



**भारत इलेक्ट्रॉनिक्स**  
**BHARAT ELECTRONICS**

**भारत इलेक्ट्रॉनिक्स लिमिटेड**

(भारत सरकार का उद्यम, रक्षा मंत्रालय)

पंजीकृत कार्यालय :

आउटर रिंग रोड, नागवारा, बेंगलूर - 560 045, भारत

**Bharat Electronics Limited**

(Govt. of India Enterprise, Ministry of Defence)

Registered Office : Outer Ring Road,  
Nagavara, Bangalore - 560 045, INDIA.

CIN : L32309KA1954GOI000787

टेलीफैक्स/Telefax : +91 (80) 25039266

ई-मेल/E-mail : secretary@bel.co.in

वेब/Web : www.bel-india.in

प्रतिष्ठा में/ To,  
प्रबंधक The Manager  
लिस्टिंग विभाग Listing Department  
बी.एस.ई. लिमिटेड BSE Limited  
पी.जे. टॉवर्स, दलाल स्ट्रीट  
P J Towers, Dalal Street,  
मुंबई- 400001, महाराष्ट्र  
Mumbai- 400001, Maharashtra.

स्क्रिप कोड/Scrip Code: 500049

सं. No. 17565/4/SE/MUMC/SEC

दिनांक / Date: 05.08.2024

महोदय / महोदया,  
Dear Sir/Madam,

**विषय- वित्त वर्ष 2023-24 के लिए कारोबारी दायित्व एवं निर्वहनीयता रिपोर्ट।**

**Sub: Business Responsibility & Sustainability Report for the FY 2023-24.**

सेबी (एलओडीआर) विनियम, 2015 के विनियम 34 के तारतम्य में, वित्त वर्ष 2023-24 की कारोबारी उत्तरदायित्व एवं संधारणीयता रिपोर्ट एतद्वारा संलग्न पाएं।

Pursuant to Regulation 34 of the SEBI (LODR) Regulations, 2015, please find enclosed herewith Business Responsibility & Sustainability Report for the FY 2023-24.

सूचना व अभिलेख हेतु।

This is for your information and record.

सधन्यवाद / Thanking you,

भवदीय/Yours faithfully,

कृते भारत इलेक्ट्रॉनिक्स लिमिटेड  
**For Bharat Electronics Limited**

एस श्रीनिवास / S Sreenivas  
कंपनी सचिव / Company Secretary

संलग्न - यथा उपरोक्त।

Encls: As stated above.

**Annexure-6****Business Responsibility and Sustainability Report****Section A: General Disclosures****I. Details of the listed entity:**

1. Corporate Identity Number (CIN) of the Listed Entity : L32309KA1954GOI000787
2. Name of the Listed Entity : Bharat Electronics Limited
3. Year of Incorporation : 21 April 1954
4. Registered office address : Outer Ring Road, Nagavara, Bengaluru - 560045.
5. Corporate address : Outer Ring Road, Nagavara, Bengaluru - 560045.
6. E-mail : [secretary@bel.co.in](mailto:secretary@bel.co.in)
7. Telephone : 080-25039300
8. Website : [www.bel-india.in](http://www.bel-india.in)
9. Financial year for which reporting is being done : 2023-24
10. Name of the Stock Exchange(s) of where shares are listed :
  1. BSE Limited
  2. National Stock Exchange of India Limited
11. Paid-up Capital : ₹ 7,30,97,78,829
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 S Sreenivas  
Company Secretary  
Bharat Electronics Limited  
Registered and Corporate Office,  
Outer Ring Road, Nagavara,  
Bengaluru – 560045  
Telephone: 080-25039300  
E-mail: [secretary@bel.co.in](mailto:secretary@bel.co.in)
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) : Standalone Basis.
14. Name of assurance provider : Sustainability Actions Private Limited
15. Type of assurance obtained : Reasonable

**II. Products/services:**

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Designing, developing, manufacturing and supplying a wide range of strategic electronic products/systems	89.92%
2	Services	Installation, Repairs and maintenance, AMC contracts for products/systems delivered by the Company	10.08%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Weapon Systems	2927	Supplies to the Defence for 2023-24 contributed to 80.70% of turnover
2	Communication Systems	2630	
3	Electronic Warfare Systems	2008	

### 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	12 (9 Production Units & 3 R&D)	25	37
International	-	6	6

19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	Our product reach cover the entire Indian Territory through our Defence Forces/Non-Defence Customers
International (No. of Countries)	12

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

3.86%

#### c. A brief on types of customers:

BEL supplies to both national and international customers catering to the Defence as well as Civil operations. However majority of the Company's supplies are for the Indian Defence Services.

### IV. Employees

20. Details as at the end of Financial Year:

#### a. Employees and Workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	<b>8,937</b>	7,009	78.43	1,928	21.57
2.	Other than Permanent (E)	<b>8,728</b>	6,576	75.34	2,152	24.66
3.	<b>Total Employees (D + E)</b>	<b>17,665</b>	<b>13,585</b>	<b>76.90</b>	<b>4,080</b>	<b>23.10</b>
<b>Workers</b>						
4.	Permanent (F)	<b>2,507</b>	1,863	74.31	644	25.69
5.	Other than Permanent (G)	<b>5,217</b>	3,827	73.36	1,390	26.64
6.	<b>Total Workers (F + G)</b>	<b>7,724</b>	<b>5,690</b>	<b>73.67</b>	<b>2,034</b>	<b>26.33</b>

## b. Differently abled Employees and Workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
<b>Differently abled Employees</b>						
1.	Permanent (D)	<b>135</b>	115	85.19	20	14.81
2.	Other than Permanent (E)	<b>86</b>	66	76.74	20	23.26
<b>3.</b>	<b>Total differently abled Employees (D+E)</b>	<b>221</b>	<b>181</b>	<b>81.90</b>	<b>40</b>	<b>18.10</b>
<b>Differently abled Workers</b>						
4.	Permanent (F)	<b>16</b>	11	68.75	5	31.25
5.	Other than Permanent (G)	<b>70</b>	55	78.57	15	21.43
<b>6.</b>	<b>Total differently abled Workers (F+G)</b>	<b>86</b>	<b>66</b>	<b>76.74</b>	<b>20</b>	<b>23.26</b>

## 21. Participation/Inclusion/Representation of Women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	<b>14</b>	1	7.14
Key Management Personnel	<b>3</b>	Nil	Nil

## 22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.86%	2.49%	<b>4.35%</b>	3.34%	4.36%	<b>7.7%</b>	2.1%	4.07%	<b>6.17%</b>
Permanent Workers	1.34%	0.93%	<b>2.27%</b>	0.35%	0.29%	<b>0.64%</b>	0.76%	0.28%	<b>1.04%</b>

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

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

Sl. 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	BEL Optronic Devices Limited	Subsidiary	100	No
2	BEL-THALES Systems Limited	Subsidiary	74	No
3	GE BE Private Limited	Associate	26	No
4	Defence Innovation Organisation	Associate	50	No

## VI. CSR Details:

## 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes.

(ii) Turnover (in ₹): ₹ 19,81,993 Lakhs

(iii) Net worth (in ₹): ₹ 16,08,239 Lakhs

## VII. Transparency and Disclosures Compliances:

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

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			FY 2022-23		
		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. Centralised Public Grievance Redress and Monitoring System (CPGRAMS) under the Ministry of Personnel, Public Grievances & Pensions, the department of Administrative Reforms & Public Grievances	83	Nil	-	78	Nil	-
Investors (other than shareholders)	NA	NA	NA	-	NA	NA	-
Shareholders (SEBI Scores)	Yes*	3	1	-	4	Nil	-
Employees and Workers	Yes	224	24	-	153	15	-
Customers	Yes**	13,667	1,821	***	12,968	1,207	***
Value Chain Partners	Yes. Through CPGRAMS Portal	21	Nil	-	20	Nil	-
Other (please specify)	-	-	-	-	-	-	-

\* Yes, Shareholders can register their grievances on SCORES Portal at <https://scores.sebi.gov.in/>. Additionally, shareholders can lodge complaints by e-mailing their grievances at [secretary@bel.co.in](mailto:secretary@bel.co.in) or [irg@integratedindia.in](mailto:irg@integratedindia.in).

\*\* BEL has a grievance redressal mechanism in place where customer can call in Toll Free number 1800 425 0433 and register their complaints on a product/system being used by them and which has been supplied by BEL. There are also informal channels available wherein customer can register their complaints through fax/email to the concerned department handling that product category and the same is uploaded on the centralised CRM system.

\*\*\* Some of the complaints remain unresolved at the end of the year due to non-availability of spare part/sub-system from the original supplier, delays in supply due to supply-chain issues or obsolescence of electronic items for which BEL has to find an equivalent alternative/design a Form Fit equivalent, which may take time.

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

Sl. 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	Carbon Footprint	Opportunity	With growing concern for Green House Gas (GHG) emissions, BEL is shifting towards tapping "Clean & Renewable" Energy sources for meeting the power requirements.	Not applicable	Positive: Achieving "Carbon Neutral Status" through renewable energy resources and energy conservation measures

Sl. 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)
2	Environmental Footprint-Water Management	Risk	Water scarcity can impair the company's operations and disrupt business	Employee awareness on water management, more efficient use of water in campuses, rain water harvesting & recycling of wastewater resulting in reduction of wastewater generation	Negative
3	Community and Social Impact	Risk	Any adversarial relationship with communities can hurt the company's ability to create longer-term value	Focussed interventions are undertaken in the sectors of School Education, Healthcare, Rural Development, Environmental Sustainability & Vocational Skill Development. BEL contribute towards inclusive growth, sustained and equitable development in society through capacity building measures, empowerment of the marginalised and underprivileged sections/communities	Negative: Impacts the brand reputation in the industry
4	Community and Social Impact	Opportunity	BEL has undertaken various CSR programmes/initiatives/projects as per the Company's CSR Policy, which is in line with Section 135 & Schedule VII of the Companies Act, 2013. BEL integrates its CSR planning with its business plans and strategies. Our company's objective is to support meaningful socio-economic sustainable development and enable a larger number of people to participate and benefit in the country's economic progress	Not applicable	Positive: Supporting CSR activities helps us to create a meaningful impact for the communities we interact with.
5	Cyber Security	Risk	Privacy and Data Security is becoming a major risk due to increasing digitisation	Information Security Management Policy and Cyber Security and Cyber Resilience Policy are in place for protecting the Organisation's cyberspace against cyber-attacks, threats and vulnerabilities	Negative: Breach of Privacy and Data Security
6	Disaster Recovery	Risk	Business interruption due to fire hazard	1. Emergency preparedness and response plan is in place at dept/unit level 2. Mock drills are being conducted regularly for the same.	Negative: Disruption to business operations leads to negative financial implication
7	Training and Education	Opportunity	Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury	1. Providing a needs-based and innovative range of training courses 2. Providing programmes that are specifically designed for roles which require upgraded skills	Positive: Consistent efforts would lead to a positive impact due to improvement in productivity, reduction in defects, etc
8	Maintenance	Risk	Risk of sub-optimal maintenance schedule/plan resulting in un-economical maintenance costs	Operational performance & maintenance (PM & breakdown) are being monitored regularly.	Negative: Business continuity gets impacted leading to financial loss
9	Pollution free Environment	Risk	Failure to provide a safe working environment exposes BEL to suboptimal productivity, loss of business reputation and other costs	1. All the necessary pollution control norms for air, noise etc. are followed 2. Disposal of hazardous waste is monitored within permissible limits	Negative: Incidents impact business reputation leading to negative financial implication

Sl. 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)
10	Health, Safety and Environment	Risk	1. Non-compliance with safety measures by employees 2. Non-awareness of hazardous nature of material 3. Not following COVID-19 safety measures	1. Strict adherence to BBS (behaviour-based safety system) 2. Focus on reducing the generation of effluent and arresting at the source and following MSDS for hazardous material handling 3. Detailed SOP for COVID-19, employee training & adherence followed strictly 4. Medical check-up, vaccination drive as per Govt. Regulations	Negative: Incidents impact employee morale and business reputation leading to negative financial implication
11	Data Protection	Risk	1. Risk of confidential data leakage via USB drives/flash drives 2. Exposure of Company data because of work from home and access to respective data	1. All privileged system access are reviewed periodically & data leakage prevention system are implemented at these equipment 2. Restricted data access control & data encryption to monitor work from home activities	Negative: Impacts the brand reputation in the industry thereby leading to financial loss

## 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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://bel-india.in/codes-policies/">https://bel-india.in/codes-policies/</a>								
2. Whether the entity has translated the policy into procedures	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO45001:2018 (Occupational Health & Safety Management Systems), ISO14001:2015 (Environmental Management Systems) and ISO13485:2016 (Medical Device Safety).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-								
<b>Governance, leadership and oversight</b>									
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 we grow our business, we remain committed to create a positive impact on nature, promote societal wellbeing and operate in a transparent manner. We have always looked at intertwining our sustainability agenda into the Company's business objectives and considered our focus on ESG to be a key driver of long-term value creation for all our stakeholders. This Business Responsibility and Sustainability Report is our third report which covers the operations of Bharat Electronics Limited on a standalone basis.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Director (Human Resources)								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues?	The Board oversees the compliance and implementation of the policies through its various Committees.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board oversees the compliance and implementation of the policies through its various Committees									As and when Required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency?	P1	P2	P3	P4	P5	P6	P7	P8	P9
									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	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task									Not applicable.
It is planned to be done in the next financial year									
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 categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

##### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	Master Class for Building Better Boards for the new incumbents on the Board conducted by IICA	21.43%
Key Managerial Personnel	-		-
Employees other than BoD and KMPs	96	(i) Training/Awareness programs on CDA, Health & Safety, Gender Sensitisation, Environment, Sustainability etc.	35.72%
Workers	64	(ii) These programs enable employees to acquire knowledge & skills for capability enhancement	33.96%

Note: % of Persons (Employees and Workers) include those who have attended the training and awareness programs more than once.



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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	NA	NA
Settlement	Nil	Nil	Nil	NA	NA
Compounding fee	Nil	Nil	Nil	NA	NA

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	Nil	NA	NA
Punishment		Nil	Nil	NA	NA

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
NA	NA

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.

The Conduct, Discipline and Appeal Rules applicable for executives and Standing Order applicable for workmen category provides for specific provisions under which suitable action can be initiated for cases related to integrity/corruption/bribery.

The Whistle Blower Policy ensures that the Company continues to strive to the highest standards of ethical, moral and legal business conduct and its commitment to open communication.

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	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

Not Applicable.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	111	110

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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Tracked	
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Not Tracked	
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors		
Share of RPTs	a. Purchases (Purchases with related parties/Total Purchases)	1.11%	0.54%
	b. Sales (Sales to related parties/Total Sales)	0.11%	0.17%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties/Total Investments made)	21.27%	0.00%

### 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
Awareness and Training Programmes are being conducted regularly for different stakeholders viz, Customers, Vendors, Suppliers & Partners.	Process quality, product quality, installation, configuration, commissioning, usage & maintenance of products and systems. General quality related topics viz, Six Sigma, TQM, Poka Yoke and 5S etc.	Around 50% are covered.

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 well-defined "Code of Conduct for Board Members, Key Managerial Personnel (KMP) and Senior Management" in place for Board Members, KMPs and Senior Management Personnel which stipulates guidelines for avoiding and disclosing potential conflict of interest with the Company. The Directors abstain from participating in the Board/Committee meetings on matters in which they are interested. A confirmation on compliance with the Code of Conduct by all the Senior Management Personnel is made in the Board's Report forming part of the Annual Report. The Code is available on the Company's website at <https://bel-india.in/codes-policies/>.

**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.

	<b>FY 2023-24</b> (₹ in Crore)	<b>FY 2022-23</b> (₹ in Crore)	<b>Details of improvements in environmental and social impacts</b>
R&D	Not tracked	Not tracked	(i) Usage of lead-free/RoHS components in designs. (ii) E-waste disposal procedure for products/equipments is printed in the user manual supplied along with products/equipments
Capex	Not tracked	Not tracked	-

2. a. Does the entity have procedures in place for sustainable sourcing?  
No.
- b. If yes, what percentage of inputs were sourced sustainably?
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.

The company does not recycle products because most of the products are used for strategic/national security applications. Products delivered to customers are not returned to the company. In few cases products itself comes back for upgradation which will be upgraded and made reusable product. For such product which does not come back to us, guidelines have been provided to customers for handling and disposal of their end-of-life products. However, services have been provided to customers who are willing to return products for scientific disposal. End-of-life products are scientifically processed and recycled through agency approved by the Pollution Control Board. The company has a structured mechanism to deliver waste from the manufacturing process of its products/equipment through authorised recyclers approved by the Pollution Control Board. Metal waste, waste oil, solvents and copper containing rejects are sent (100%) to authorised recyclers for recycling and recovery. Paper and plastic are handed over to recyclers. In addition, the food waste is used for biogas generation in the Bio-Methanation plant, which in turn is used for light cooking purposes or organic matter are converted to manure in organic waste converter.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities. 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. BEL has already obtained registration under the EPR framework under the Importer category of Plastic Waste Management Rules. Registrations under the Brandowner category under Plastic waste Rules, Producer category under Battery Waste Rules and E-Waste rules are in progress.

**Leadership Indicators**

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

<b>NIC Code</b>	<b>Name of Product /Service</b>	<b>% of total Turnover contributed</b>	<b>Boundary for which the Life Cycle Perspective/ Assessment was conducted</b>	<b>Whether conducted by independent external agency (Yes/No)</b>	<b>Results communicated in public domain (Yes/No) If yes, provide the web-link.</b>
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Product specific Life Cycle Assessment has not been carried out. However, raw materials to finished product are handled scientifically. Waste materials generated in the value added process are disposed off scientifically for recycling. Products supplied are provided with disposal guidelines for disposing the product after the End of Use of product.

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

Name of Product/Service	Description of the risk/concern	Action Taken
	Not Applicable.	

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
-	-	-

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)				-	-	-
E-waste				-	-	-
Hazardous waste				-	-	-
Other waste				-	-	-

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

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

### PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

#### Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	7,009	7,009	100	7,009	100	NA	NA	7,009	100	NA	NA
Female	1,928	1,928	100	1,928	100	1,928	100	NA	NA	1,928	100
<b>Total</b>	<b>8,937</b>	<b>8,937</b>	<b>100</b>	<b>8,937</b>	<b>100</b>	<b>1,928</b>	<b>21.57</b>	<b>7,009</b>	<b>78.43</b>	<b>1,928</b>	<b>21.57</b>
<b>Other than Permanent employees</b>											
Male	6,576	6,576	100	6,576	100	NA	NA	-	-	NA	NA
Female	2,152	2,152	100	2,152	100	2,152	100	NA	NA	-	-
<b>Total</b>	<b>8,728</b>	<b>8,728</b>	<b>100</b>	<b>8,728</b>	<b>100</b>	<b>2,152</b>	<b>24.66</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## 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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	<b>1,863</b>	1,863	100	1,863	100	NA	NA	1,863	100	NA	NA
Female	<b>644</b>	644	100	644	100	644	100	NA	NA	644	100
<b>Total</b>	<b>2,507</b>	<b>2,507</b>	<b>100</b>	<b>2,507</b>	<b>100</b>	<b>644</b>	<b>25.69</b>	<b>1,863</b>	<b>74.31</b>	<b>644</b>	<b>25.69</b>
<b>Other than Permanent workers</b>											
Male	<b>3,827</b>	3,827	100	3,827	100	NA	NA	3,827	100	NA	NA
Female	<b>1,390</b>	1,390	100	1,390	100	1,390	100	NA	NA	-	-
<b>Total</b>	<b>5,217</b>	<b>5,217</b>	<b>100</b>	<b>5,217</b>	<b>100</b>	<b>1,390</b>	<b>26.64</b>	<b>3,827</b>	<b>73.36</b>	-	-

Note:

- The above manpower data is as on 31.03.2024. The Company has in-house Medical scheme to address the medical needs of Employees/Workers and their dependants. Each Unit of BEL has Medical Centre to address the medical needs. In case of specialised treatment, Employees/Workers can avail treatment in empanelled hospitals.
  - In case of Other than Permanent Employees/Workers i.e., Trainees/Project Engineers Health Insurance premium is borne by the Management. In case of contract workmen, they are covered under ESI Act. However, in case of Emergency treatment, they can avail medical facilities in the Medical centre of the Unit.
  - Day-care facility is extended to women employees in accordance with the provisions of Factories Act, 1948.
- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	11.20%	11.75%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	NA	NA	NA	NA	NA
Others – please specify	-	-	-	-	-	-

 3. **Accessibility of workplaces**

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

Yes. The facilities and provisions provided for differently-abled employees are in line with the Rights of Persons with Disability Act, 2016.

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

No. However, all relaxations and concessions related to PwBD are complied with as per the Rights of Persons with Disabilities Act. With respect to the relaxations and concessions provided to Persons with Disabilities, the government directives issued from time to time are strictly adhered to. Some of the relaxations provided in recruitment are pass marks in written test/interview are relaxed to 30% as against 35% for General category, compensatory time is extended in written test, exemption of application fee etc.

Also, the facilities and provisions provided for differently-abled employees are in line with the Rights of Persons with Disabilities Act, 2016. Few examples include facilities created like ramps, lifts, and separate rest rooms which are disabled-friendly.

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

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

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	<p>Yes. Employee Grievance Redressal and Monitoring System (e-GRAMS) exists in BEL which covers all Employees. Employees can register their Grievances online pertaining to payment of wages, leave, transfer, promotions, seniority, work assignment, designation, non-extension of any welfare amenity provided for under the law, or benefit due under the rules, etc. affecting an individual employee. Timelines have been clearly defined at each level from prompt redressal of grievances.</p> <p>The policy related to e-GRAMS contains 6 levels of escalation. Also, the time limit within which the employee may take up his/her representation from one level to another shall be normally 7 working days from the date of receipt of the decision failing which the grievance will be considered as closed.</p>
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			FY 2022-23		
	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)
<b>Total Permanent Employees</b>	<b>8,937</b>	<b>8,019</b>	<b>89.73</b>	<b>8,832</b>	<b>8,015</b>	<b>90.75</b>
- Male	<b>7,009</b>	6,283	89.64	<b>6,921</b>	6,280	90.74
- Female	<b>1,928</b>	1,736	90.04	<b>1,911</b>	1,735	90.79
<b>Total Permanent Workers (Non-Executives)</b>	<b>2,507</b>	<b>2,322</b>	<b>92.62</b>	<b>2,626</b>	<b>2,432</b>	<b>92.61</b>
- Male	<b>1,863</b>	1,786	95.87	<b>1,953</b>	1,810	92.68
- Female	<b>644</b>	536	83.23	<b>673</b>	622	92.42

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	<b>7,009</b>	2,295	32.74	6,518	92.99	<b>6,921</b>	2,212	31.96	6,457	93.30
Female	<b>1,928</b>	675	35.01	1,793	93.00	<b>1,911</b>	640	33.49	1,757	91.94
<b>Total</b>	<b>8,937</b>	<b>2,970</b>	<b>33.23</b>	<b>8,311</b>	<b>93.00</b>	<b>8,832</b>	<b>2,852</b>	<b>32.29</b>	<b>8,214</b>	<b>93.00</b>
<b>Workers</b>										
Male	<b>1,863</b>	615	33.01	1,733	93.02	<b>1,953</b>	622	31.85	1,817	93.04
Female	<b>644</b>	225	34.94	598	92.86	<b>673</b>	220	32.69	620	92.12
<b>Total</b>	<b>2,507</b>	<b>840</b>	<b>33.51</b>	<b>2,331</b>	<b>92.98</b>	<b>2,626</b>	<b>842</b>	<b>32.06</b>	<b>2,437</b>	<b>92.80</b>

Note: % of persons (Employees and Workers) include those who have attended the training and awareness programmes more than once.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	<b>7,009</b>	966	13.78	<b>6,921</b>	1,045	15.10
Female	<b>1,928</b>	235	12.19	<b>1,911</b>	246	12.87
<b>Total</b>	<b>8,937</b>	<b>1,201</b>	<b>13.44</b>	<b>8,832</b>	<b>1,291</b>	<b>14.62</b>
<b>Workers</b>						
Male	<b>1,863</b>	102	5.48	<b>1,953</b>	150	7.68
Female	<b>644</b>	68	10.56	<b>673</b>	55	8.17
<b>Total</b>	<b>2,507</b>	<b>170</b>	<b>6.78</b>	<b>2,626</b>	<b>205</b>	<b>7.81</b>

## 10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?

Yes. Implementation of Occupational Health & Safety Management System is under progress at all Units of BEL wherein the following aspects are covered in the System:

- EHS Policy;
- Documents like HS Manuals, Operational Control Procedures (OCP); Work Instructions, Emergency Preparedness Plan, etc.;
- Internal Auditor Training and Audits;
- Plant Level Safety Committee Meetings;
- BEL-Bangalore Complex & BEL-Ghaziabad have already implemented the ISO 45001:2018

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

As a ISO 45001:2018, OHSMS certified unit, all the departments of all the SBUs, conduct the 'Hazard Identification and Risk Assessment' process and this HIRA document is maintained and also audited periodically. The Safety Officers and the Safety Committee members also identify hazards and assess risks during surveys and audits.

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

Yes. Apart from the statutory Plant level Safety Committee, 15 Divisional 'SHE' - Safety Committees are formed. These Committees consist of workers, who report the work related hazards. These Committees meet once in a month, discuss and solve safety issues at the SBU/divisional level. Another method to report hazards is through 'Near Miss' formats which are made available in all departments. The workers are encouraged to call Safety Engineering department regarding hazards and unsafe conditions.

- d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?

Yes. Employees can utilise the crèche facility in the Units as per the eligibility criteria. Employees who are 45 years and above age are provided with the facility of Preventive Health Check-up once in 2 years.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	02*
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

\*including in the contract workforce.

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

The following measures taken by the entity to ensure a safe and healthy work place:

- Provisions of adequate Ventilation, Lighting, Machine Guards and Exhaust Systems at the workplace;
- Provisions of Drinking Water, Rest Rooms and establishment of First Aid Centre;
- Provision of Personal Protective Equipment, wherever necessary;
- Awareness created through display of signage, precautionary boards at prominent locations and trainings on Safety, Health & First Aid
- Implementation of work permit systems like Height Work, Hot Work;
- Implementation of OSHMS & EMS
- Periodical Health Check-up of Employees;
- Celebration of Safety Day by displaying safety banners, taking safety pledge and displaying safety awareness posters, etc.
- Presence of an effective Emergency Preparedness & Response Plan



BEL gives utmost importance to the safety and health of all the workers in the organisation. The Health and Safety policy clearly states and commits to providing a safe working environment and good health to all its workers. BEL strictly complies with all the statutes and regulations with respect to safety and health, viz. The Factories Act, 1948 etc.

The Safety Committee meetings with workers' representatives are conducted regularly to monitor safety and health as per statutory prerequisites. The statutory medical examination of the workers working in hazardous processes is periodically conducted.

Safety Engineering Department regularly conducts industrial safety training for employees, contract staff and trainees. The Safety Audits and plant safety inspections are carried out periodically. The National Safety Day/Week is celebrated in BEL and a safety pledge is administered to all workers on 4<sup>th</sup> March.

BEL maintains very good Emergency preparedness and response plans. Safety Engineering Department continuously interacts and coordinates with the Director of Factories, Boilers, Industrial Safety and Health authorities.

BEL Bangalore Complex is an ISO 45001-2018 Occupational Health and Safety Management System (OHSMS) certified unit and this indicates that the Health and Safety Systems are very good in the entity.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	153	18	Pending under progress	115	10	Pending completed during 2023-24
Health & Safety	71	06	Pending under progress	38	05	Pending completed during 2023-24

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	92%
Working Conditions	95%

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.

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

No high consequence injuries/incidents or significant risks.

### Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of:
  - Employees (Y/N) - Yes
  - Workers (Y/N) - Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Engagement of Contract Labour and other Contracts: The Bills of the Contractor are cleared after ensuring remittance of statutory dues to the concerned authorities by verifying deposit/remittance challans submitted along with Bills.

- Provide the number of employees/workers having suffered high consequence workrelated injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

No.

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

- Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Nil.

### PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

#### Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

The Company has a robust system for the identification of key stakeholders. Stakeholder engagement is an ongoing process and the Company interacts with its stakeholders at different levels to understand and address their expectations and collaborates with them for creating shared value. The Company has built a constructive relationship with all its stakeholders based on mutual trust, transparency, ethics and accountability. Continuous two-way dialogue process with stakeholders along with their feedback on various issues concerning the company's operations has enabled us to establish sustainable relationships with the stakeholders. Apart from Customers, Suppliers, Employees, Shareholders, Government, Regulatory & Statutory Bodies, Auditors, Bankers, Collaborators and JV Partners, all community members surrounding the location of the plant/Divisions of the Company are considered key stakeholders of the Company.

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	Email, Letters, Meeting	As and when required	Regarding technical, commercial and various issues related to products being supplied by the Company
Shareholders	NO	Website, Email, Letters, Meetings, Newspaper Publications, Annual Reports,	As and when required	Shareholders meeting and Resolution of grievance
Employees	NO	E-Newsletter, Internal Website	As and when required	Information on Company activities
Vendors/ Suppliers	NO	Website, Emails	As and when required	Tender, Orders and Payment related information. Various procurement related information are hosted on the website
Industry bodies, Regulators	NO	Email, Letters, Meeting	As and when required	Ensure compliance of rules and regulations
Communities	NO	As needed	As and when required	Communicate the performance of the company and other related information to the concerned communities

### 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 Company interacts with various stakeholders through sub-committees of the Board viz. CSR Committee, Risk Management Committee, R&D Committee & Capital Investment Committee and other Management Committees.

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.

The Company continuously engages with its stakeholders to boost relationships enabling the Company to be informed of their expectations. The structured approach of engagement methods are covered in Stakeholder Engagement section of Integrated Annual Report. CSR projects undertaken in area of Education, Health Care, Solar, etc are based on inputs received from stakeholders. Directions received from sub-committees of the Board are being implemented in policies and activities of the Company.

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

The Company focusses on development, institution building, and sustainability-related initiatives for empowering marginalised and underprivileged communities for inclusive growth and equitable societal development. The majority of CSR projects are undertaken for vulnerable/marginalised stakeholder groups. The Company has rolled out focussed interventions to augment health infrastructure in Government Hospitals and make available mobile healthcare services at the door-step of the rural populace. Encouraging scientific curiosity among students & general public, opening up opportunities to experience technology-enabled learning aids in government educational institutions, promoting vocational skill training to enhance the employability of youth and creating a sustainable ecosystem for flora & fauna in the wild are high points in the CSR space.

**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			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)		Total (C)	No. of employees/ workers covered (D)	
		No. (B)	% (B/A)		No. (D)	% (D/C)
<b>Employees</b>						
Permanent	8,937	300	3.36	8,832	168	1.90
Other than Permanent	8,728	110	1.26	6,604	132	2.00
<b>Total Employees</b>	<b>17,665</b>	<b>410</b>	<b>2.32</b>	<b>15,436</b>	<b>300</b>	<b>1.94</b>
<b>Workers</b>						
Permanent	2,507	93	3.71	2,626	80	3.05
Other than Permanent	5,217	107	2.05	4,600	32	0.70
<b>Total Workers</b>	<b>7,724</b>	<b>200</b>	<b>2.59</b>	<b>7,226</b>	<b>112</b>	<b>1.55</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>8,937</b>	-	-	<b>8,937</b>	<b>100</b>	<b>8,832</b>	-	-	<b>8,832</b>	<b>100</b>
Male	7,009	-	-	7,009	100	6,921	-	-	6,921	100
Female	1,928	-	-	1,928	100	1,911	-	-	1,911	100
<b>Other than permanent</b>	<b>8,728</b>	-	-	<b>8,728</b>	<b>100</b>	<b>6,604</b>	-	-	<b>6,604</b>	<b>100</b>
Male	6,576	-	-	6,576	100	5,140	-	-	5,140	100
Female	2,152	-	-	2,152	100	1,464	-	-	1,464	100
<b>Workers</b>										
<b>Permanent</b>	<b>2,507</b>	-	-	<b>2,507</b>	<b>100</b>	<b>2,626</b>	-	-	<b>2,626</b>	<b>100</b>
Male	1,863	-	-	1,863	100	1,953	-	-	1,953	100
Female	644	-	-	644	100	673	-	-	673	100
<b>Other than permanent</b>	<b>5,217</b>	-	-	<b>5,217</b>	<b>100</b>	<b>4,600</b>	-	-	<b>4,600</b>	<b>100</b>
Male	3,827	-	-	3,827	100	3,670	-	-	3,670	100
Female	1,390	-	-	1,390	100	930	-	-	930	100

3. Details of remuneration/salary/wages  
a. Median remuneration/wages:

	Male		Female	
	No.	Median remuneration/ salary/wages of respective category	No.	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	6	67,25,833	-	-
Key Managerial Personnel	1	40,55,326	-	-
Employees other than BoD and KMP	7,642	16,78,062	2,025	16,73,294
Workers	-	-	-	-

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	20.33%	20.48%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

No

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

BEL has laid down policies and procedures for Prevention of Sexual Harassment. The grievance redressal mechanism i.e., e-GRAMS is accessible easily by all employees of the organisation for any variety of grievance. Further, the contracts and recruitment policy of BEL does not engage or encourage child labour/forced labour practices.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	03	01	In Process	2	0	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	03	02
Complaints on POSH as a % of female employees/workers	0.16%	0.10%
Complaints on POSH upheld	01	-

Note: BEL handles the complaints of the female employees who are permanent (On the rolls of BEL). Other women workers will report their complaints to their respective agencies.

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

It is ensured that no work related adverse consequences are meted out to the Complainant by placing the Complainant & Respondent in different workplaces, in case both were in the same workplace. Moreover, the Complainant can report any such incidences to the higher authorities for appropriate action.

9. Do human rights requirements form part of your business agreements and contracts?

Clauses pertaining to Human Rights are incorporated in Agreements on case-to-case basis.

## 10. Assessments for the year:

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

## 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.

### Leadership Indicators

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

Nil.

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

Nil.

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

Yes. The facilities and provisions provided for differently-abled employees and visitors are in line with the Rights of Persons with Disabilities Act, 2016. Few examples include facilities created like ramps, lifts, and separate restrooms which are disabled-friendly.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Others please specify	-

## 5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

Nil.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**
**Essential Indicators**

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From Renewable sources</b>		
Total electricity consumption (A)	19,298.13 Giga Joules	20,152.70 Giga Joules
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	74,709.0 Giga Joules	80,343.65 Giga Joules
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>94,007.13 Giga Joules</b>	<b>1,00,496.35 Giga Joules</b>
<b>From Non-Renewable sources</b>		
Total electricity consumption (D)	1,27,068.04 Giga Joules	1,04,261.51 Giga Joules
Total fuel consumption (E)	1,658.30 Giga Joules	1,949.61 Giga Joules
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,28,726.34 Giga Joules</b>	<b>1,06,211.12 Giga Joules</b>
<b>Total energy consumed from Renewable and Non-Renewable sources (A+B+C+D+E+F)</b>	<b>2,22,733.47 Giga Joules</b>	<b>2,06,707.47 Giga Joules</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/Revenue from operations)	11.04 GJ/Crore	11.71 GJ/Crore
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/Revenue from operations adjusted for PPP)	3.03 GJ/Crore	3.26 GJ/Crore
<b>Energy intensity in terms of physical output</b>	-	-
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.

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,000	Nil
(ii) Groundwater	8,23,612	9,17,581
(iii) Third party water	6,27,525	5,21,259
(iv) Seawater/desalinated water	0	Nil
(v) Others	21,000	39,086
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>14,73,137</b>	<b>14,77,926</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>14,73,137</b>	<b>14,77,926</b>

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water intensity per rupee of turnover</b> (Total water consumption/Revenue from operations)	73.04 KL/Crore	83.75 KL/Crore
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP)	20.04 KL/Crore	23.34 KL/Crore
<b>Water intensity in terms of physical output</b>	-	-
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. - No.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	Nil	Nil
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment **	89,318.40	66,480.80
- With treatment – please specify level of treatment	-	-
(v) Others	Wastewater treated & reused for industrial & horticulture application	Wastewater treated & reused for industrial & horticulture application
- No treatment	-	-
- With treatment – please specify level of treatment	5,62,723.45 KL ; STP & ETP having Tertiary treatment (3 stages)	6,04,699.25 KL; STP & ETP having Tertiary treatment (3 stages)
<b>Total water discharged (in kilolitres)</b>	<b>6,52,041.85 KL</b>	<b>6,71,180.05 KL</b>

\*\* Water discharged to the Municipality network as per the provisions of the Consent and is being treated at the Common Effluent & Sewage Treatment Plants of the Municipality

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.



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

Wastewater generated during the manufacturing process is separated at the source and treated appropriately to meet the standards prescribed by the Pollution Control Board. This isolated treatment is specific to this type of wastewater to ensure effective detoxification with less chemical consumption. BEL has taken a step forward in treating wastewater to meet reusable standards thus recycling it for production purposes. Likewise, domestic wastewater is treated and recycled for horticultural purposes. The dual plumbing system is a part of the design for all new buildings. The five-star GRIHA-rated BEL Academy for Excellence and C-type residential areas are equipped with dual pumping system.

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	mg/Nm <sup>3</sup>	24.3	73.39
SOx	mg/Nm <sup>3</sup>	11.7	16.93
Particulate matter (PM)	mg/Nm <sup>3</sup>	45.6	38.1
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	mg/Nm <sup>3</sup>	4.2	3.2
Hazardous air pollutants (HAP)	-	-	-
Others –(Pb, Acid Fumes, Acid mist, Solvent vapour)	mg/Nm <sup>3</sup>	10.5	15.1

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

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)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	8930.70 **	2696.40
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	25572.50	20871.03
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		Measured in terms of per crore rupees of turnover (1.71 MT/Crore)	Measured in terms of per crore rupees of turnover (1.34 MT/Crore)
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/revenue from operations adjusted for PPP)		0.47 MT/Cr	0.37 MT/Cr
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) the relevant metric may be selected by the entity		-	-

\*\* Source of emission factors taken from IPCC 4<sup>th</sup> assessment report

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. – No.

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

Yes. BEL has contributed to sustainable development through installation of renewable energy initiatives such as setting up of Wind Power Plants of cumulative capacity 13.9 MW in Davangere & Hassan districts of Karnataka for captive consumption and also, 7.4 MWp Grid Connected Solar PV Power Plants are cumulatively installed in all units of BEL. Green building concept is being followed for all new buildings. For all future buildings, GRIHA rating (Green Rating for Integrated Habitat Assessment) will be targeted. These initiatives help in reducing the release of Green House Gases (GHG) into the atmosphere.

It is planned to set up an additional 4 MW of Wind Power Plant in the next 2 years as further enhancement towards Green Energy initiative leading reduction in CO<sub>2</sub> emissions to the environment.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	110.99	78.94
E-waste (B)	77.54	76.99
Bio-medical waste (C)	1.18	0.67
Construction and demolition waste (D)	-	-
Battery waste (E)	183.75	14.72
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)		
i. Used oil & coolant oil	23.918	10.43
ii. Plating metal sludge/Paint sludge/ETP sludge	49.748	33.83
iii. Spent etching chemicals and solvents	5.166	5.70
iv. Others	33.930	88.39
<b>Subtotal (G)</b>	<b>112.762</b>	<b>138.35</b>
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
i. Metal scrap	328.6	292.69
ii. Non-metal scrap	600.4	461.06
iii. Other scraps	158.9	147.2
<b>Subtotal (H)</b>	<b>1,087.9</b>	<b>900.95</b>
<b>Total (A+B + C + D + E + F+G+H)</b>	<b>1,574.122</b>	<b>1,210.62</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.078 MT/Core	0.068 MT/Crore
<b>Waste intensity per rupee of turnover adjusted for purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0214	0.0191
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>	NA	NA
(i) Recycled **		
• Plastic waste	78.71	65.5
• E-waste	68.18	29.97
• Battery waste	59.91	5.0
• Other Non-hazardous waste	820.46	623.89

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1027.26</b>	<b>724.36</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste (Plastic waste)</b>		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>Category of waste (E-waste)</b>		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>Category of waste (Bio-medical waste)</b>		
(i) Incineration	1.18	0.67
(ii) Land filling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>1.18</b>	<b>0.67</b>
<b>Category of waste (Battery waste)</b>		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>Category of waste (Other Hazardous waste) **</b>		
(i) Incineration	0	22.05
(ii) Land filling	20.92	34.55
(iii) Other disposal operations	51.38	53.13
<b>Total</b>	<b>72.30</b>	<b>109.73</b>
<b>Category of waste (Other Non-hazardous waste)</b>		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

\*\* Recyclable wastes and Other hazardous wastes are disposed off in lots as per the standard practice and the left over will be disposed off to the authorised agencies in the subsequent lots

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. – No.

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

Hazardous Waste Management: When handling hazardous waste, the principle of reduction, reuse, recovery and recycling are practised. The production of hazardous waste has been reduced at the process level by introducing appropriate chemicals and procedures that produce less hazardous sludge in the wastewater detoxification process, in addition to

the use of cleaner technologies. The use of sodium hypochlorite, and sodium bisulphate in place of lime, bleach powder and iron sulphate help reduce the amount of hazardous sludge. In addition, the introduction of cyanide-free galvanizing and copper plating processes has helped reduce the production of hazardous waste. In the previous year, BEL achieved continual improvement through the elimination of IPA use in the HF Oxide etching process in the solar plant. These initiatives resulted in generation of less hazardous waste. Bharat Electronics has set up a system for the safe handling of hazardous waste by creating an exclusive, well-protected place for the safe storage of hazardous waste. BEL has tied up with the State Pollution Control Board's Treatment, Storage & Disposal Facility operators to dispose of solid hazardous waste that can be landfilled. Recyclable waste is handed over to authorised facilities of the Pollution Control Board for scientific processing and recycling. This system effectively prevents pollution from hazardous waste.

**E-Waste Management:** Electronic waste that is generated during the manufacturing of products is segregated, stored and handed over to authorised agencies of the Pollution Control Board for scientific processing, recovery and recycling. End of Life electronic waste such as computers and other electronic items are also handed over to authorised agencies of the Pollution Control Board for scientific processing, recovery and recycling. End of Life e-waste products such as electronic voting machines are received back under Extended Producer Responsibility initiative and are disposed scientifically. Users of electronic products receive handling and disposal guidelines for the safe disposal of electronic waste after expiry. Efforts are being made to reduce the hazardous component in electronic products by introducing as many RoHS-compliant components as possible.

**Solid Waste Management:** BEL has put in place a source segregation system for the proper handling of waste. Biodegradable waste such as food waste and green waste of the colony is composted through the 1.0 tonne organic waste converter with an average of 0.45 to 0.6 Tons per day, wherein manure is generated. The manure so generated is used for horticulture applications in the BEL Estate area. The green waste generated in BEL is subjected to natural composting. Leaf shredding machine is available for the reduction of the size of green waste. In addition, the food waste generated in the factory canteen is transported to the Bio-Methanation plant on a daily basis. The anaerobic biogas plant is based on UASB technology with a capacity of 2.0 tonnes and leads to a saving of about 50 SCM PNG per day in cooking. Land fillable waste is sent to a well-established solid waste treatment facility for processing.

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
BEL does not have any operations/offices in/around ecologically sensitive areas.			

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

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. There are no projects undertaken for EIA assessments during FY 2023-24					

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

Sl. 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. BEL is compliant with all 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, and Environment Protection Act and rules there under.				

### Leadership Indicators

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

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

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

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

Note: Currently, this is not being tracked. Will be reported in the upcoming years.

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

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

Parameter	Unit	FY 2023-24	FY 2022
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Assessment will be taken up	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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 11 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.
- BEL operates in industrial areas/estates, hence its influence on biodiversity is very minimal.
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:

SL. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	RoHS-compliant components and processes are introduced to comply with European & other international directives	Restriction of Certain Hazardous Substance (RoHS) compliant processes have been introduced into the PCB manufacturing and metal finishing processes. 1) Environmentally friendly materials have been introduced, such as low smoke halogen cables, low VOC metal finish (polyurethane), cyanide-free silver, zinc and copper plating, and trivalent chromium-based chromate conversion coating. 2) A technical series of documents have been published on RoHS compliant cadmium plating alternatives for fasteners and screws. 3) New standard is released for environmental friendly automated cleaning process of printed wiring assembly using Aqueous based cleaner replacing the use of Iso-propyl Alcohol.	This helps spread awareness and compliance of RoHS compliant alternatives among BEL's various D&E and quality engineers.
2.	Energy conservation/ efficient measure	1) Installation of cumulative 13.9 MW of wind plants in Davanagere & Hassan, Karnataka and cumulative 2.8 MW Rooftop Solar Power Plants at BE-BG. 2) All lightings replaced with LED lights in factory & estate areas. 3) Replacement of reciprocating air compressors with energy efficient oil-free screw air compressors. 4) Old Air Conditioners replaced with energy efficient rated ACs. 5) Cooling towers replaced with IE-3 rated motor cooling towers. 6) Installation of VFDs for existing cooling towers.	Achieving "Carbon Neutral Status" through renewable energy resources and energy conservation measures adopted.
3.	Water Conservation	1) Installed Rooftop rainwater harvesting system for reuse of water for RO generation; this enables every year to collect 500-600 m3 of rainwater of low TDS which in turn results in the use of saving about 800-1000 m3 of fresh water. 2) Innovative recharging of bore wells enable us to collect the runoff water adjacent to the building and near the borewells for facilitating recharging of aquifers. 45 recharge pits have been created in the Bangalore Complex campus of 685 acres. Overflow from recharging pit is diverted to a large-scale rainwater harvesting reservoir having capacity of 170 million liters with expected annual yield of around 234 million liters. 3) Re-use of tertiary treated wastewater for horticulture application in order to conserve freshwater resource. 4) Several water conservation projects like automation of desmearing process for demand based water supply, automation of bore well water drawing system, level controller for water tanks, efficient dishwashing system and the use of swill water with air agitation are implemented for conserving water. Implementation of these water conservation projects has led to a consistent reduction of water consumption each year. 5) Installation of sewage treatment plant of 300 KLD at Kotdwara unit for achieving Zero liquid discharge	BEL-BG Complex has achieved "Water Positive Status" through water conservation measures adopted.

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

Yes. BEL being a premier Navratna defence PSU recognises the importance of business continuity in its business and has put in place policies and complies with all the regulations stipulated by the Govt. to ensure mission critical operations continue in the event of an interruption with respect to the chemical disaster and fire hazard. BEL has well laid down procedures for handling, storage, and usage of various chemicals which are used for various applications. On-Site emergency plan as per the Factories Act 1948, Section 41B (4) is in place to prevent any disaster arising inside BEL and the following practices adopted,

1. Chemical handling and awareness programmes are conducted for workers
2. Chemical storage and its compliance is reviewed and updated
3. Chemical & fire hazard related Mock drills are conducted for handling emergency
4. Safety data sheet for every chemical is made available at the work area.

Regular training on chemical handling to all the workers by both internal and external faculties are being imparted. Safety inspection and audit for the chemical areas are conducted by safety officers and by the external auditors.

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.

Not applicable.

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

No negative social and environmental impacts were found on its value chain.

**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.

The Company has taken Corporate Membership with four (4) Nos. of trade and industry chambers/associations

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	The Associated Chambers of Commerce of India (ASSOCHAM)	National
4	Standing Conference of Public Enterprises (SCOPE)	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
Nil	Nil	Nil

### Leadership Indicators

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

Sl. 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
-	-	-	-	-	-

### 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
Nil	Nil	Nil	Nil	Nil	Nil

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 2023-24 (In ₹)
Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Nil.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	37.28%	31.65%
Sourced directly from within India.	59.64%	59.48%

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

Location	FY 2023-24	FY 2022-23
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	10.95%	11.60%
Metropolitan	89.05%	88.40%

(Place to be categorised as per RBI Classification System-rural/semi-urban/urban/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
NA	NA

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
1	Karnataka	Raichur	2,88,77,000.00
2	Telangana	Kumurambheem Asifabad	2,30,00,000.00

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)

Yes.

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

Social Category (SC/ST) and Companies owned by woman.

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

% procurement from Social Category (SC/ST) Entrepreneurs for FY 2023-24 is 1.00%

% procurement from Women Entrepreneurs for FY 2023-24 is 1.95%

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:

Sl. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of Calculating benefit share
1	Nil	Nil	NA	NA

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
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

Sl. No	CSR sectors	No. of Projects	No. of Persons benefitted from CSR Projects (approx.)	% of Beneficiaries from vulnerable and marginalised groups
1	Healthcare	15	13,62,069	80
2	Women Empowerment	1	17,500	80
3	Education	9	8,398	80
4	Skill Development	1	2,419	75
5	Rural Development	1	2,000	75
6	Environmental Sustainability	1	1,000	75

Note: % of Beneficiaries from vulnerable and marginalised groups is approximate value.

**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.

BEL has a central Complaint Management System, as a part of its Customer Relationship Module (CRM module) in the SAP system, wherein customers can call on toll free number/send fax or e-mail and register their complaints. The toll free number/fax number/e-mail address is made available to customers at the time of delivery of products/systems. The number is also shared with the users by field engineers of the BEL to make it easy for them to register their complaints directly.

The complaints once registered, are sent to the respective product support departments who then take suitable and necessary action to rectify the faults and update the system with the progress on each complaint. The progress status is shared with the customer on the phone/e-mail or through the official channels of customers.

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

	<b>As a percentage to total turnover</b>
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:

	<b>FY 2023-24</b>			<b>FY 2022-23</b>		
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>	<b>Received during the year</b>	<b>Pending resolution at end of year</b>	<b>Remarks</b>
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of Essential Services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	13,667	1,821	**	12,968	1,207	**

\*\* These are the complaints received/pending for resolution with respect to the non-functioning of the products/sub-systems supplied by BEL from across its SBUs/Units.

Some of the complaints remain unresolved at the end of the year due to non-availability of spare part/sub-system from the original supplier, delays in supply due to supply-chain issues or obsolescence of electronic items for which BEL has to find an equivalent alternative/design a Form Fit equivalent, which may take time.

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

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Cyber Security Policy is available and is classified as a document for internal circulation.

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.

Robust systems have been put in place to identify the issues faced by the customers and ensure timely resolution of the same. Efforts are made to continually strengthen the quality assurance system, improve delivery timelines and address issues of safety and security and disposal as per the applicable laws of the country.

7. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches – Nil.
  - b. Percentage of data breaches involving personally identifiable information of customers – Nil.
  - c. Impact, if any, of the data breaches – NA.

### Leadership Indicators

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

Details of BEL's products and services can be accessed from its website [www.bel-india.in](http://www.bel-india.in)

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

Company complies with the regulations and relevant voluntary codes concerning marketing communications, including advertising, promotion and sponsorship. The Company's communications are aimed at enabling customers to make informed purchase decisions. The Company also makes efforts to educate customers on responsible usage of its products and services through

- a. training programmes for the end users as well as repair technicians at customer workshops;
- b. during customer meets; and
- c. other forums with senior officers of the customer departments where customer concerns w.r.t. delivery, product improvements, new technologies, and improved usage mechanisms are addressed

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

All the contracts have a Force Majeure clause wherein BEL informs its customers in writing well in time about the impending disruption of service/delay in delivery etc. due to conditions like flooding, pandemics, supply chain disruptions due to war, obsolescence etc.

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)

Yes. All the essential details of the product like Product name, BEL part number, serial number, date of manufacture/quality control etc. are displayed on the product being delivered to the customer. This information is etched on the sticker which is either pasted/screwed onto the product body at a prominent place.

Company carries out Customer Satisfaction Survey every year covering the following customer segments:

- a. Ordering customer segment/procurement department.
- b. Execution customer segment i.e. agencies involved in inspection of the products being manufactured at different stages.
- c. End User segment i.e. users involved in installation and commissioning of the products and systems, usage of the systems during its active life and those involved in maintaining the system during its active life.

The feedback, and the analysis thus received, are reviewed by the SBU/Unit Heads of the company and suitable actions are being taken for improvement.

Since the customers of the company are spread PAN India, the survey covers all the locations where customer departments are located, as well as through online.

For and on behalf of the Board

**Manoj Jain**  
Chairman & Managing Director

Bengaluru  
1 August 2024

To,  
The Board,  
Bharat Electronics Limited  
Outer Ring Road, Nagavara, Bengaluru -560045

## Independent Assurance Statement

### Scope and Approach

Sustainability Actions Private Limited ("SAPL") has been engaged by management of Bharat Electronics Limited ("BEL" or "the Company", to perform an independent reasonable assurance engagement of the Company's Business Responsibility and Sustainability Report (BRSR) Core Matrices (refer to annexure 1) for the FY23-24.

### Reporting Criteria

The Report is prepared based on BRSR Core Framework (Annexure I of the SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR2023/122 dated July 12, 2023 and "Guidance Note for Business Responsibility and Sustainability Reporting Format" by Securities and Exchange Board of India (SEBI)

### Management Responsibilities

The Company's Management is responsible for identification of key aspects,, content and presentation of the Business Responsibility and Sustainability Report in accordance with the Criteria mentioned above. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Business Responsibility and Sustainability Report and measurement of BRSR Core Matrices which are free from material misstatement, whether due to fraud or error.

### Independence and Quality Control

We are independent from the entity in accordance with the requirements of independence and quality assurance set out in BRSR provisions and professional pronouncements and have fulfilled our additional professional obligations in accordance with these requirements.

Our assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith and free from material misstatements. We were not involved in the preparation of any statements or data included in the report except for Assurance Statement.

Our firm applies International Standard on Quality Management and accordingly maintains a comprehensive

system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Our Responsibility

Our responsibility is to express a reasonable assurance conclusion on the BRSR Core Matrices, based on the procedures we have performed and the evidence we have obtained. We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with BEL. Those standards require that we plan and perform our engagement to obtain reasonable assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

### Basis of our Opinion

We planned and performed our work to obtain the evidence we considered necessary to provide a basis for our assurance opinion and the process did not involve engagement with external stakeholders. We carried out one-to-one discussions, onsite and remote assessments.

As part of our assurance process, a multi-disciplinary team of sustainability and assurance specialists reviewed the disclosures presented within the Report and referenced information, and sampled the disclosures and were reviewed through the BEL's customised sustainability information management system.

We undertook the following activities:

- Obtained an understanding of the BRSR core matrices;

- Interviewed selected senior managers responsible for management of sustainability topics and reviewed selected evidences to support issues disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility to deliver BEL's Sustainability objectives;
- Reviewed processes and systems for aggregating site level sustainability information, that is, reviewed sustainability disclosures for selected sites as well as the overall data aggregated and consolidated at the Corporate level from the Company's sustainability management system;
- Review of the processes for gathering and consolidating the selected performance data related to identified material topics and, for a sample, checking the data consolidation in context under the Principle of Completeness.

Based on the above understanding and the risks that the matrices may be materially misstated, determined the nature, timing and the extent of further procedures, reviewed records and performed testing including recalculation of sample data to establish an audit trail.

### Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the company's identified sustainability criteria as per BRSR core framework (refer to annexure 1) for the year ended 31<sup>st</sup> March 2024 are not prepared, in all material respects, in accordance with the Reporting Criteria.

### Inherent Limitations

We have relied on the information, documents, records, data, and explanations provided to us by the Company for the purpose of our review. The assurance scope excludes:

- Any disclosure other than those mentioned in the scope section above
- Data and information outside the defined reporting period
- Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
- The reported financial data are based on audited financial statements issued by the Company's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial data from the Annual Report.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

**For and behalf of Sustainability Actions Pvt. Ltd.**

(CIN – U74999HR2021PTC093811)

25 July 2024  
Gurgaon

**Saket Sinha**  
(Director)

<b>Annexure – 1</b>		
<b>BRSR Core attributes</b>		
	<b>BRSR Indicator</b>	<b>Type of Assurance</b>
<b>P1 E8</b>	Number of days of accounts payable	Reasonable
<b>P1 E9</b>	Concentration of purchases & sales done with trading houses, dealers and related parties Loans and advances & investments with related parties	Reasonable
<b>P3 E1c</b>	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Reasonable
<b>P3 E11</b>	Details of safety related incidents including lost time injury frequency rate, recordable work-related injuries, no. of fatalities	Reasonable
<b>P5 E3b</b>	Gross wages paid to females as % of wages paid	Reasonable
<b>P5 E7</b>	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, including complaints reported, complaints as a % of female employees and complaints upheld	Reasonable
<b>P6 E1</b>	Details of total energy consumption (in Joules or multiples)	Reasonable
<b>P6 E1</b>	Details of total energy intensity	Reasonable
<b>P6 E3</b>	Provide details of water withdrawal by source	Reasonable
<b>P6 E3</b>	Provide details of water consumption	Reasonable
<b>P6 E4</b>	Provide details of water discharged	Reasonable
<b>P6 E6</b>	Details of Air Emissions (Other than GHG emissions)	Reasonable
<b>P6 E7</b>	Provide details of greenhouse gas emissions (Scope 1)	Reasonable
<b>P6 E7</b>	Provide details of greenhouse gas emissions (Scope 2)	Reasonable
<b>P6 E7</b>	Provide details of greenhouse gas emissions (Scope 1 and Scope 2) intensity	Reasonable
<b>P6 E9</b>	Provide details related to waste generated by category of waste	Reasonable
<b>P6 E9</b>	Provide details related to waste recovered through recycling, re-using or other recovery operations	Reasonable
<b>P6 E9</b>	Provide details related to waste disposed by nature of disposal method	Reasonable
<b>P8 E4</b>	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Reasonable
<b>P8 E5</b>	Job creation in smaller towns	Reasonable
<b>P9 E7</b>	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	Reasonable