressors Southern Europe SRL	Subsidiary	100	No
18	Michigan Air Solutions LLC	Subsidiary	100	No
19	Elgi Compressors (M) SDN. BHD.	Subsidiary	100	No
20	Elgi Compressors Iberia S.L	Subsidiary	100	No
21	Elgi Compressors Nordics	Subsidiary	100	No
22	Elgi Compressors Eastern Europe SP. Z. O. O.	Subsidiary	100	No
23	Elgi Compressors France SAS	Subsidiary	100	No
24	Elgi Compressors UK and Ireland Limited	Subsidiary	100	No

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)
25	Elgi Gulf Mechanical and Engineering Equipment Trading LLC	Subsidiary	49	No
26	Pattons Of California LLC	Joint Venture	50	No
27	G3 Compressors LLC	Joint Venture	33.33	No
28	Gentex Air Solutions LLC	Joint Venture	33.33	No
29	Evergreen Compressed Air & Vaccum LLC	Joint Venture	50	No
30	Compressed Air Solutions of Texas LLC	Joint Venture	50	No
31	Pla Holding Company LLC	Joint Venture	50	No
32	CS Industrial Services LLC	Joint Venture	33.33	No
33	Elgi Sauer Compressors Ltd	Joint Venture	26	No
34	Industrial Air Solutions LLP	Associate	50	No
35	Elgi Compressors Vietnam LLC*	Subsidiary	100	No

*Ceased to be a subsidiary with effect from January 9, 2024

VI. CSR Details

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

(ii) Turnover (in ₹) : 18,433.75 Mn

(iii) Net worth (in ₹) : 14,693.10 Mn

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	None			None		
Investors (other than shareholders)	The Company does not have any investors other than shareholders	None			None		
Shareholders	Yes. Complaints received through SEBI SCORES platform and investor mail id of the Company is resolved within the prescribed timelines www.scores.gov.in/admin	None			None		
Employees and workers	Yes, through the Whistle blower Policy. https://www.elgi.com/in/wp-content/uploads/2019/10/Whistle-Blower-Policy.pdf	16	2	None	2	None	None
Customers	Through an intranet portal called "Customer Care Support" specially created for them. Hence, web link cannot be provided.	-	-	None	664	None	There are no open complaints unresolved which are serious in nature.
Value Chain Partners	Whistle Blower Policy https://www.elgi.com/in/wp-content/uploads/2019/10/Whistle-Blower-Policy.pdf	3	-	None	None		
Other (please specify)		None			None		

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

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

S.No.	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	Climate Change Action	Risk	Stricter regulations and customer demand for sustainability necessitate ELGI's adaptation to low-carbon solutions to mitigate climate impact.	ELGI is addressing climate change action by developing cleaner technologies for its products (e.g., oil-free energy efficient compressors) and exploring renewable energy solutions to minimize environmental impact. Further, ELGI has taken a commitment to reduce their GHG Footprint by 28% by the year 2027.	Negative
2	Water Management	Opportunity	ELGI prioritizes water sustainability through the implementation of robust water management practices across our operations. This commitment minimizes our environmental footprint and ensures responsible water stewardship.	NA	Positive
3	Waste Management	Risk	ELGI prioritizes minimizing our environmental impact. We implement sustainable waste management practices across our operations, focusing on resource recovery and reduction.	Prioritizing resource recovery and embracing circular economy principles allows ELGI to establish a sustainable waste management system that minimizes environmental impact. We have achieved Zero waste to landfill by rerouting our wastes for recycling and reuse.	Negative

S.No.	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)
4	Product Stewardship	Opportunity	Sustainability is a core value throughout our business operations. We design and manufacture with a focus on responsible product lifecycles, including the use of eco-friendly materials, resource efficiency, and end-of-life solutions.	NA	Positive
5	Responsible Supply Chain	Risk	ELGI prioritizes a sustainable supply chain through strategic partnerships with environmentally responsible suppliers. We implement ethical sourcing practices throughout our material procurement process, minimizing our environmental footprint across the value chain.	We have initiated a sustainable supply chain program to assess social and environmental practices of our value chain partners. We generate local employment by engaging with local suppliers and service providers and actively develop and manage local supply chains around our manufacturing sites.	Negative
6	Occupational Health and Safety	Risk	ELGI's commitment to occupational health and safety is unwavering. Our Safety policy cultivates a risk-aware work environment, ensuring the well-being of our workforce.	ELGI prioritizes employee well-being and operational excellence through a comprehensive occupational health and safety program. This program fosters a safe and productive work environment for all our employees. We aim to ensure zero harm culture as part of our HSE Strategy.	Negative

S.No.	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	Employee Wellbeing	Opportunity	Employee well-being goes beyond physical safety. It encompasses an integrated approach to physical, mental, and emotional health , fostering a productive and thriving workforce .	NA	Positive
8	Human Rights	Risk	ELGi values the dignity and fundamental rights of all employees and business partners. This includes promoting fair treatment, diversity, and equal opportunity within the workplace.	ELGi upholds human rights throughout its operations by fostering a diverse and inclusive workplace, implementing policies against discrimination and harassment, and ensuring fair treatment for all employees.	Negative
9	Social Responsibility	Opportunity	ELGi recognizes its social responsibility, striving to be a positive influence through sustainable practices, ethical operations, and a commitment to the well-being of its employees and communities .	NA	Positive
10	Customer Centricity	Opportunity	ELGi puts the customer first by designing innovative compressed air solutions that meet their specific needs and offering exceptional service throughout the product lifecycle, maximizing customer satisfaction, and building long-term loyalty.	NA	Positive

S.No.	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)
11	Economic Performance	Opportunity	ELGI's economic performance reflects its financial health, measured by factors like profitability, revenue growth, and investor returns. This performance determines the company's ability to invest in growth, innovation, and sustainability initiatives.	NA	Positive
12	Confidentiality	Risk	ELGI maintains a culture of confidentiality by safeguarding sensitive information through secure systems and employee training, protecting Company secrets.	ELGI safeguards confidentiality through a multi-layered approach, including robust data security protocols and employee training programs that emphasize information protection and ethical handling of sensitive data.	Negative
13	Ethics and Integrity	Opportunity	ELGI prioritizes ethical conduct in all business interactions, fostering a culture of integrity and transparency for its employees, suppliers, and customers. This commitment builds trust and ensures responsible decision-making at every level.	NA	Positive
14	Accountability	Risk	ELGI takes ownership of its social and environmental impact by adhering to high ethical standards and fostering a culture of transparency and responsibility throughout its operations.	ELGI fosters a culture of transparency and accountability by implementing robust governance practices, maintaining open communication with stakeholders, and holding itself responsible for its social and environmental impact.	Negative

S.No.	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)
15	Brand Strategy	Opportunity	ELGi cultivates a leadership position in the global compressed air industry through a brand strategy emphasizing innovation, customer-centric solutions, and a commitment to “Always Better.”	NA	Positive
16	Diversity and Inclusion	Opportunity	ELGI values a diverse and inclusive workplace, fostering a collaborative environment where talents from various backgrounds can thrive and contribute to the company’s success.	NA	Positive
17	Training and Talent Development	Opportunity	ELGI invests in empowering our workforce through continuous training and development programs. This fosters a culture of lifelong learning, ensuring we have a future-proof talent pool equipped for sustained success.	NA	Positive
18	Transparency	Risk	ELGI prioritizes transparency by openly disclosing its operations, performance, and sustainability efforts, fostering trust with stakeholders, and demonstrating its commitment to ethical conduct.	ELGI’s commitment is reflected in regular reporting on environmental, social, and governance (ESG) initiatives, financial performance, and corporate governance practices.	Negative

Section B: Management And Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

P1	Business ethics	Business should conduct and govern themselves with integrity, ethics, transparency, and accountability
P2	Product responsibility	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Wellbeing of employees	Businesses should promote the well-being of all employees, including those in value chain
P4	Stakeholder engagement	Businesses should respect the interests of and be responsive towards all the stakeholders
P5	Human rights	Businesses should respect and promote human rights
P6	Environment	Business should respect, protect, and make efforts to restore the environment
P7	Public policy	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible and transparent manner
P8	CSR	Businesses should support inclusive growth and equitable Development
P9	Customer relations	Businesses should engage with and provide value to their customers and 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
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	N	N	N	Y	N	-	Y	N
c. Web Link of the Policies*, if available	*Please see below for details								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Work In Progress								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	N	N	N	N	N	-	N	N
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.	For some of the Principles, the Company has international standard certifications such as: <ul style="list-style-type: none"> • ISO 9001: 2015 • ISO 14001: 2015 • ISO 45001: 2018 • ISO 50001: 2018 • ISO 22000: 2018 • ISO/TS 22163: 2017 • ISO 27001 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	International Product Certifications: <ul style="list-style-type: none"> • CE Marking for EPSAC models – Europe • ASME for Pressure Tank – USA • SONCAP for All ELGi Products – Nigeria • Module H – PED for Pressure Tank – Europe • SPVD – Pressure tanks – Europe • UL–cUL for Control Panel – USA • DOSH for Pressure Tanks – Malaysia • Module H – PED for casting Tank – Europe • NB for Pressure Tank – USA • AD 2000 – MERKBLAT W0 for Foundry Materials – Europe • ISI for Bore well compressors – India • SOL for All ELGi Products – Kenya/Uganda/Tanzania/Saudi Arabia/Gabon/Ivory cost • Green product certification – Malaysia • Inmetro certification – Brazil • ISI for motor – India • UKCA 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Refer note below #								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								
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).	As stewards of our company’s business responsibility initiatives, we recognize the pressing ESG-related challenges facing our manufacturing operations. These challenges include mitigating environmental impacts, ensuring workplace safety, and maintaining ethical supply chains. In response, we have set ambitious targets to drive positive change. These targets encompass reducing our carbon footprint, enhancing workplace safety measures, and promoting sustainable sourcing practices. Through dedicated efforts and strategic investments, we have made significant strides in achieving these objectives. For instance, we’re effectively reducing carbon emissions through the implementation of energy-efficient technologies, while simultaneously striving for zero reportable incidents to enhance workplace safety. These achievements underscore our commitment to responsible business practices and pave the way for continued progress in building a more sustainable future.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Jairam Varadaraj, Managing Director								
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.	Jairam Varadaraj, Managing Director								

* Web Link of the Policies

	Principle	Policies required under the Principle	Policies available with ELGi
P1	Business should conduct and govern themselves with integrity, ethics, transparency, and accountability	<p>Elgi Code of Business Conduct and Business Ethics</p> <p>Whistle Blower Policy</p> <p>Policy for Determining Materiality of Events</p> <p>Anti-Bribery and Anti-Corruption Policy</p> <p>Anti-Money Laundering Policy</p> <p>Anti-Slavery and Anti-Human Trafficking Statement</p> <p>Integrity Policy</p> <p>Code of Conduct for Employees</p>	<p>Elgi Code of Business Conduct and Business Ethics Elgi-Code-of-Conduct-Business-Ethics.pdf</p> <p>Whistle Blower Policy Whistle-Blower-Policy.pdf (elgi.com)</p> <p>Policy for Determining Materiality of Events https://www.elgi.com/in/wp-content/uploads/2019/05/Policy-for-determining-Materiality-of-Events.pdf</p> <p>Supplier code of conduct https://www.elgi.com/in/wp-content/uploads/2022/10/02-Supplier-Code-of-Conduct.pdf</p> <p>Policy on Human rights policy https://www.elgi.com/in/wp-content/uploads/2022/10/01-Policy-On-Human-Rights.pdf</p> <p>Anti-bribery policy https://www.elgi.com/in/wp-content/uploads/2022/10/03-Anti-Bribery-Policy.pdf</p>
P2	Product responsibility	<p>Energy Policy</p> <p>Quality policy</p> <p>Health, Safety and Environment Policy</p>	<p>Energy Policy https://www.elgi.com/in/wp-content/uploads/2019/12/Energy-Policy.pdf</p> <p>Quality policy https://www.elgi.com/in/wp-content/uploads/2019/12/Quality-policy.pdf</p> <p>Health, Safety and Environment Policy https://www.elgi.com/in/wp-content/uploads/2019/12/HSE-Policy.pdf</p>
P3	Wellbeing of employees	<p>Whistle Blower Policy</p> <p>Equal Employment Opportunity Policy</p> <p>Employee Loan Policy</p> <p>Employee Health Check up Policy</p>	<p>Whistle Blower Policy Whistle-Blower-Policy.pdf (elgi.com)</p> <p>Equal Employment Opportunity Policy</p> <p>Employee Loan Policy</p> <p>Employee Health Check up Policy</p> <p><i>(Other than first one, other policies are available in the Company's intranet)</i></p>
P4	Stakeholder engagement	<p>Corporate Social Responsibility Policy</p> <p>Dividend Policy</p> <p>Elgi Code of Business Conduct and Business Ethics</p>	<p>Corporate Social Responsibility Policy CSR-Policy.pdf (elgi.com)</p> <p>Dividend Policy Dividend-Policy.pdf (elgi.com)</p> <p>Elgi Code of Business Conduct and Business Ethics Elgi-Code-of-Conduct-Business-Ethics.pdf</p> <p>Supplier Code of Conduct</p>

	Principle	Policies required under the Principle	Policies available with ELGi
P5	Human rights	Human Rights Policy Policy against sexual harassment	Human Rights Policy https://www.elgi.com/in/wp-content/uploads/2022/10/01-Policy-On-Human-Rights.pdf Policy against sexual harassment https://intranet.elgi.com/elgi-info/employee-orientation/policies/Elgi_sexual_harrassment_policy_Sep_2020.pdf
P6	Environment	Health, Safety and Environment Policy Energy Policy Quality Policy	Health, Safety and Environment Policy https://www.elgi.com/in/wp-content/uploads/2019/12/HSE-Policy.pdf Energy Policy https://www.elgi.com/in/wp-content/uploads/2019/12/Energy-Policy.pdf Quality policy https://www.elgi.com/in/wp-content/uploads/2019/12/Quality-policy.pdf
P7	Public policy		The Company does not directly engage in lobbying or advocacy activities and hence, does not have a specific policy for this purpose.
P8	CSR	Corporate Social Responsibility Policy	Company's Corporate Social Responsibility policy to the maximum extent possible encompasses activities focused on education and the marginalized and vulnerable sections of the society. Company contributes to the overall development with a specific focus on disadvantaged, vulnerable and marginalized communities Corporate Social Responsibility Policy Corporate Social Responsibility Policy CSR-Policy.pdf (elgi.com)
P9	Customer relations	The Company believes that businesses should engage with customers and provide value in a responsible manner.	The Company has an on-line system of addressing customer complaints that are attended to promptly. The Company has a strong customer care system in place with clear benchmarked targets for on time and reliable resolution with built escalation process. Since the complaints redressal mechanism is an on-going process, the number of complaints at any given point in time may not convey the correct picture. The Company strives to resolve all complaints to the satisfaction of its customers. For a Company of this size, the number of consumer cases are very minimal.

ESG goals and targets

Focus Area/Goals	Targets	Initiatives	Performance of the Entity
Environment			
CO2 emission reduction by 28% in 2027	CO2 emission reduction from 900 Kg Co2/Mn of Sale to 650 Kg Co2/Mn of Sale by 2027	<ul style="list-style-type: none"> • 4 MW Solar Plant renewable energy will be utilized. • 16 HSD forklifts are planned to be replaced with electrical forklifts. • Mechanical Generators are planned to be executed to test the compressors with various volts and Hertz for LEP/OFSAC Compressors • 7 MW Dedicated grid lines are planned to be installed to eliminate the DG Set operations for all manufacturing plants especially for Grid Power cut 	<ul style="list-style-type: none"> • 55% reduction in carbon intensity achieved in line with 2026-27 target <p>“Performance of the entity” calculation needs to be shared with us for calculation (Co2 emission and freshwater consumption)</p>
Fresh water consumption reduction by 50% in 2027	Fresh water reduction from 2.20 KL/Mn of Sale to 1.10 KL/Mn of Sale	<ul style="list-style-type: none"> • Increase the share ratio of ground water to third party water, by using more water from government sources • Rain-water harvesting for gardening purpose • ETP treated water usage in gardening • Rain-water harvesting water can be filtered and used for internal application of 1947 KL/year which contributes 50% reduction of intake third party water • Application of water efficient aerators in conventional taps • Implementation of dish washers • Increasing the rain-water harvesting storage 	<ul style="list-style-type: none"> • Fresh water use was reduced by 4% inline with 2026-27 target
Lead a technology driven transformation	<p>Technology Product Innovation</p> <p>Availability of HFO based dryers in ELGi product range by 2030</p> <p>Enhancement of existing products</p>	<ul style="list-style-type: none"> • Continual product improvements to reduce lifecycle cost • Increase in life of oil filter by 2X • All manufacturing plants are certified for ISO 14024:2018 Standards (Green product certification) 	<ul style="list-style-type: none"> • In line with our target to achieve 80% of product range availability of HFO based dryers, we have developed and launched our HFO based dryers this year • Achieved energy efficiency of more than 5% in across 43% of compressor portfolio
Foundry waste sand Zero land fill (ZLF)	Waste Recycle -Foundry Waste Sand 225 Kg of foundry waste sand generation/Ton of casting used as a Bi-product (Solid blocks, bricks, concrete blocks)	<ul style="list-style-type: none"> • Sustain the efforts of brick making and support community development initiatives • Utilizing the wastes and for RCC concrete application • Converting and utilizing for interlock bricks 	<ul style="list-style-type: none"> • We have significantly achieved our target of zero waste to landfill

Focus Area/Goals	Targets	Initiatives	Performance of the Entity
Social			
Aiming LTIFR -Zero	Lost Time injury frequency rate (LTIFR) LTIFR reduced from 0.69 to Zero	<ul style="list-style-type: none"> • Identification and mitigation of HIRA (Hazard Identification and Risk Assessment) • All manufacturing plants are certified for ISO 45001:2018 Standards (Safety Management System) except motor plant • Separate Safety syllabus included in EVTS batch and conducting classes • Sustain the practice of identification and mitigation of HIRA • Safety tag system needs to be executed for SMT in shop floor at Sunrise meet • Identify the safety training need for workforce on a regular basis • Create awareness among employees on safety and accident Hot spots through training and safety circles • Periodical Senior Management review 	<ul style="list-style-type: none"> • This year we have achieved 1.28 LTIFR and gradually progressing towards achieving our target
Sustaining an employee centric work culture	Employee Experience Enabling best in class work culture by sustaining and improving culture survey score to 80% by 2024 (industry standard of 73%)	<ul style="list-style-type: none"> • Proactive Grievance redressal process • Employee Engagement program • Two-way communication • High emphasis on adherence to values 	<ul style="list-style-type: none"> • We have surpassed the industry standard and achieved 79% culture survey score
Societal development through high-quality education for the economically challenged	Achieve academic excellence by improving subject average marks year on year in Std XII Board examinations Academic development through building competencies that enable achievement of high average of total marks year on year in Std XII Board examinations To increase the proportion of children from low income families year on year	<ul style="list-style-type: none"> • The school attracts and retains teachers by benchmarking salaries to Govt scales • Continuous development of teacher capabilities • Inclusive, holistic education, focusing on all round development of every child • One time investment in world class infrastructure • Limiting class sizes to enable better teacher-student interactions • Free education for orphan children and children whose parents lost their jobs to covid • Scholarships for meritorious students from low income families 	<ul style="list-style-type: none"> • Achieved an average of 82 marks against the target of 81 marks in Science Stream and 90 marks against the target of 81 marks in Arts Stream • Achieved an average of 84 marks against the target of 81 marks in Science Stream and 88 marks against the target of 83 marks in Arts Stream • 5% increase of children from low income families

Focus Area/Goals	Targets	Initiatives	Performance of the Entity
Equip employees with the knowledge and skills to be #alwaysbetter	<p>Employee Training</p> <p>Address the identified training needs of office employees by deploying appropriate training initiatives by 2024</p> <p>Equip shop floor employees with identified skill enhancements and support upskilling</p>	<ul style="list-style-type: none"> • Roll out of LMS to bring in more effectiveness in L & D cycle. • Create culture of self-learning thru WBTs • Sharing of book summaries every fortnight 	<ul style="list-style-type: none"> • This year our training man-days per employee per year stands at 2.97 • We have identified and trained our shopfloor employees on areas of upskilling and our training man-days stands at 3.94 per employee per year
Stay committed to Human Rights	<p>Human Rights Cognizance</p> <p>To create company-wide awareness and organise Human Rights training programs by 2023</p>	<ul style="list-style-type: none"> • Strengthening the culture to ensure the equality among all the employees globally irrespective of their gender, religion, race, region etc • Effective implementation of whistle blower policy and sexual harassment policy • Abiding by the law - Non-discrimination, Non-employment of child labour, adherence to Minimum wages, Environment related aspects 	<ul style="list-style-type: none"> • We have achieved and aim to sustain 100% training of employees on Human Rights
Building a diversified workforce	<p>Gender Diversity</p> <p>By 2030, increase representation of women in the office workforce by 20%</p>	<ul style="list-style-type: none"> • ELGi has a gender-neutral hiring policy • Recruitment plan to have diversified workforce in the organization 	<ul style="list-style-type: none"> • Our staff category gender diversity is 8%
Governance			
Sustaining an ethical business environment for stakeholders	<p>100% Compliance - Applicable Laws</p> <p>Target is to be compliant with all applicable laws to the extent that the company is not exposed to any major penalties or risks</p> <p>Target is also to abide by the non-bribery, anti-corruption policy of the company</p> <p>Code of Conduct</p> <p>100% supplier compliance with ELGi's Business Code of Conduct by x date</p>	<ul style="list-style-type: none"> • No known incidents of non-bribery and anti-corruption at present • Updating the checklists periodically • Having clear cut timelines for stakeholders for closing non-compliant items with minimum/ no liability to the company • Supply chain is expected to accept and follow ELGi's code of conduct 	<ul style="list-style-type: none"> • We are compliant to all applicable laws and there have been no major risks or penalties to the Company • 100% identified suppliers have signed the ELGi's Business Code of conduct

Focus Area/Goals	Targets	Initiatives	Performance of the Entity
Inclusive ESG Governance	<p>ESG Review Mechanism</p> <p>To formalise 'monitor and review system' of the ESG performance at regular intervals</p> <p>Environment & Social Recommendations</p> <p>To implement feedback/recommendation on 'E' & 'S' aspects from proxy advisors/investors/analysts</p> <p>ESG Rating</p> <p>To constantly improve ESG ratings/score YoY</p>	<ul style="list-style-type: none"> Effective, accountable and transparent governance at all levels Ensuring responsive, inclusive, participatory and representative decision-making at all levels ELGi has a gender-neutral hiring policy 	<ul style="list-style-type: none"> We conducted 2 Steer-co meetings to discuss the ESG progress We have established a mechanism to implement feedback from proxy advisors/investors/analysts We are working towards implementing initiatives that will improve our ESG ratings

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, by the Managing Director									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, by the Audit Committee of the Board									Quarterly								

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

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/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)	YES								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-								
It is planned to be done in the next financial year (Yes/No)	-								
Any other reason (please specify)	-								

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 categorized 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 in respective category covered by the awareness programmes
Board of Directors	3	1. POSH – Prevention of sexual harassment at workplace	100%
Key Managerial Personnel	160	2. ELGi Business conduct and ethics	100%
Employees other than BoD and KMPs		3. Information Security awareness	
Workers		4. ESG: Human Rights	
		5. PEP – Personal Effectiveness Program	
		6. The art of sales negotiations	
		7. Environmental sustainability	
		8. Talent Management: People Managerial capability building programs	

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			NIL		
Settlement					
Compounding fee					
Non-Monetary					
	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.

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

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 Anti-Bribery Policy prohibits bribery of government officials as well as private sector, including the offering, promising, authorizing or providing anything of value to any customer, business partner, vendor or other third party in order to induce or reward the improper performance of an activity connected with the Company's business. Web-link to the policy is <https://www.elgi.com/in/wp-content/uploads/2022/10/03-Anti-Bribery-Policy.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:

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

6. Details of complaints with regard 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	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.

No fines/penalties/actions were imposed by regulators/law enforcement agencies or judicial institutions on cases related to corruption and conflicts of interest.

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

	FY 2024 Current financial Year	FY 2023 Previous financial Year
Number of days of accounts payables	70 days	67 days

9. Open-ness of business

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

Parameter	Metrics	FY 2024 Current financial Year	FY 2023 Previous financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	17%	16%
	b. Number of trading houses where purchases are made from	260	248
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	55%	56%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	49%	44%
	b. Number of dealers/distributors to whom sales are made	102	94
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributor	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	42.90 Million	28.68 Million
	b. Sales (Sales to related parties/ Total Sales)	3,735.18 Million	4,223.36 Million
	c. Loans & advances (Loans & advances given to re-lated parties/Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	-	-

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
		NIL

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 policy for Determining Related Party Transactions to ensure that there is no conflict of interest inflicting any apprehension in the minds of its stakeholders, the Company's Board, which may arise during the course of its business activities. The same is available at <https://www.elgi.com/in/wp-content/uploads/2019/05/Related-Party-Transactions-Policy.pdf>.

Related party transactions are entered with the prior approval of Audit Committee. All related party transactions are at arm's length and in the ordinary course of business. Further, the Company also has a Code of Conduct in place for Directors, Senior Management, and Independent Directors, which affirms them to disclose the potential conflicts of interest that they may have regarding any matters that may come before the Board. The Directors disclose their interest in other entities annually and as and when there are changes, and the same is noted by the Board.

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.**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	43%	23%	Specific Power Consumption (SPC) improved more than 5% in 43% of machines. This will lower the overall energy consumption.
Capex	58%	53%	Refrigerant Air Driers replacing Hydro Fluro Carbons (HFC) based refrigerants with Hydro Fluro-Olefins (HFO) refrigerants developed and launched.

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

ELGi always advocates for sustainable supply chain. Vendors/service providers are encouraged to follow management practices outlined in international standards such as ISO 9001 and ISO 14001. Further, the company plans to create a sustainable sourcing policy.

- b. If yes, what percentage of inputs were sourced sustainably? Not Applicable

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.**

Minimum quantities of e-waste, hazardous wastes that are generated are disposed off as per prescribed Rules and Regulations.

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.**

Applicable -EPR Registration done for Head Office.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	795	795	100%	795	100%	NA	NA	-	-	795	100%
Female	61	61	100%	61	100%	61	100%	-	-	61	100%
Total	856	856	100%	856	100%	61	100%	-	-	856	100%
Other than Permanent employees											
Male	NIL										
Female	NIL										
Total	NIL										

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

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)
Permanent employees											
Male	422	422	100%	422	100%	NA	NA	-	-	422	100%
Female	13	13	100%	13	100%	13	100%	-	-	13	100%
Total	435	435	100%	435	100%	13	100%	-	-	435	100%
Other than Permanent employees											
Male	56	56	100%	56	100%	NA	NA	-	-	56	100%
Female	29	29	100%	29	100%	29	100%	-	-	29	100%
Total	85	85	100%	85	100%	29	100%	-	-	85	100%

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

	FY 2024 Current financial Year	FY 2023 Previous financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	5.29%	5.12%

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/N.A.)
PF		100%	Y		100%	Y
Gratuity						
ESI						
Others		NIL			NIL	

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.

We continue improving the infrastructure at all our campuses to enable universal access for persons with disabilities. Ramps are being made available for easy access to work places; specially designed rest rooms; wheel chairs on calls.

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.

Yes, Elgi has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. As an inclusive employer, Elgi actively encourages the recruitment, development, and retention of people with disabilities, provides equal opportunity in the workplace, and is committed to providing a safe, accessible, and healthy work environment.

Equal Opportunity policy is available in the intranet.

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	NA		NA	
Female	NA		NA	
Total	NA		NA	

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<ul style="list-style-type: none"> Whistle Blower link -Employee can post their grievance in the link communicated through awareness sessions; the committee will redress the grievances as per the policy guidelines. Employee Communication Meeting- this is open meeting where employee can raise grievance directly to MD. Suggestion Box- Boxes are kept in the common places viz. canteen, etc. where employee drop their grievances with or without mentioning their names; the committee will communicate the grievance and status in the employee communication meeting. Performance Management Feedback – the link is communicated to Permanent employees after release of increment every year. The individuals are posted on the status of the feedback by HR.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	None			None		
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	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)
Employees										
Male	795	795	100%	795	100%	796	796	100%	796	100%
Female	61	61	100%	61	100%	53	53	100%	53	100%
Total	856	856	100%	856	100%	849	849	100%	849	100%
Workers										
Male	422	422	100%	422	100%	458	458	100%	458	100%
Female	13	13	100%	13	100%	30	30	100%	30	100%
Total	435	435	100%	435	100%	488	488	100%	488	100%

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)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	795	795	100%	796	796	100%
Female	61	61	100%	53	53	100%
Total	856	856	100%	849	849	100%
Workers						
Male	422	422	100%	458	458	100%
Female	13	13	100%	30	30	100%
Total	435	435	100%	488	488	100%

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.

Detailed risk assessment has been done for all the operations within the facility, and appropriate control measures are implemented to mitigate the identified risks/hazards. All our buildings are equipped with firefighting systems. Employees and contractual staff receive regular training through various simulation exercises to raise their safety awareness. Safety posters are displayed across the premises to create awareness among employees. Periodical Safety awareness training given for shop floor employees, Specific Safety syllabus subject for Elgi Vocational Training School (EVTS) and we are validating their performance by conducting the exams.

ISO 14001 (Environment Management system) & 45001 (Safety Management system) are in practice .

Employee Health is being monitored periodically.

We understand that employee well-being is essential to maintaining our leading business performance. We constantly update and improve the range of physical, mental, and emotional support we provide to our employees.

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

Risk assessment has always been an integral part of ELGi's Health and Safety Management System and includes the identification of hazards, the complexity of the operations, suitability of the methodologies of risk assessment, workplace conditions, and expert guidance. We conduct periodic as well as annual assessments of our campuses/offices as a part of this process.

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

Yes. Several channels to report grievances related to OHS have been made available to employees; these include Safety Tags, Safety Committee meetings, Sun Rise, and Self-Management Team (SMT).

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

All our employees and their families have access to non-occupational medical and healthcare services.

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	0.85	0.44
	Workers	1.92	0.44
Total recordable work-related injuries	Employees	2	-
	Workers	3	2
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	2

*LTIFR for 2023 is calculated based on Indian Standards.

*LTIFR for 2024 is calculated based on GRI Standards.

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

At ELGi, our top priority has always been to ensure the safety and health of our team while safeguarding the interests of the communities in which we operate and the clients we serve. Throughout the year, we have strived to keep the health and safety at the forefront as we grapple with the pandemic. There have been key infrastructure enhancements to ensure adequate sanitization stations, minimal contact with bare surfaces, thermal scanning at key access areas, and effective prompts to maintain social distancing.

Identification and mitigation of Hazard Identification & Risk Assessment (HIRA)

- All manufacturing plants are certified for ISO 45001:2018 Standards (Safety Management System) except motor plant
- Separate Safety syllabus included in EVTS batch and conducting classes
- TUV Nord audited Safety Management System for the plants
- Sustain the practice of identification and mitigation of HIRA
- Safety tag system needs to be executed for SMT in shop floor at Sunrise meet
- Identify the safety training need for workforce on a regular basis
- Create awareness among employees on safety and accident Hot spots through training and safety circles.
- Periodical Senior Management review

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous 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	-	-		-	-	-
Health & Safety	401	0		975	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

At ELGi, we have established Environmental Health and Safety policy and emphasize on the importance of maintaining a safe and healthy workplace for all employees & partners who work on our premises. We are also executing Safety Poka yoke for all rotating part of the machines.

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.

We are an organization born inclusive in nature and purpose. Since our inception, we have included diverse segments of people in our talent pool, contributed to social causes even in tough business climates, treated suppliers like our partners and our customers with dedicated commitment, all along driven by our inclusive values and principles. They indicate how Elgi extended its inclusivity to larger stakeholders from the beginning with its insistence on stakeholder identification and engagement.

Sustainability framework brought a formal process to the philosophy already being practiced at ELGi. Stakeholder consultation on sustainability aspects formed a key part of the exercise. The vast range of stakeholder forums bringing in constant inputs and feedback, we realize, is a great way to link materiality to stakeholder concerns on the one hand and for material goal-setting and strategizing on the other hand.

ELGi identifies and prioritizes its key stakeholder segments based on their impact on the organization and the organization’s impact on them. We constantly engage with all our stakeholders. We collect stakeholder concerns, which in turn act as inputs for our policies, strategies, actions, and materiality assessment.

Our exercise of identification and prioritization of stakeholders has shown us several segments to be constantly engaged with. This helps us be in touch with their concerns and expectations in a two-way dialogue. This also work as a source of critical stakeholder feedback for us. Elgi keeps evolving these engagement methods periodically, revamping and refining them as per the needs and requirements of the stakeholders and the business.

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

Stakeholder’s Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Internal communication channels including a. Global Employee Newsletters b. Whats Your Finish Line Challenge	a. Quarterly b. Annual	a. The quarterly employee newsletter keeps employees informed and involved in the company’s journey. It nurtures a positive work environment and encourages a culture of open communication and collaboration. b. The ELGi #whatsyourfinishline challenge was conceptualized in a bid to promote fitness as a means to ward off lifestyle -related diseases and build cancer awareness.

Stakeholder's Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		<p>c. Steps for Change campaign</p> <p>d. Inspiring the future campaign</p>	<p>c. Annual</p> <p>d. Annual</p>	<p>c. The ELGi's Steps For Change is a purpose driven program to drive environment awareness among employees across the globe and create an environmentally conscious workplace.</p> <p>d. This initiative aims at celebrating women's achievements and creating an inclusive, gender equal world.</p>
Customers	No	Digital platforms and applications In-person engagement Reference installations Feedback mechanisms	As and when required	<ul style="list-style-type: none"> Product and service quality Complaint resolution On-time delivery Product safety
Dealerships and Distributors	No	Dealer meets/ conferences In-person engagement Digital engagement	As and when required	<ul style="list-style-type: none"> Achieving business targets and objectives Continuous strengthening of ELGi brand Capacity/capability building
Supply partner	No		As and when required	<ul style="list-style-type: none"> Ethical business practices Sourcing aligned with Sustainable Sourcing Plan Capability and capacity building
Local communities	Yes	Corporate Social Responsibility initiatives a. Partnership with Coimbatore Marathon	As and when required	<ul style="list-style-type: none"> Enhanced quality of life via improved access to healthcare, education and skill development Disaster relief (as required) <p>Over the past 11 years, Elgi Equipments and the Coimbatore Marathon have forged a strong partnership that has transformed the fitness landscape in Coimbatore and contributed significantly to the cause of eliminating cancer as a major health problem. The Coimbatore Marathon, initiated in 2013 to promote general cancer awareness and support the Coimbatore Cancer Foundation (CCF), has emerged as the largest sporting event in Coimbatore and the premier running event in Tamil Nadu outside Chennai.</p>

Stakeholder's Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
				This partnership has not only improved the health and fitness of the community but has also made a substantial difference in the lives of those affected by cancer right from early identification, treatment and rehabilitation of economically backward cancer patients in all over India.
NGO partner	No	Corporate Social Responsibility initiatives a. Partnership with Olympic Gold Quest (OGQ)		<ul style="list-style-type: none"> • Capacity enhancement • Achieving CSR objectives • ELGi has partnered with Olympic Gold Quest (OGQ), a prestigious initiative established by sports icons Geet Sethi and Prakash Padukone. OGQ supports Indian athletes in their quest for Olympic Gold medals. The collaboration underscores ELGi's commitment to fostering sporting excellence in India. <p>OGQ's mission aligns with our focus on Purpose, and we are delighted to support their efforts in empowering Indian athletes and para-athletes. Through this partnership, ELGi aims to ignite the spirit of our nation's youth while promoting a shared aspiration for excellence and unlocking their inherent potential.</p>
Investors	No	Press releases and publications Investor conferences Annual General Meeting Stock Exchange announcements		<ul style="list-style-type: none"> • Financial performance • Business updates • Growth plans • ESG performance
Regulators	No	Mandatory compliance reports		<ul style="list-style-type: none"> • Statutory compliance requirements: governance, social, environmental
Banks	No	In person meetings		<ul style="list-style-type: none"> • Transparent financial transactions • Timely repayment of debt

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Board, through its various committees, foresees the process of consultation between various stakeholders.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

We have different engagement platforms where stakeholder consultation is taken into Board, even at the committee level. The respective Committee Chairperson updates the Board at every meeting on the discussion/deliberations of the Committees. Further, the Board members actively discuss various ESG initiatives of the Company and encourage the senior management to take steps beyond regulatory requirements.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups. NIL

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 employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	856	856	100%	849	849	100%
Other than permanent	-	-	-	-	-	-
Total Employees	856	856	100%	849	849	100%
Workers						
Permanent	435	435	100%	409	409	100%
Other than permanent	-	-	-	79	79	100%
Total Workers	435	435	100%	488	488	100%

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)
Employees										
Permanent	-	-	-	-	-	-	-	-	-	-
Male	795	-	-	795	-	796	-	-	-	796
Female	61	-	-	61	-	53	-	-	-	53
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Workers

Permanent						
Male	422	-	422	409	-	409
Female	13	-	13	-	-	-
Other than permanent**						
Male	-	-	-	40	-	40
Female	-	-	-	39	-	39

** Other than permanent employees - EVTS and Act Apprentices are paid stipend as prescribed by the Company/Board of Apprenticeship training.

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (In ₹)	Number	Median remuneration/salary/wages of respective category (Amount in ₹)
Board of Directors (BoD)	7	2,60,000	1	-
Key Managerial Personnel	4	2,04,96,186	-	-
Employees other than BoD and KMP	791	11,25,000	61	9,89,214
Workers	422	8,36,736	13	2,55,696

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

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Gross wages paid to females as % of total wages	5.3%	4.8%

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. Responsibility for addressing human rights impacts or issues will be through cross-functional teams of Human Resources (in so far as inculcating the principles within employees) and Operations (for inculcating the principles to Company's suppliers/service providers). Overall guidance shall be provided by the legal team and any external consultant that the Company may engage.

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

Stakeholders may contact the Chief Human Resources Officer, Director-Operations or the Internal Auditor under the Whistle blower Policy if they have any concerns, grievances or complaints. The Company is committed to investigating, addressing and responding to any concerns raised, taking appropriate corrective action when required, tracking the progress and communicating with stakeholders about human rights issues within timelines, if any prescribed under the whistle blower policy or under the relevant law.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous 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	3	NIL	Completed	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL			NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	3
Complaints on POSH as a % of female employees/workers	0	0.014% (103emp+110 contract)
Complaints on POSH upheld	0	HO

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

The Company's policy on sexual harassment confirms that the complainant will not be victimised merely because a complaint was preferred. The management monitors complaints until closure to ensure that there is no discrimination. There is a communication to the employees in the communication meeting about our policies on discrimination and harassment cases.

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

Yes, as part of our Supplier Code of Conduct in all our procurement contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child labour	100% (There is no child labour)
Forced/involuntary labour	100% (There is no forced/involuntary labour)
Sexual harassment	100% (There is no complaint)
Discrimination at workplace	100% (There is no complaint)
Wages	100%
Others - please specify	NIL

*Assessment was done by the Company

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

Not applicable

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	24272.68 GJ	9254.00 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	24272.68 GJ	9254.00 GJ
From non-renewable sources		
Total electricity consumption (D)	30687.00 GJ	50575.00 GJ
Total fuel consumption (E)	21064.12 GJ	26460.00 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	51751.12 GJ	77035.00 GJ
Total energy consumed (A+B+C+D+E+F)	76023.8 GJ	86289 GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	0.0000041	0.0000049
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.0000048	0.0000056
Energy intensity in terms of physical output	0.350509694	0.664543655
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency:

No, the assessment was done by the company.

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.

No

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

Parameter	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Water withdrawal by source (in kilolitres)		
4(i) Surface water	1947.00	0
(ii) Groundwater	21985.00	20474.00
(iii) Third party water (Municipal water supplies)	17132	18011
(iv) Seawater/desalinated water	-	-
(v) Others (Rainwater storage)	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	41064.00	38486.00

Total volume of water consumption (in kiloliters) *	41064.00	38486.00
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.0000022	0.0000022
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.0000026	0.0000025
Water intensity in terms of physical output	0.189326633	0.296394988
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0*
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment (Water sent for treatment to Central Effluent Treatment Plant) *	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – Tertiary treatment	0	0
Total water discharged (in kilo liters)	0	0

* Water Discharged in the year 2023 was used for internal gardening purposes.

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

We are actively working towards attaining “Zero Liquid Discharge” status for our plants.

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

Parameter	Please specify unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
NOx	Tonne/Million of sales	0.00044	0.00044
SOx	Tonne/Million of sales	0.000046573	0.000046573
Particulate matter (PM2.5)	Tonne/Million of sales	0.000599	0.000599
Particulate matter (PM10)	-	-	-
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	Tonne/Million of sales	0.00002	0.00002
Hazardous air pollutants (HAP)	NA	NA	NA

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.

7. 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 ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tons of CO₂ equivalent</i>	1440 MT	1776
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tons of CO₂ equivalent</i>	6103.45	11379.4
Total Scope 1 and Scope 2 emissions	<i>Metric tons of CO₂ equivalent</i>	7543.45	13155.4
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	<i>Metric tons of CO₂ equivalent/turnover in crores</i>	0.0000004	0.0000007
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		0.0000005	0.0000008
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.034779271	0.101314624
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	NA

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.

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

Elgi is installing 1 MW wind energy project at Thoothukudi. Tamilnadu
Elgi is installed a 4 MW solar power plant in the Sivagangai. Tamilnadu

Energy Saving Measures: -

Use of LED lights at Foundry
Implementing technology and IoT solutions to enhance energy efficiency.

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

Parameter	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Total Waste generated (in metric tons)		
Plastic waste (A)	65.03	85
E-waste (B)	6.83	5
Bio-medical waste (C)	0.0057	0.03
Construction and demolition waste (D)	-	-
Battery waste (E)	11.48	13
Radioactive waste (F)	-	-
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. (G)	95.54	116
Other Non-hazardous waste generated (H). MS Scrap + Aluminum scrap (Break-up by composition i.e., by materials relevant to the sector)	2,781.67	4,191.97
Total (A+B + C + D + E + F + G + H)	2,960.55	4,411
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.00000016	0.00000025
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.00000019	0.00000028
Waste intensity in terms of physical output	0.0136496	0.03397075
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	1,519.87	NA
(ii) Re-used	895.49	NA
(iii) Other recovery operations	-	NA
Total	2,415.36	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste*		
(i) Incineration	545.2	NA
(ii) Landfilling	0	NA
(iii) Other disposal operations	0	NA
Total	545.2	NA

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.

The following activities are done:

Foundry waste sand Zero land fill (ZLF)

Waste Recycle -Foundry Waste Sand - 225 Kg of foundry waste sand generation/Tonne of casting used as a Bi-product (Solid blocks)

Initiatives:

- Sustaining the efforts of brick making and support community development initiatives
- Utilizing the wastes and for RCC concrete application
- Converting and utilizing for interlock bricks
- Foundry waste fine sand mixed with rubber and converted as a Bi-product.
- Obtained CSIR Test certificate for Concrete blocks

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

S. 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.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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

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 boards or by courts	Corrective action taken, if any
YES, The company is compliant with the applicable laws and guidelines.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilo liters):

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

- (i) Name of the area: CCP, ACP and Foundry Plant
- (ii) Nature of operations: Manufacturing
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,947	NA
(ii) Groundwater	19,309	NA
(iii) Third party water	17,025	NA
(iv) Seawater/desalinated water	-	NA
(v) Others	-	NA
<i>Total volume of water withdrawal (in kilolitres)</i>	3,8281	NA
Total volume of water consumption (in kilolitres)	3,8281	NA
Water intensity per rupee of turnover <i>(Water consumed/turnover)</i>	0.0000021	NA
Water intensity (optional) - the relevant metric may be selected by the entity	-	NA
Water discharge by destination and level of treatment (in kilolitres) *		
(i) Into Surface water	0	NA
- No treatment	0	NA
- With treatment - please specify level of treatment	0	NA
(ii) Into Groundwater	0	NA
- No treatment	0	NA
- With treatment - please specify level of treatment	0	NA
(iii) Into Seawater	0	NA
- No treatment	0	NA
- With treatment - please specify level of treatment	0	NA
(iv) Sent to third parties	0	NA
- No treatment	0	NA
- With treatment - please specify level of treatment	0	NA
(v) Others	0	NA
- No treatment	0	NA
- With treatment - please specify level of treatment	0	NA
Total water discharged (in kilolitres)	0	NA

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

Parameter	Unit	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per Crore of turnover		-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			

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

3. 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

4. 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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Usage of Energy efficient motors in products	Prime mover used in products for driving Aired is replaced with highly energy efficient motors manufactured in-house. (Motor division Plant)	Energy Efficient motor installed in various product capacity of 28,934 KW with 1600 Nos of motors
2.	Elimination of transformers in Mechanical Generator (In House) sets	Tapping transformers of capacity upto 315 KVA are used in Mg sets for 60Hz testing with various different voltages. Recent MG sets are installed without tapping transformers in MG sets by technology modification in generator controls. (recently two 90KW MG sets are installed).	DG Operations not required and saved the HSD of 25,000 Lts/Year
3.	Green Product certificate for the product	Got the green product certification for the selected products with fulfilling all requirements.	EN/EG Series, specific Product
4.	Effluent Treatment Plant	Convert the CNC machine used coolant for processing to segregate the Hazardous	Take back the original water from the coolant - 100 KL/Year

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

The Company does not possess a detailed disaster recovery and business continuity plan but is actively addressing the same as work in progress.

6. 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?

No

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

No

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.** Six
- 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	Indo Australian Chamber of Commerce	International
2	India Asia Srilanka Chamber of Commerce and Industries	International
3	Indo German Chamber of Commerce and Industries	International
4	Indo Italian Chamber of Commerce and Industries	International
5	Indian Chamber of Commerce and Industries	National
6	Confederation of Indian Industry (CII)	National

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

Name of authority	Brief of the case	Corrective action taken
	None	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board(Annually/ Half yearly/Quarterly/ Others – please specify)	Web Link, if available

Over the course of this year, we haven't advocated for any particular public policies.

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.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link

SIA not done as the Company is not statutorily required to undertake it as on date

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:** Not applicable

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

Community members are encouraged to raise their grievances using the whistle-blower mechanism. They can access the Whistle-blower Policy document on our company website or TELGI.app portal for detailed instructions on utilizing the TELGI App to submit complaints effectively. For those interested, the TELGI App can be downloaded through a web browser or by scanning a QR code on their smartphones, as outlined on the website/portal. Upon accessing the TELGI.app portal, individuals can report incidents and opt to maintain anonymity throughout the process. Furthermore, the app offers the option to attach supporting evidence, such as documents or recordings, to bolster the complaint before final submission.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	34%	34%
Sourced directly from within the district and neighbouring districts*	35%	34%

*Note: Considered the suppliers within Tamil Nadu and excluded MSME suppliers.

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: N/A

Location	FY 2024 Current calendar Year	FY 2023 Previous calendar Year
Rural	448	435
Semi-urban	-	-
Urban	928	902
Metropolitan	-	-

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):

Details of negative social impact identified	Corrective action taken
NIL	

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

S. No.	State	Aspirational District	Amount spent (In INR)
NIL			

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) Not Applicable

b) From which marginalized/vulnerable groups do you procure? NIL

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

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:

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1	AB series development for Oil free compressor applications	Owned	Yes	There is no methodology established at this point for calculating benefits. However, based on application, testing and customer experience the product is beneficial over contemporary products
2	Intelligent control system for DPSAC application	Owned	Yes	

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	NIL	NIL		

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

Name of authority	Brief of the case	Corrective action taken
	None	

6. Details of beneficiaries of CSR Projects:

Focus Area: **Societal development through high-quality education for the economically challenged**

S. No.	CSR Projects	No. of persons benefited from CSR Projects 2023	% of beneficiaries from vulnerable and marginalized groups
1	Societal development through high-quality education for the economically challenged.	1,324	-
2	To increase the proportion of children from low-income families year on year	13	-
3	Training to promote Paralympic sports and Olympic sports	9	-
4	Coimbatore Cancer Foundation – Health Care		

No of students benefitted from CSR projects 1324

No of orphan children 13

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.

The Company has an on-line system of addressing consumer complaints that are attended to promptly. The Company has a strong customer care system in place with clear benchmarked targets for on time and reliable resolution with built escalation process. Since the complaints redressal mechanism is an on-going process, the number of complaints at any given point in time may not convey the correct picture. The Company strives to resolve all complaints to the satisfaction of its customers.

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	To be established
Safe and responsible usage	To be established
Recycling and/or safe disposal	To be established

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	NONE			NONE		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	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 : <https://www.elgi.com/in/privacy-policy/>

Information Security policy is available in the Company's intranet.

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 incidents reported.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - NIL
- Percentage of data breaches involving personally identifiable information of customers - NIL
- Impact, if any, of the data breaches - NIL

Leadership Indicators

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

<https://www.elgi.com/eu/air-compressor-products/>

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

The Company is deeply committed to maintaining a reputation as a quality-driven and customer-centric organization, dedicated to delivering products of genuine value to our discerning customers consistently meeting their expectations. Our products undergo rigorous quality checks at every stage of the production process chain, supported by well-defined Standard Operating Procedures (SOPs) and processes. These measures ensure the identification and elimination of any process or system impediments, guaranteeing the highest standards of quality and customer satisfaction.

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation 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)**

All products carry a metallic name plate that will have details of basic data required, as per CE norms that are captured and incorporated

1. Model number - Yes
2. Operating pressure - Yes
3. Flow - Yes
4. Fab no - Yes
5. Manufacturing year - Yes
6. Industry standards – Like CE marking - Yes
 - In packing
 - a) Box dimensions (wherever applicable) - Yes
 - b) Weight (wherever applicable) - Yes
 - c) Total no. of boxes (wherever applicable) - Yes
 - d) Packing slip no. (wherever applicable) - Yes
 - e) Customer name – No
 - f) Item - Yes
 - g) Description - Yes
 - h) MRP (Wherever applicable) - Yes
 - i) Month/year (Wherever applicable) - Yes

In addition to the above, the Company is following ISO 3864 for safety decals and ISO 7010 for icons used in the safety decals that are used in the compressors.

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

- a. Number of instances of data breaches along-with impact**

No Instances reported

- b. Percentage of data breaches involving personally identifiable information of customers**

None