

Business Responsibility and Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

1) DETAILS OF THE ENTITY

Serial no.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L29307WB1990PLC048350
2.	Name of the Entity	WEBSOL ENERGY SYSTEM LIMITED
3.	Year of incorporation	1990
4.	Registered office address	Plot No. 849, Block P 48 Pramatha Choudhary Sarani 2 nd Floor New Alipore, Kolkata, West Bengal, India, 700053.
5.	Corporate address	Falta Special Economic Zone, Sector-II, Falta, South 24 Parganas, West Bengal, India
6.	E-mail	investors@webelsolar.com
7.	Telephone	033-2400-0419
8.	Website	www.webelsolar.com
9.	Financial year for which reporting is being done	April 2023 to March 2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE) & Bombay Stock Exchange (BSE)
11.	Paid-up Capital	Rs. 42,20,63,470
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Raju Sharma Designation: Compliance Officer Telephone: 033 24000419 Email: raju.sharma@webelsolar.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on standalone basis.
14.	Name of assurance provider	None
15.	Type of assurance obtained	Not Applicable

2) 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.	Electricity, gas, steam and air condition supply	Electric power generation, transmission and distribution	100

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Solar Cell	32105	98.03
2.	Solar Module	32105	1.94

3. 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	1	1	2
International	0	0	0

19. Markets served by the entity:

a) *Number of locations*

Locations	Number
National (No. of States)	10
International (No. of Countries)	NIL

b) *Contribution of exports:*

What is the contribution of exports as a percentage of the total turnover of the entity?	NIL
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c) *Type of Customers*

A brief on types of customers	<p>Websol is a leading manufacturer of high-quality solar cells and modules, which serve as critical components in the development of utility-scale power plants, as well as rooftop and commercial & industrial (C&I) solar power installations. These advanced products significantly contribute to the global transition towards clean and renewable energy sources, underscoring our commitment to sustainability.</p> <p>Our solar cells are primarily supplied to module manufacturers, who integrate them into larger systems for various applications. Similarly, our solar modules are widely used by power developers and installers, who rely on our products to construct efficient and reliable solar power systems.</p>
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4. EMPLOYEES

20. Details at the end of the year 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)	190	189	99.47	1	0.53
2.	Other than Permanent (E)	121	116	95.87	5	4.13
3.	Total employees (D + E)	311	305	98.07	6	1.93
Workers						
1.	Permanent (F)	0	0	0	0	0
2.	Other than Permanent (G)	43	43	100	0	0
3.	Total workers (F + G)	43	43	100	0	0

Note – The total number of employees, both permanent and non-permanent, mentioned in the report are on the company's payroll, while the workers are employed on a contractual basis.

b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	0	0	0	0	0
Workers						
1.	Permanent (F)	0	0	0	0	0
2.	Other than Permanent (G)	0	0	0	0	0
3.	Total workers (F + G)	0	0	0	0	0

21. Participation / Inclusion / Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	3	1	33.33

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	22.33	66.66	22.65	11.18	114.29	12.71	16.08	76.92	17.59
Permanent Workers	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. 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)
Websol does not have any subsidiary, associate or joint venture				

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24.

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	No
2.	Turnover (in Rs.)	25.86 Crores
3.	Net worth (in Rs.)	107.72 Crores

*Criteria for CSR has not been achieved in FY 2023-2024, hence the same is not applicable.

7. 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 2023-2024 (Current Financial Year)			FY 2022-2023 (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	Yes*	NIL	NIL	-	NIL	NIL	-
Investors (other than shareholders)	Yes*	NIL	NIL	-	NIL	NIL	-
Shareholders	Yes*	NIL	NIL	-	NIL	NIL	-
Employees and workers	Yes*	NIL	NIL	-	NIL	NIL	-
Customers	Yes*	NIL	NIL	-	NIL	NIL	-
Value Chain Partners	Yes*	NIL	NIL	-	NIL	NIL	-

*All the policies/mechanisms are available on the Company's intranet.

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.	Energy Management	Risk and Opportunity	<p>Opportunity: Identifying potential areas for innovation in sustainable practices and energy-efficient technologies within solar cell and panel manufacturing. Adopting cleaner and sustainable energy practices will result in a competitive advantage in the market.</p> <p>Risk: Dependence on electricity supplied by the grid. Risk associated with rising energy costs.</p>	The Company is monitoring the identified issues on an on-going basis and has adopted risk mitigation strategies	Positive and Negative
2.	Supply chain Management	Opportunity	Accessibility to Kolkata and Vizag ports made import easy from China, Korea and Taiwan. Overall we saved about 5-7% finance and freight cost.	-	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)
3.	Water & Wastewater Management	Risk	The solar cell manufacturing process involves a significant water requirement for specific operations. This reliance results in the generation of wastewater during manufacturing, requiring treatment before disposal or reuse. Furthermore, the Company's compliance with stringent environmental regulations adds to regulatory obligations, emphasizing the need for adherence to disposal of wastewater as per standards.	Our organization addresses the challenges associated with water management through various strategies, such as incorporating water saving measures, overseeing water consumption, and executing comprehensive water management plans.	Negative
4.	Research and Development	Opportunity	R&D team is making continuous improvement in manufacturing processes and is devising ways to increase cell efficiency and productivity.	-	Positive

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.

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	No	No	No	No	No	No	No	No	No
	c) Web Link of the Policies, if available	All the policies/mechanisms are available internally with Websol.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, Websol has translated the policies into procedures.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Not all the enlisted policies may extend to value chain partners. Websol ensures that its suppliers/contractors comply with the law of the land by getting such clauses incorporated in their respective Purchase Orders/ Contracts/Agreements and Terms & Conditions as may be applicable.								
4.	Name of the national and international codes /certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001:2015 - Quality Management System • IEC 61215, IEC 61730 and UL 1703 – Quality Standards • ISO 14001:2015 – Environmental Management System • ISO 45001:2018 - Occupational Health and Safety Management • BIS Certification 								

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		In addition to these standards, the company's operations are also guided by the National Guidelines on Responsible Business Conduct (NGBRC), further demonstrating its commitment to responsible business practices.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>During the financial year 2023-24, our Company has established a range of objectives to strengthen its sustainability endeavours and overall corporate social responsibility. These goals encompass the following:</p> <ol style="list-style-type: none"> 1. Achieving an annual average reduction in electricity consumption at least 5% by 2030 per MW from base year 2023-24. 2. Attaining Carbon Neutral status by 2035. 3. Increasing Women representation within the Company to 5% by 2030. 								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Our Company has set the specific commitment goals during the financial year 2023-24, the performance against these targets mentioned above shall be measured in the subsequent financial year and thus, the same shall be reported accordingly.								

Governance, leadership and oversight

7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>I am pleased to present our Business Responsibility Report, which outlines our commitments, challenges, targets, and achievements in the realm of Environmental, Social, and Governance (ESG) responsibilities. Our company recognizes the critical importance of environmental sustainability in our operations. We understand the profound impact our operations can have on communities. Thus, we are committed to upholding the highest standards of social responsibility. Our initiatives focus on fostering a safe and inclusive workplace, promoting diversity and equal opportunity, and supporting the well-being of our employees and local communities.</p> <p>Transparent and ethical governance practices form the cornerstone of our company's operations. We are dedicated to upholding the highest standards of corporate governance, integrity, and accountability. Our governance framework encompasses rigorous oversight mechanisms, adherence to regulatory requirements, and proactive risk management strategies. Despite navigating challenges such as evolving regulatory landscapes and heightened scrutiny from stakeholders, we have maintained a strong governance structure that fosters transparency, integrity, and responsible decision-making.</p> <p>Looking ahead, we remain steadfast in our commitment to driving positive change through our ESG initiatives. We will continue to set ambitious targets, leverage innovation, and collaborate with stakeholders to address emerging challenges and seize new opportunities. By integrating ESG considerations into our business strategy and operations, we are confident that we will create long-term value for our stakeholders while contributing to a more sustainable and equitable future.</p> <p>In conclusion, I would like to express my gratitude to our stakeholders for their unwavering support and collaboration on our ESG journey. Together, we will continue to lead by example and inspire others to embrace the principles of environmental stewardship, social responsibility, and ethical governance.</p> <p style="text-align: right;">Sohan Lal Agarwal Chairperson & Managing Director DIN: 00189898</p>								
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S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Sohan Lal Agarwal Chairperson & Managing Director DIN: 00189898								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	Yes, Director responsible for decision making on sustainability related issues: Sohan Lal Agarwal Chairperson & Managing Director DIN: 00189898								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Currently, these policies are internal to the company. Websol now falls in the Top 1000 Listed Companies on basis of market capitalization as on 31 st March 2024, accordingly, these policies and procedures will be implemented in FY 2024-2025.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, Websol complies with statutory requirements relevant to the principles with regard to statutory requirements and review is undertaken by the Board of Directors.									Need basis								

11. Independent assessment/ evaluation of the working of its policies by an external agency:

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No, Websol has not carried out any independent assessment/ evaluation of the working of its policies by an external agency.							

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



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	2	Topics covered included strategic and future opportunities in renewable energy. These training programs helped the organization utilize resources efficiently.	50%
Key Managerial Personnel	3	Topics covered included basic and advanced technical resources behaviour skills and how to increase organizational safety, productivity and increase employee engagement levels.	100%
Employees other than BOD and KMPs	115	<ul style="list-style-type: none"> Leadership Development Occupational Health and Safety Environmental Management System 	100%
Workers	32	<ul style="list-style-type: none"> Occupational Health and Safety Environmental Management System Manufacturing processes and controls Basic technical skills pertaining to electrical, facility and utility processes 	100%

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:

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Penalty/ Fine	P1	Reserve Bank of India	26,900	Amount paid towards late filing of FC-GPR	No
	P1	BSE Ltd	1,08,296	Amount paid towards fine for violation of Regulation 27(2) Regulation 33 and Regulation 19 (1)/19(2) of SEBI (LODR) Regulation 2015	No
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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
-	There were no appeals / revisions during the reporting year.

4. Anti-corruption or Anti-bribery policy:

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, Websol has developed a comprehensive Anti-Corruption or Anti Bribery Policy, demonstrating our commitment to upholding the highest ethical standards throughout our business operations and promoting transparency and fair business practices. This policy reflects our strong dedication to establishing and implementing robust measures to prevent, detect, and address corrupt activities, including bribery. The policy is available on the Company's intranet.
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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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest:

	FY 2023-2024 (Current Financial Year)		FY 2022-2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	None	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	None	NIL	None

7. Corrective Actions:

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	This section is not applicable to Websol as there were no fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest in the previous year.
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8. Number of days of account payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts Payables	52.62	156.77

9. Open-ness of Business

Provide details of Concentration of purchase 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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	100%	100%
	b. Number of Trading houses where purchases are made from	34	10
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	80%	100%
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	100%	100%
	b. Number of dealers / distributions to whom sales are made	14	1
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	96%	100%

Parameter	Metrics	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties / Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



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:

(In actuals)

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NIL
Capex	1.3 Crores	NIL	Websol has increased effluent treatment plant capacity

2. Sustainable sourcing:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Websol is in the process of implementing sustainable sourcing practices across its operations, ensuring responsible and ethical procurement of materials.
If yes, what percentage of inputs were sourced sustainably?	-

3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

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.	While the products typically have a lifecycle of about 25 years, we acknowledge the importance of responsible disposal practices. While reusing and recycling might have limited scope within this timeframe, Websol prioritizes environmentally conscious disposal methods. The company has established robust processes for the safe disposal of products at the end of their life. This includes adhering to all relevant regulations regarding hazardous materials and ensuring proper disposal methods to minimize environmental impact. Additionally, Websol actively explores opportunities to extend product lifecycles through refurbishment or repurposing initiatives wherever feasible.
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4. Extended Producer Responsibility (EPR) plan:

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.	Yes, Extended Producer Responsibility is applicable to our company, and we are currently on working it.
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PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



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	189	189	100	-	-	-	-	-	-	-	-
Female	1	1	100	-	-	1	100	-	-	-	-
Total	190	190	100	-	-	1	0.52	-	-	-	-
Other than Permanent employees											
Male	116	116	100	-	-	-	-	-	-	-	-
Female	5	5	100	-	-	5	100	-	-	-	-
Total	121	121	100	-	-	5	4.13	-	-	-	-

B) Details of measures for the well-being of workers:

Category	% of Workers 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 workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	43	43	100	43	100	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
Total	43	0	100	43	100	-	-	-	-	-	-

*Workers are covered under ESIC scheme.

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.4%	0.8%

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

Benefits	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (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	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	78.13	100	Yes	83.34	100	Yes
Others –	-	-	-	-	-	-

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 ¹⁴ in this regard.	<p>Websol is currently establishing accessibility provisions for differently abled employees and workers. We are committed to modifying our manufacturing plant to comply with the Rights of Persons with Disabilities Act 2016, ensuring access to our premises as needed.</p> <p>We prioritize equal opportunities and inclusivity and are prepared to accommodate the needs of differently-abled individuals within our workforce.</p>
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4. Equal Opportunity Policy:

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.	<p>At Websol, we are committed to equal opportunities and merit-based employment. We ensure that employment decisions are made without discrimination based on gender, disability, marital status, caste, socioeconomic status.</p> <p>Our dedication to inclusivity extends to creating a work culture that supports equal opportunities for learning, development, and promotion. We strive to foster a workplace where every employee feels valued and empowered.</p> <p>The policy is available on the Company's intranet.</p>
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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	NA	NA
Female	100	100	100	100
Total	100	100	100	100

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:

Permanent Workers	Yes/No (If yes, then give details of the mechanism in brief)
Other than Permanent Workers	Yes, Websol has a grievance redressal mechanism in place. Workers can verbally report their complaints to the HR head, who then registers them and forwards them to the Welfare and Grievance Committee. The committee is responsible for addressing these complaints within 10 days of receipt.
Permanent Employees Other than Permanent Employees	Yes, Websol provides a grievance redressal mechanism. Complaints can be submitted to the HR head via the official email address, with a copy sent to the plant head. The Welfare and Grievance Committee will address the complaint within 15 days of receipt.

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (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	190	NIL	-	185	NIL	-
Male	189	NIL	-	184	NIL	-
Female	1	NIL	-	1	NIL	-
Total						
Permanent						
Workers	NIL	NIL	-	NIL	NIL	-
Male	NIL	NIL	-	NIL	NIL	-
Female	NIL	NIL	-	NIL	NIL	-

8. Details of training given to employees and workers:

Category	FY 2023-2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	305	305	100	305	100	184	184	100	184	100
Female	6	6	100	6	100	1	1	100	1	100
Total	311	311	100	311	100	185	185	100	185	100
Workers										
Male	43	43	100	43	100	40	40	100	40	50
Female	0	0	0	0	0	0	0	0	0	0
Total	43	43	100	43	100	40	40	100	40	100

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	305	305	100	184	184	100
Female	6	6	100	1	1	100
Total	311	311	100	185	185	100
Workers						
Male	43	43	100	40	40	100
Female	0	0	0	0	0	0
Total	43	43	100	40	40	100

10. Health and safety management system:

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes, Websol has implemented an occupational health and safety management system in accordance with the international standard ISO 45001:2018 (Occupational Health and Safety Management System Standard).
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<p>Websol has established a systematic risk management system to identify and control hazards across various aspects of solar cell and module manufacturing, electrical operations, facilities, and utilities. Routine activities are closely monitored through adherence to job safety analysis and Hazard Identification and Risk Assessment (HIRA) processes. Additionally, Standard Operating Procedures and Operational Control Procedures are implemented in line with ISO 45001:2018 standards.</p> <p>For non-routine activities, a comprehensive work permit system comprising six types of permits is utilized to ensure the health and safety of personnel, machinery, and materials involved. These permits include hot work permits, confined space entry permits, height work permits, general work permits, electrical work permits, and lifting work permits.</p>

S.no	Particulars	Response
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Websol actively monitors and addresses work-related hazards through various channels, ensuring suggestions and feedbacks of workers are captured and resolved at the earliest. The following forums are utilized for receiving inputs and monitoring:</p> <ul style="list-style-type: none"> • Workplace inspections focusing on aspects such as Personal Protective Equipment (PPE), safety devices, and others. • Safety audits conducted in accordance with ISO 45001 standards across all departments. • On-the-job "Know Your Machine" training sessions held at the shop floor. • Regular safety committee meetings to discuss and address safety concerns. • Conducting mock drills to assess emergency preparedness. • Feedback received from various sources such as the outcome of risk assessments, suggestions, investigation processes, behaviour-based safety observations, and audit outcomes is recorded and monitored as part of our continuous improvement efforts.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, Websol extends both ESI coverage and medical insurance facilities to all workers, ensuring comprehensive healthcare support.

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

Safety Incident/Number	Category	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	4	2
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	0	0
	Workers	0	0

12. Measures to ensure a safe and healthy workplace:

Describe the measures taken by the entity to ensure a safe and healthy workplace.

At Websol, we prioritize the well-being and safety of our employees above all else. With a substantial workforce stationed in our manufacturing facilities, we have implemented comprehensive and compliant measures across all departments to ensure a secure working environment.

The following initiatives have been undertaken to uphold workplace safety and health:

- **Safety Policy and Systems:** Websol has formulated an extensive safety policy encompassing various elements such as competency, communication systems, insurance protocols, first aid provisions, training regimens, occupational health standards, inspection frameworks, audits, procurement guidelines, contractor oversight, and risk assessments. These meticulously crafted systems and policies are devised to effectively identify and address potential risks.
- **Compliance with Statutory Requirements:** Websol is dedicated to holding to all pertinent statutory requirements concerning preventive healthcare and occupational health and safety. Through careful compliance efforts, the company has established, implemented, and upheld a proactive process aimed at identifying hazards, determining suitable controls to mitigate risks, and recognizing pertinent risks and opportunities within the occupational health and safety management system.
- **Training and Induction:** Websol emphasizes comprehensive safety training as an integral part of the induction process for all new hires. This encompasses general safety protocols alongside specialized training modules covering areas such as chemicals, gases, fire fighting, on-site emergency response, and job-specific safety procedures. Our commitment ensures that employees are equipped with the requisite training to mitigate potential risks and hazards.
- **Safety Committee:** A dedicated Safety Committee has been instituted at Websol to collaborate with management and drive the objectives outlined in the Health, Safety, and Environment (HSE) Policy. This committee actively addresses health, safety, and environmental concerns, devises practical solutions for encountered challenges, fosters safety awareness among all staff members, and conducts educational, training, and promotional activities.

Through these proactive measures, Websol underscores its unwavering dedication to employee safety, proactive hazard management, and steadfast compliance with regulatory mandates. By nurturing a culture of safety and continual improvement, the company endeavours to cultivate a workplace where employees can carry out their responsibilities with confidence in a secure and healthy environment.

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (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	NIL	NIL	None	NIL	NIL	None
Health & Safety	NIL	NIL	None	NIL	NIL	None

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. Corrective Actions:

<p>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.</p>	<p>At Websol, it is standard procedure for all departments to undergo regular internal audits aligned with ISO 45001 standards to evaluate compliance and detect any deviations from established protocols. Upon review of audit results, recommendations for actions pertaining to safety incidents or accidents are promptly communicated to departmental leaders. Thorough investigations are conducted for every accident to pinpoint root causes and implement preventive measures to prevent future occurrences. Findings from these investigations, along with corresponding corrective and preventive actions, are documented in reports submitted to the plant safety committee.</p>
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



1. Identification of stakeholders group:

<p>Describe the processes for identifying key stakeholder groups of the entity</p>	<p>Websol has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the below are duly evaluated</p> <ul style="list-style-type: none"> • Dependency – groups or individuals who are directly or indirectly dependent on the organisation’s activities, products or services and associated performance, or on whom the organisation is dependent in order to operate. • Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities. • Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues. • Influence – groups or individuals who can have an impact on the organisations or a stakeholder’s strategic or operational decision-making. • Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & 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
Customers	No	<ul style="list-style-type: none"> • Emails • Phone Calls • Video Conference • Website • Trade exhibitions • Social media 	Regularly	To build good business relation, receive regular customer feedback on products quality and services and, engage for new product development.
Employees	No	<ul style="list-style-type: none"> • One to one interaction through daily meeting • Townhall meeting • Emails • Notice board • Phone Calls • ESS portal 	Regularly	To receive regular feedback on present company policy and to identify areas of improvement for overall development of employees
Government Bodies	No	<ul style="list-style-type: none"> • Emails • Official letter 	As and when required	To communicate on regulatory requirements as per concerned regulatory bodies.
Investors and Stakeholders	No	<ul style="list-style-type: none"> • Emails • News Paper • Website • Meetings • Stock exchange 	Quarterly Half Yearly Annually.	To communicate company's expansion plans and performance from time to time and to attend to the queries, grievances if any.
Local Communities	No	<ul style="list-style-type: none"> • News Paper • Meeting • Other initiatives as and when needed 	Regular	To monitor suggestion corners and provide responses, solutions and assurance.
Vendors	No	<ul style="list-style-type: none"> • Emails • Phone Calls • Meetings • Website 	Regular	To build capacity and capability, promote sustainable manufacturing and competitive pricing.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



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 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Permanent	190	190	100	185	185	100
Other than permanent	121	121	100	0	0	0
Total Employees	311	311	100	185	185	100
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	43	43	100	40	40	100
Total Workers	43	43	100	40	40	100

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-2024 (Current Financial Year)					FY 2022-2023 (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)	
Permanent	190	0	0	190	100	185	22	11.89	163	88.10	
Male	189	0	0	189	100	184	22	11.90	162	88.04	
Female	1	0	0	1	100	1	0	0	1	100	
Other than Permanent	121	0	0	121	100	0	0	0	0	0	
Male	116	0	0	116	100	0	0	0	0	0	
Female	5	0	0	5	100	0	0	0	0	0	
Workers											
Permanent	0	0	0	0	0	0	0	0	0	0	
Male	0	0	0	0	0	0	0	0	0	0	
Female	0	0	0	0	0	0	0	0	0	0	
Other than Permanent	43	43	100	0	0	40	40	100	0	0	
Male	43	43	100	0	0	40	40	100	0	0	
Female	0	0	0	0	0	0	0	0	0	0	

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

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	6	1,32,000	2	1,56,000
Key Managerial Personnel	3	37,59,000	1	37,59,000
Employees other than BoD and KMP	311	2,59,344	5	2,22,852
Workers	43	1,80,048	0	0

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.62	2.65

4. Focal point for addressing human rights:

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)

In Websol, we prioritize the well-being and rights of our employees. To ensure a supportive and fair workplace environment, we have established a Welfare and Grievance Committee. Led by HR Head, this committee is dedicated to addressing any human rights issues that may arise within our business operations. Our commitment extends beyond mere compliance to actively adopting a culture of respect, empathy, and equality. We firmly believe that every employee deserves to feel valued, heard, and respected, and our committee stands ready to address any concerns promptly and effectively, reinforcing our dedication to upholding human rights principles in all aspects of our operations.

5. Internal mechanisms in place to redress grievances related to human rights issues:

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

To ensure the proactive management of human rights grievances within our organization, Websol has instituted a Welfare and Grievance Committee comprising all members of our leadership team. At the heart of this mechanism is a confidential and easily accessible complaint system, providing a secure platform for individuals to voice any concerns pertaining to human rights. Our commitment to anonymity guarantees that individuals can express themselves freely, knowing their identities will be safeguarded. Subsequently, all complaints are diligently investigated by HR Head, in collaboration with the Plant Head, to ascertain facts and facilitate swift resolution. Any necessary remedial actions are then promptly implemented to address the issues raised, reaffirming our dedication to upholding human rights principles throughout our organization.

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (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	NIL	NIL	None	NIL	NIL	None
Discrimination at workplace	NIL	NIL	None	NIL	NIL	None
Child Labour	NIL	NIL	None	NIL	NIL	None
Forced Labour/Involuntary Labour	NIL	NIL	None	NIL	NIL	None
Wages	NIL	NIL	None	NIL	NIL	None
Other human rights related issues	NIL	NIL	None	NIL	NIL	None

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	NIL	NIL

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

Websol, is dedicated to adopting an inclusive and respectful work environment where every individual is valued and given equal opportunities to flourish. Our Equal Opportunity Policy underscores our commitment to eliminate discrimination of any form and ensure that all employees are treated with fairness, respect, and dignity. We believe in encouraging personal and professional growth for everyone within our organization.

In line with our dedication to maintaining a safe and supportive workplace, we have implemented a Policy on Prevention of Sexual Harassment of Women at Workplace, adhering to the guidelines set forth by the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This policy serves to uphold the rights of our female employees and promote a culture of security and trust.

Moreover, we have established a healthy grievance redressal process to promptly address any concerns raised by our employees. Through this process, we ensure that grievances are thoroughly investigated and resolved with efficiency and sensitivity. At Websol, we are committed to adopting a positive and inclusive work culture where every individual feels valued, respected, and supported.

9. Human rights requirements forming part of your business agreements and contracts:

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

As part of our commitment to upholding human rights standards, Websol places great emphasis on ensuring that our suppliers and contractors adhere to the human rights requirements outlined in our agreements and contracts. Websol believes in extending these standards across its entire supply chain in the future to promote ethical practices and safeguard the well-being of all individuals involved.

By adhering to this code, our suppliers and vendors contribute to creating a responsible and sustainable supply chain ecosystem. Websol understands the importance of collaboration and collective responsibility in upholding human rights. We actively engage with our suppliers and contractors to ensure mutual understanding and compliance with these standards. Through ongoing communication, monitoring, and support, we strive to adopt a supply chain that upholds the dignity, rights, and well-being of all individuals involved.

10. Assessments for the year:

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

11. Corrective Actions to address significant risks / concerns arising from the assessments:

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

After a thorough self-assessment, Websol has identified no significant human rights risks or concerns. We are dedicated to upholding human rights through a comprehensive policy addressing issues such as child labour, forced labour, sexual harassment, discrimination, and fair wages.

Our approach includes regular assessments to proactively identify and mitigate potential violations, along with ongoing employee training to raise awareness and prevent incidents. If violations occur, we take swift corrective actions, including work suspension, contract termination, or legal measures as necessary. We continually review and enhance our policies to ensure the protection of human rights and maintain a respectful workplace culture.

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



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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	153536MJ	153536MJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	153536MJ	153536MJ
From non-renewable sources		
Total electricity consumption (D)	18233086 MJ	9215186 MJ
Total fuel consumption (E)	87840 MJ	148046 MJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	18320926 MJ	9363232 MJ
Total energy consumed (A+B+C+D+E+F)	18474462 MJ	9565001 MJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.07	0.06
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	0.003	0.002
Energy intensity in terms of physical output**	11,12,736	7,97,083
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

**The total solar cells manufactured is considered for calculating intensity in terms of physical outputs.

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 independent assessment, evaluation, or assurance has been carried out by an external agency.

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

Not applicable, The Company has not been identified as designated consumers under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	49003	40550
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	49003	40550
Total volume of water consumption (in kilolitres)	49003	40550
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00018	0.00023
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.000008	0.000010
Water intensity in terms of physical output **	2092	3379
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

**The total solar cells manufactured is considered for calculating intensity in terms of physical outputs.

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 independent assessment, evaluation, or assurance has been carried out by an external agency.

4. Provide the following details related to water discharged:

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – Secondary Level	43049	36523
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	43049	36523

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 independent assessment, evaluation, or assurance has been carried out by an external agency.

5. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	To use natural resources wisely, Websol follows a reduce, reuse, and recycle approach at the plant. We've set up an effluent treatment plant to treat water, and then we reuse it for things like flushing toilets and watering in-house plants. We're also working towards achieving Zero Liquid Discharge (ZLD) in the near future to further minimize our environmental impact.
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
NOx	MT	0.54	0.005
Sox	MT	0.54	0.005
Particulate matter (PM)	KG	1220	4
Persistent organic pollutants (POP)	-	NIL	NIL
Volatile organic compounds (VOC)	-	NIL	NIL
Hazardous air pollutants (HAP)	KG	341	NIL
Others – please specify	-	-	-

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 independent assessment, evaluation, or assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	47.25	8.1
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3039	1536
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent	0.0000119	0.0000089
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)	Metric tonnes of CO2 equivalent	0.0000053	0.00000004
Total Scope 1 and Scope 2 emission intensity in terms of physical output**	Metric tonnes of CO2 equivalent	130.76	128.67
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

**The total solar cells manufactured is considered for calculating intensity in terms of physical outputs.

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 independent assessment, evaluation, or assurance has been carried out by an external agency

8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	The Company is in the process of establishing projects relating to Green House Gas emissions.
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9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.4	NIL
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	10	NIL
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste:		
Used Oil (G)	NIL	NIL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NIL	NIL
Total (A+ B + C + D + E + F + G + H)	12.4	NIL

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000047	NIL
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.000000021	NIL
Waste intensity in terms of physical output **	0.53	NIL
Waste intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2.4	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	2.4	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	10	-
(iii) Other disposal operations	-	-
Total	10	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF for India which is 22.401 & 22.167 respectively.

**The total solar cells manufactured is considered for calculating intensity in terms of physical outputs.

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 independent assessment, evaluation, or assurance has been carried out by an external agency.

10. Waste management practices adopted in the establishment:

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.	Websol has established partnerships with authorised organizations and recycling facilities to ensure that all the waste is properly managed and recycled. The goal is to minimize the amount of waste we generate and to ensure that all our waste is properly managed and disposed of in an environmentally responsible manner. The company will continue to prioritize waste reduction and responsible waste management in all our operations.
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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.
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Websol does not have any offices or operational sites in the vicinity of any ecologically sensitive area.

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

S. No	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
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Environmental Impact Assessment is not applicable to Websol.

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:

Yes. Websol is compliant with the applicable environmental law / regulations / guidelines in India.

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



1. A) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.	Websol operates independently and is not affiliated with any domestic or international trade chambers or associations. While these entities often serve as valuable platforms for networking, collaboration, and industry insights, the company has chosen to pursue its business objectives autonomously. This decision does not diminish the company's commitment to excellence or its dedication to upholding industry standards. Instead, it reflects our unique approach to business operations, allowing us to focus on internal strategies and tailored solutions to meet the specific needs of our stakeholders and industry. This independent stance underscores the company's capacity to navigate the business landscape while maintaining a clear and distinct identity in the market.
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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)
	NA	NA

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

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

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



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
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This section is not applicable to the company

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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This section is not applicable to the company

3. Community redressal mechanism

Describe the mechanisms to receive and redress grievances of the community

The company has established a well-defined framework to receive and manage grievances or concerns raised by the community. At the site level, HR Head, along with all Heads of Departments (HODs), takes a proactive approach in addressing issues related to economic, social, or environmental concerns. The company places great importance on conducting comprehensive investigations into each complaint and ensures swift and suitable actions are taken to prevent any recurrence of such issues.

It is noteworthy that, as of the current and previous year, the company has not received any complaints. This positive track record underscores our commitment to maintaining a harmonious relationship with the community and our dedication to operating in a manner that aligns with ethical, social, and environmental standards. The company remains vigilant and committed to upholding these principles, continuously seeking ways to improve our operations and mitigate any potential impact on the community.

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

Category	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	5%	30%
Sourced directly from within India	35%	100%

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

Location	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Rural	53.05%	56.22%
Semi- Urban	27.34%	23.24%
Urban	13.5%	13.51%
Metropolitan	6.11%	7.03%

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



1. Consumer Complaints and feedback:

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

Websol has implemented effective mechanisms and makes concerted efforts to handle and resolve customer feedback and complaints. Customers are encouraged to submit their feedback and complaints through our website (<https://www.webelsolar.com/contact-us.php>), via email at sales@webelsolar.com, or by contacting the phone number provided on the website.

The company teams duly acknowledge and analyse each complaint, devising an action plan for resolution in accordance with standard operating procedures (SOP). All product-related complaints are escalated to the Marketing Head. Following a thorough analysis by the respective Heads of Departments, the Marketing Head makes informed decisions and communicates them to the customer within the agreed-upon timeframe.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Category	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	None	NIL	NIL	None
Advertising	NIL	NIL	None	NIL	NIL	None
Cyber-security	NIL	NIL	None	NIL	NIL	None
Delivery of essential services	NIL	NIL	None	NIL	NIL	None
Restrictive Trade Practices	NIL	NIL	None	NIL	NIL	None
Unfair Trade Practices	NIL	NIL	None	NIL	NIL	None
Other	NIL	NIL	None	NIL	NIL	None

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	None
Forced recalls	NIL	None

5. Cyber security policy:

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.

Websol takes cyber security seriously to protect its digital assets. The company has set up a strong system and has a dedicated IT team. This team uses cybersecurity tools to check and address IT issues every day. Their goal is to keep employees, customers, vendors, and internal data safe from cyber threats. By staying vigilant and using the latest cybersecurity practices, the company ensures a secure environment for its digital operations. The policy is available on the Company's intranet.

6. Corrective Actions:

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

This section is not applicable to the Company as there have been no reported incidents of such issues till date.

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 - NA
- Impact, if any, of the data breaches - NA