

Ref.: SEC&LEG/1033

June 28, 2024

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street,
Mumbai 400 001
Scrip Code – 505283

National Stock Exchange of India Limited
Exchange Plaza, C -1, Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai 400 051.
NSE Symbol: KIRLPNU

Dear Sir / Madam,

Sub.: Business Responsibility and Sustainability Report

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 read with the relevant SEBI Circular(s) as issued from time to time, we are submitting herewith the Business Responsibility and Sustainability Report for FY 2023-24, which forms an integral part of the Annual Report for FY 2023-24, submitted to the Exchanges vide letter no. Ref: SEC&LEG/1032 dated June 28, 2024.

Kindly take the same on your records.

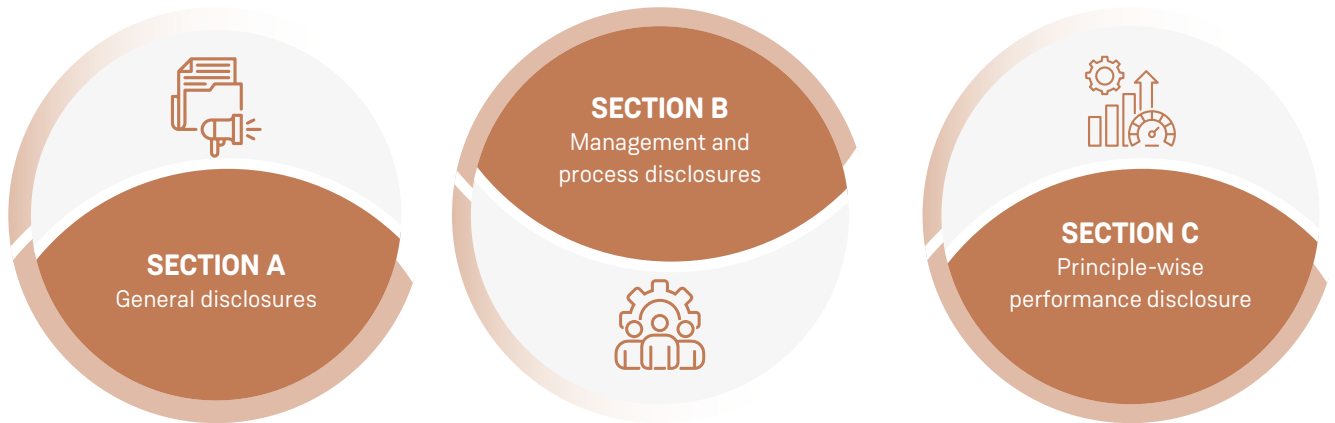
For Kirloskar Pneumatic Company Limited

Jitendra R. Shah
Company Secretary
Membership No: 17243
Encl.: as above

Kirloskar Pneumatic Company Limited
A Kirloskar Group Company

Regd. Office: Plot No. 1, Hadapsar Industrial Estate, Hadapsar,
Pune, Maharashtra 411013
Tel: +91 (20) 26727000
Fax: +91 (20) 26870297
Email: sec@kirloskar.com | Website: www.kirloskarpneumatic.com
CIN: L29120PN1974PLC110307

Business Responsibility and Sustainability Report (BRSR)



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

SECTION A: General disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L29120PN1974PLC110307
2.	Name of the Company	Kirloskar Pneumatic Company Limited (KPCL)
3.	Year of Incorporation	1974
4.	Registered office address	Hadapsar Industrial Estate, Pune 411013
5.	Corporate office address	Hadapsar Industrial Estate, Pune 411013
6.	E-mail	sec@kirloskar.com
7.	Telephone	020-26727000
8.	Website	www.kirloskarpneumatic.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. (BSE) National Stock Exchange of India Limited (NSE) - Listed with effect from 26th April, 2023.
11.	Paid-up Capital	₹ 129.55 Million
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Name: Dr. Suresh Mijar Telephone: 020-26727000 Email: suresh.mijar@kirloskar.com
13.	Reporting boundary	Disclosures made in this report are on a standalone basis and pertain only to Kirloskar Pneumatic Company Limited.
14.	Name of assurance provider	Not applicable for 2023-24 as per SEBI applicability criteria vide circular dated 12th July, 2023.
15.	Type of assurance obtained	

II. Product/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing & Service of Engineering goods	Manufacturing of compressors (Air, Refrigeration and Gas Compressors & Systems), Operation and Maintenance of Compression Systems, Leasing of Assets	93%

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1	Compressors & Compression Systems	28132	93%

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1	National: Plants - Hadapsar (Pune), Saswad (Pune), Nashik Registered Office-Hadapsar (Pune) Regional Offices - Mumbai, Ahmedabad, Vadodara, New Delhi, Lucknow, Kolkata, Chennai, Bangalore and Hyderabad	3	10	13
2	International: Through Group Companies in UAE, South Africa and Thailand	0	3	3

19. Markets served by the entity

a. Number of locations served:

S. No.	Number of Locations served	Number
1	National (Number of States)	28
	National (Number of Union Territories)	7
2	International (Number of Countries)	26

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

Exports contribute 5% of the total turnover of the Company.

c. Briefly explain the types of customers:

KPCL serves Indian and foreign markets in Oil & Gas, Power, Steel & Aluminium, Automotive, Engineering, Railways, Chemicals & Fertilizers, Sugar, Paper, Pharmaceutical, Textile, Food and Beverage, Marine & Fisheries, Construction and other industrial sectors/customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	720	679	94%	41	6%
2.	Other than permanent (E)	165	142	86%	23	14%
3.	Total employees (D+E)	885	821	93%	64	7%
Workers						
4.	Permanent (F)	72	71	99%	1	1%
5.	Other than permanent (G)	676	669	99%	7	1%
6.	Total workers (F+G)	748	740	99%	8	1%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)	0	0	0	0	0
2.	Other than permanent (E)	1	1	100%	0	0
3.	Total Differently abled employees (D+E)	1	1	100%	0	0
Differently abled Workers						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total Differently abled workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
*Board of Directors	10	1	10%
**Key Managerial Personnel	4	0	0%

*Number as of 31st March, 2024. **2 out of 4 KMPs are also Board Members.

22. Turnover rate for permanent employees and workers:

Category	FY 2024			FY 2023			FY 2022		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	15%	16%	15%	17%	32%	18%	16%	21%	16%
Permanent workers	4%	0%	4%	5%	0%	5%	4%	0%	4%

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

23. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	KPCL does not have any holding / subsidiary / associate companies / joint ventures.			

VI. CSR Details

- 24.** i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 ii. If yes, Turnover – ₹ 13,226.20 Million
 iii. Net worth – ₹ 7,485.60 Million

VII. Transparency and disclosure compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024			FY 2023		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
*Communities	Yes	0	0	Refer notes	0	0	Refer notes
**Investors and Shareholders	Yes	7	0	Refer notes	6	0	Refer notes
***Employees and workers	Yes	0	0	Refer notes	0	0	Refer notes
#Dealers and Customers	Yes	943	40	Technical, service complaints	924	30	Technical, service complaints
##Suppliers	Yes	0	0	Refer notes	0	0	-

Notes: *Grievances, if any can be raised during on-going in-person interactions with CSR stakeholders during planning and implementation of various initiatives. Society (CSR) Perception Survey conducted every alternate year through an external agency includes focus group discussion with community stakeholders which captures grievances, if any along with suggestions for improvements. Overall CSR Satisfaction Index is at 95% as per the last survey conducted by an independent third party agency.

** No other securities except equity shares are issued by the Company.

***Mechanisms like PoSH Committee, Theme Based Virtual Round Table Sessions, Safety Committee Meetings, New Joiners Interaction with HR & SBU Head, Union-Management Meetings, Annual HR Dip-Stick Survey, Ethics Helpline, Alternate Year Employee Engagement Survey etc. provide employees the platform to raise grievances, if any. Employee Engagement Score as per the last survey conducted by an independent third party agency is at 81% which is higher when compared to India Manufacturing top quartile score. KPCL is recognized as Best Employer 2023 for its consistent employee benchmark engagement score.

#Dealer and customer complaints are received through CCMS (Customer Complaints Management System) and other engagement mechanisms including Dealer Meets, alternate year Customer Satisfaction Survey by external agency etc. Overall Customer Experience Index is at 89% as per the last survey conducted by an independent third party agency. KPCL is tracking and reviewing actions implemented based on findings of the customer satisfaction survey.

##Supplier suggestions are received through various interactions like Supplier Visits, Supplier Meets, alternate year Supplier Satisfaction Survey by external agency etc. Overall Supplier Satisfaction Score is at 83% as per the last survey conducted by an independent third party agency. KPCL is tracking and reviewing actions implemented based on findings of the Supplier Satisfaction Survey.

All the above mentioned stakeholders can lodge a complaint through Company's Whistle-blower Policy-Vigil Mechanism. Web links: <https://www.kirloskarpneumatic.com/investors/company-policies> or through the Company's Grievance Redressal Policy: <https://www.kirloskarpneumatic.com/investors/company-policies>

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

Materiality Assessment is a fundamental aspect of Reporting at KPCL given the influence material issues have on the business activities, stakeholders and their ability to create sustainable value. The key material issues for our business have been listed below:

S. No.	*Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate (Measures for enhancing opportunities are also indicated)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Employee Health & Safety	Risk	Health & Safety has an impact on employee well-being (injury / ill health) and productivity (loss of man-hours) apart from loss of earnings for the Company.	Predictive and preventive initiatives have been put in place to ensure employee health & safety.	Negative - Workplace mishap shall put life / property in danger and also affect company's earnings and reputation.
2	Talent Management	Opportunity	Employees are contributors to value creation. Recruiting talented people and training them adequately to build their competencies and skills is critical to driving Company's future growth by providing a quality differentiator.	Robust processes for acquiring and retaining the talent exist. Company focuses on Learning and Development initiatives in the areas of knowledge, skills and behaviour to build a competent workforce.	Positive - Ensures retention of talent, improves efficiency and productivity in achieving strategic goals and enhancing business performance.
3	Climate Action	Risk and opportunity	Climate change can pose significant risk to the Company's business. It can affect all key stakeholders as well as the Company's strategy and financial resources. It also offers opportunities arising from innovations in reducing emissions, energy efficiency and renewable energy.	Company has taken initiatives in the areas of water conservation, renewable energy (solar power) and promoting water as well as energy conserving products.	Negative - The cost incurred to prevent / mitigate the impact of climate change in the short to medium term. Positive - Benefits will accrue in the medium / long term to the Company as well as customers.
4	Circular Economy	Risk and Opportunity	Proper waste collection and reuse / recycling processes are essential to minimize waste and tackle harmful effects of waste generation. Water being a limited resource will affect the operations and Company stakeholders.	Company focuses on approaches for reducing generation, segregation, responsible disposal and increasing reuse/recycling of both hazardous, non-hazardous waste and water conservation / recycling.	Positive - Waste generated, recovered, recycled is used back in our processes leading to reduced costs and improved earnings.
5	Sustainable Innovation	Opportunity	Innovation management is important by focusing on development of new products, continuous R&D for improving product efficiencies, use of clean technology for business operations etc.	Company is focused on R&D initiatives, technology up gradation and PLM (Product Lifecycle Management).	Positive - Development of resource efficient new products and overall reduced lifecycle costs of products.
6	Responsible Supply Chain	Risk	Lack of sustainable sourcing approaches or efforts to build resilient supply chain can lead to supply / business disruptions due to unforeseen circumstances.	Company has integrated environmental, ethical and social performance factors into the process of selecting and periodically evaluating its key suppliers.	Negative - Supply chain disruptions will lead to disturbed production schedules and delayed deliveries to customers with consequent losses to the Company.

*Material issues were identified and prioritized through a survey conducted by an independent third party agency for key stakeholders; Dealers & Customers, Suppliers, Employees, Senior Management, Board Members, Investors etc.

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. Policy and Management processes:

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	Policies are uploaded on the Company's Website: https://www.kirloskarpneumatic.com/investors/for-share-holders/company-policies and on the Company's Intranet.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes; Policies have been developed considering relevant Acts like The Companies Act, 2013, The SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI LODR), The Factories Act, 1948 and other Statutes. The Policies are also based on different National / International Standards including that of the United Nations and International Labour Organisation and ISO Standards like ISO 9001, ISO 14001, ISO 45001 and ISO 17025.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<p>KPCL is committed to accelerate its ESG journey and has put in place in a Vision and Roadmap going forward. Following are some examples of its ESG commitments by 2030:</p> <p>Environment: 1. Increase renewable energy (solar) usage to 50% of its total energy requirement by 2030. 2. 100% waste recycling and zero waste to landfill by 2030. 3. Reduce water consumption by 25% and achieve ZLD (Zero Liquid Discharge) status by 2030.</p> <p>Social: 1. Maintain zero fatal accidents and achieve zero LTIFR (Lost Time Injury Frequency Rate) YoY. 2. Cover 100% employees periodically under Code of Conduct training. 3. Achieve diversity of 12% female employee and 3% differently abled by 2030.</p> <p>Governance: 1. Cover identified employees under Risk Management and Business Continuity training yearly. 2. Obtain BRSR Core Assurance as per SEBI timeline. 3. Obtain fourth quartile (75-100) LSEG (formerly Refinitive) ESG rating score by 2030.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<p>KPCL monitors the performance against the targets set for reduction in energy consumption and use of solar energy as KPIs for the respective divisions. Following are some examples of its performance through focused ESG initiatives:</p> <p>With a specific commitment KPCL has 1. Contribution of renewable (solar) energy increased by 6 times from 1.5% FY 2023 to 9.2% FY 2024 of total electricity (scope 2 energy) requirement. 2. Increased coverage of health & safety training from 58% FY 2023 to 81% FY 2024 of total workforce. 3. LSEG (formerly Refinitive) ESG rating score of 57 i. e. in 3rd quartile (50-75) as on 31-Mar-2024, which is significantly improved over previous year's score of 44 (2nd quartile).</p>								

Governance, leadership and oversight:

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

At KPCL we are building a culture of 'ESG, as a Way of Life'. Beyond timely and transparent BRSR disclosures we are working on our key gaps and material issues as identified in the previous year. We are focused on enhancing internal capability, creating stakeholder awareness, building teams like EnCon (Environment Conservation), WoW (War on Waste) while implementing initiatives aimed at enhancing ESG performance and disclosures. The Kincentric Best Employer India 2023 award is a testimony to best in class people practices that the Company is sustainably implementing year on year. We have strengthened ESG Governance by forming committees and reviewing the performance on a regular basis.

To fulfil KPCL's ESG ambition brought out by its Purpose Statement (To Create a Sustainable and Limitless Future through Innovation, Inclusion and Integrity), we have put in place our ESG Vision of Green Planet, Nurturing Workplace and Transparent Governance. We aspire to become an industry leader in our segment by making a meaningful change to a wide group of user industries through product stewardship and implementation of ESG best practices. Having set goals and taken time bound targets in various key areas of ESG (refer to Section B Indicator No. 5), KPCL is moving forward to embed its business strategy with ESG requirements to create long term sustainable value for all the stakeholders.

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

Mr K Srinivasan, Managing Director oversees the implementation of Business Responsibility policies and reports to the Board on the progress made by the Company in its ESG journey.

9. Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, Corporate Social Responsibility Committee (CSR Committee) of the Board. For composition of CSR Committee, please refer to the Annual Report on its Website: (www.kirloskarpneumatic.com). KPCL also has a Core ESG Committee with representation of an Independent Director & the Managing Director, EnCon i. e. Environment Conservation Committee and WoW i. e. War on Waste Committee for key ESG initiatives.

10. Details of Review of NGRBCs by the Company:

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2 Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1 Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2 Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

11	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Most of KPCL's policies are internal. They are reviewed internally on a periodic basis as mentioned above. Review of policies related to The Companies Act 2013, SEBI LODR and IMS (ISO 9001, ISO 14001, ISO 45001 and ISO 17025) is conducted through external agencies during their audits. The IMS audits (surveillance and re-certification) are conducted by TUV India Private Limited annually.									

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

Not Applicable (all Principles are covered through various policies and are assessed / evaluated by external agencies).

SECTION C: Principle-wise performance disclosure

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

Principle 1:

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

ESSENTIAL INDICATORS

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

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
1	Board of Directors	6	During quarterly Board / Committee Meetings, all Board / Committee Members and KMPs were updated on a regular basis by presentations which covered, inter-alia, information on business performance, operations, regulatory updates & compliances, risk management, health, safety & environment performance, HR & CSR initiatives and such other areas as may arise from time to time.	100%
2	*Key Managerial Personnel	6	A factory visit for overview of operations and new developments was also organized for all the Board members. Further awareness was created on ESG initiatives progress, ESG vision & roadmap and BRSR with statutory updates. Managing Director and one of the Independent Directors are also a part of ESG Core Committee of the Company. Training and Familiarization Programme for Directors: https://www.kirloskarpneumatic.com/investors/company-policies	100%
3	Employees other than BOD and KMPs	45	Training and awareness programs covered knowledge, skills and behavioural areas pertaining to Safety, Health and Environment, Employee Code of Conduct, PoSH (Prevention of Sexual Harassment), Business Ethics, Shop Floor Practices (5S, IMS, Kaizen etc.), Sales, Product Training, Leadership, Regulatory Compliances etc.	94%
4	Workers	24		100%

*2 out of 4 KMPs are also Board Members.

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators / law enforcement agencies / judicial institutions:

Not applicable as there were no such instances during the FY 2024.

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or nonmonetary action has been appealed:

Not Applicable (refer to Principle 1 Essential Indicator No. 2 above).

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

KPCL has Ethics and Anti-bribery Policy as well as Whistle-blower Policy - Vigil Mechanism to govern its operations. The Policy expects employees and any person dealing with the Company to be ethical, accountable and transparent in their conduct while discharging their respective duties. It addresses issues such as Unpublished Price Sensitive Information (UPSI) beyond corruption and bribery. The whistle-blower has access to the Ethics Committee / Ombudsman / Counsellor of KPCL.

Whistle-blower Policy-Vigil Mechanism: <https://www.kirloskarpneumatic.com/investors/company-policies>

Code of Conduct: <https://www.kirloskarpneumatic.com/documents/174996/309aeb38-3ffb-c061-4319-b09ff27090f2>

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

Segment	FY 2024	FY 2023
Directors	0	0
Key Managerial Personnel	0	0
Employee(s)	0	0
Workers	0	0

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

Segment	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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 (refer to Principle 1 Essential Indicators Nos. 5, 6).

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

Parameter	FY 2024	FY 2023
Number of days of accounts payables	104	82

9. Openness of business: Provide details of purchases and sales with trading houses, dealers and related parties along with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2024	FY 2023
Concentration of purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of sales	a. Sales to top dealers / distributors as % of total sales	22.58%	21.62%
	b. Number of dealers / distributors to whom sales are made	78	60
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	48.27%	50.33%
Share of RPTs	a. Purchases (Purchases with related parties / total purchases)	0.63%	0.66%
	b. Sales (Sales to related parties / Total sales)	0.95%	0.62%
	c. Loans & advances (Loans & advances to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total investments made)	0	0

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles:

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
Customer, Dealer Personnel, Supplier Training: 106 training programmes (4258 man-days) were conducted in FY 2024.	Product Training pertaining to quality, safety, environment, operation and maintenance.	KPCL has a dedicated Customer Training Centre. The Company is also putting in place mechanism to capture the value chain coverage accounting for 75% of business value.

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 Code of Conduct for Directors and Senior Management as well as a Whistle Blower Policy-Vigil Mechanism. The web links for these policies / mechanisms have already been provided while addressing Essential Disclosure No. 4 of Principle 1.

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:

Segment	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	14.1%	10.9%	For FY 2023 - rooftop solar plant, fire hydrant system, crane lifeline, energy management system and EnCon Projects etc. For FY 2024 - Environment: briquetting plant, dry paint booth, rainwater harvesting, EnCon projects etc. Social (Safety & Health): electrical, machine, crane & material handling, ergonomics and hygiene facilities etc.

2. a. Does the entity have procedures in place for sustainable sourcing ? (Yes / No):

Yes, sustainable sourcing attributes are defined in Supplier Selection, Evaluation and Re-evaluation Procedure and Format (as per Company's IMS-Integrated Management System requirements). Suppliers are categorised as product related manufacturer, proprietary item suppliers, outside processing & traders. Suppliers are selected and periodically evaluated for their performance as per the defined procedure and format. Those certified for ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) are preferred as Company's key suppliers.

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

While as a practice majority of the sourcing is done sustainably (77.5% input material was sourced from within India-refer Principle 8 Essential Indicator No. 4), KPCL has developed a mechanism to track and monitor the percentage of such input materials. 75% of value-contributors (manufacturing suppliers) are re-evaluated alternate year and 25% of value-contributors (manufacturing suppliers) are self-assessed.

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 has implemented compressor buyback programme (Renovare) for its refrigeration compressors for reuse, recycling and safe disposal of parts at the end of life. One hundred & thirty nine (139) compressors were reclaimed in Scheme 1 launched in FY 2023 and One hundred & fifty nine (159) compressors were reclaimed in Scheme 2 launched in FY 2024 from customers and dismantled at our factory by gas cutting. The castings, aluminium, brass and mild steel parts are sent to respective suppliers / disposal agencies who then reuse or recycle them. The used refrigerant oil is safely disposed of in compliance with MPCB Consent.

All Company products have Operations & Maintenance Manuals and Do's & Don'ts for the use of customers having detail guidance about health, safety and environment while installing, commissioning, operating and servicing them. The manuals also provide information about safe end of life disposal of the products.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No); If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same:

Yes, Extended Producer Responsibility (EPR) is applicable to KPCL. The Company is registered as 'Brand Owners' as per EPR regime. Plastic waste generated from packaging is managed in accordance with Plastic Waste Management Rules, 2016.

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:

Lifecycle Assessment Perspective is considered in development of new products in accordance with the guidelines specified in IMS D & D document. Company is implementing in a modular manner, the PLM (Product Lifecycle Management) covering scope from design to responsible disposal of products. Assessment shall be conducted after complete implementation and roll-out.

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:

Environmental Aspect & Impact and OHS Risks & Opportunities Analysis is carried out by KPCL as per defined procedures and criteria requirements of IMS covering operations, installation, commissioning and servicing of products / projects.

An independent external agency carries out annual surveillance / re-certification audits of Company's IMS (QE/OHS) and audit findings / observations are used for continual improvements of processes, products and services.

Specific Management Programmes are implemented to mitigate and further for identified significant impacts and risks. Twenty two (22) such Management Programmes were taken up in FY 2024 and these are being reviewed in MRM (Management Review Meetings) as part of KPCL's IMS.

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 2024	FY 2023
Foundry Steel (MT)	3.05%	3.27%
Foundry Aluminium (MT)	12.60%	10.51%
Foundry Sand (MT)	68.93%	63.82%
Packaging Wood (CFT)	17.21%	10.52%
Machine Oil (KL)	56.04%	38.72%

4. Out of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled and safely disposed:

Stakeholder group from whom complaint is received	FY 2024			FY 2023		
	Re-Used	Recycled	*Safely Disposed	Re-Used	Recycled	*Safely Disposed
MS Scrap	KPCL does not directly re-use or recycle the parts of reclaimed compressors.		44.52	KPCL does not directly re-use or recycle the parts of reclaimed compressors.		68.14
Cast Iron Scrap			58.94			59.37
Brass Scrap			0			0.20
Aluminium Scrap			0.37			0.91

Data related to compressors reclaimed / safely disposed at end of life through Scheme 1, Scheme 2 launched in FY 2023, FY 2024 respectively.

*While KPCL itself doesn't reuse or recycle the Metal scrap, its safe disposal is ensured to agencies that eventually do it.

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
Refrigeration Compressors (Project Renovare)	8.77%

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)
Permanent Employees											
Male	679	679	100%	679	100%	NA	NA	679	100%	0	0%
Female	41	41	100%	41	100%	41	100%	NA	NA	41	100%
Total	720	720	100%	720	100%	41	6%	679	94%	41	6%
Other than Permanent Employees											
Male	142	142	100%	142	100%	NA	NA	0	0%	0	0%
Female	23	23	100%	23	100%	23	100%	NA	NA	23	100%
Total	165	165	100%	165	100%	23	14%	0	0%	23	14%

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

Category	Total (A)	% of workers 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)
Permanent Workers											
Male	71	71	100%	71	100%	NA	NA	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	NA	NA	1	100%
Total	72	72	100%	72	100%	1	1%	0	0%	1	1%
Other than permanent workers											
Male	669	669	100%	669	100%	NA	NA	0	0%	0	0%
Female	7	7	100%	7	100%	7	100%	NA	NA	7	100%
Total	676	676	100%	676	100%	7	1%	0	0%	7	1%

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

	FY 2024	FY 2023
Cost incurred on well-being measures (insurances etc. refer 1a and 1b above) and other welfare measures (preventive health care, canteen and transport subsidy, attire etc.) as a % of total revenue of the company	0.87%	0.84%

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

Benefits	FY 2024			FY 2023		
	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.)
*EPF	95%	99%	Yes	98%	97%	Yes
*Gratuity	95%	99%	Yes	98%	97%	Yes
Superannuation	43.5%	0%	Yes	43%	0%	Yes

*Not applicable to fixed period trainees and retainers.

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps is being taken by the entity in this regard:

Yes, KPCL is constantly working towards providing required supports to make its premises accessible to differently abled employees; buildings, factory premises have lifts, railings for staircases, ramps, adequate spaces / pathways, wheelchair arrangement, factory locations have 24x7 ambulances / health centre facilities, first aid trained security personnel, washrooms etc.

Special attention will be given to make new buildings, factory premises accessible to differently abled employees as per requirements of The Rights of Persons with Disabilities Act, 2016.

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

KPCL through its policies is committed to equal opportunity without discrimination on any grounds. KPCL is in the process of adopting DEI / 'Equal Opportunity Policy' in FY 25.

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%	89%	*NA	*NA
Female	100%	100%	*NA	*NA
Total	100%	90%	*NA	*NA

*Note: None of the permanent workers availed of parental leave in FY 2024.

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

Yes, in addition to existing mechanisms to receive and redress employee grievances recently a Kirloskar Ethics Helpline which is managed by independent external agency is introduced. Employees across all locations can lodge grievances through a toll free number, voicemail, independent website, email or by post. Employees have freedom to share their identity or remain anonymous. Constant communication (Speak Up!) e-mailers create on-going awareness about the helpline and encourage employees to have Zero Tolerance towards bribery or corruption / discrimination, harassment, threat or violence / theft, fraud or funds misappropriation / conflict of interest / violation of policy or law / safety or environmental hazard.

1. Permanent workers	Yes, monthly Union Representatives and Management Meetings are held to discuss various topics related to workers.
2. Other than Permanent Workers	Yes, 2 dedicated headcounts for addressing the issues of other than permanent workers are assigned on all days.
3. Permanent Employees	Yes, some of the mechanisms that capture and redress employee grievances are; PoSH Internal Committee, Theme Based Virtual Round Table Sessions, Safety Committee Meetings, New Joiners Interaction with HR and SBU Head, Union-Management Meetings, Annual HR Dip-Stick Survey, Alternate Year Employee Engagement Survey, Kirloskar Ethics Helpline.
4. Other than Permanent Employees	Yes, 2 dedicated headcounts for addressing the issues of other than permanent employees are assigned on all days.

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

Category	FY 2024			FY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or union (D)	% (D / C)
Total Permanent Employees	720	0	0%	675	0	0%
Male	679	0	0%	640	0	0%
Female	41	0	0%	35	0	0%
Total Permanent Workers	72	70	97%	74	52	70%
Male	71	69	97%	73	51	70%
Female	1	1	100%	1	1	100%

8. Details of training given to employees and workers:

Category	FY 2024					FY 2023				
	Total (A)	On Health and safety measures		On Skill up-gradation		Total (D)	On Health and safety measures		On Skill up-gradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	821	780	95%	745	91%	727	435	60%	647	89%
Female	64	54	84%	46	72%	53	26	49%	44	83%
Total	885	834	94%	791	89%	780	461	59%	691	89%
Workers										
Male	740	489	66%	639	86%	673	378	56%	489	73%
Female	8	5	63%	8	100%	2	1	50%	2	100%
Total	748	494	66%	647	86%	675	379	56%	491	73%

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

Category	FY 2024			FY 2023		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	821	821	100%	727	727	100%
Female	64	64	100%	53	53	100%
Total	885	885	100%	780	780	100%
Workers						
Male	740	329	44%	673	338	50%
Female	8	1	13%	2	1	50%
Total	748	330	44%	675	339	50%

10. Health and Safety Management System:

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

Yes, KPCL is an IMS (ISO 9001 [Quality], ISO 14001 [Environment] and ISO 45001 [Occupational Health and Safety]) certified company.

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

KPCL has implemented QEOHS Policy and put in place a structured approach towards health, safety and environment at its workplaces. The divisional safety committees (3) meet every month and apex safety committee (1) meets every quarter to take a review of initiatives and performance. IMS documentation ensures that every department identifies and reviews the work related hazards and risks & opportunities associated with them in an on-going manner. Dedicated safety managers along with safety committee members ensure that unsafe conditions and unsafe acts are identified and acted upon through Cris-cross Safety Audits, Monthly Safety Walks and Risk Hunting Initiative. The committee members also participate in CII SHE Study Missions and DISH competitions to benchmark safety practices from other industries. Wider employee participation in identification of hazards and assess risks is ensured through 5S Initiative, Safety Kaizen Initiative and various activities / competitions / workshops organized during safety week. Quarterly Internal IMS Audits, annual IMS External Audit, alternate year statutory safety audit give insights into aspects related to safety and the observations are addressed in a prompt manner.

- c. **Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks (Yes / No)**

Yes, KPCL has a system and formats that employees can use to report unsafe conditions / acts near miss and injury incidents. These reports are analysed to implement corrective / preventive actions.

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

Yes, KPCL has 24x7 Occupational Health Centre with qualified medical and paramedical staff accessible to all employees for first aid and day to day health care. Adequate hospitalization supports are ensured. Periodic e-Wellness communications and online wellness programs (yoga, emotional well-being etc.) address the health awareness needs across the Company. Annual Employee Wellness Health Checks with spouses followed by counselling and Health & Lifestyle Risk Assessment promote well-being at an individual level.

11. Details of safety related incidents:

Safety Incident / Number	*Category (Including the contract workforce)	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per million-person hrs worked)	Employees	0	0
	Workers	0.21	0
Total recordable work-related injuries	Employees	4	6
	Workers	22	13
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

In addition to initiatives and actions taken as mentioned in response to disclosure no.10 above, KPCL prioritizes safety trainings including behavioural trainings and employee induction program, work permit system for non-routine work, adherence to safety PPE policy by everyone.

The Apex Safety Committee which includes all SBU / BU Heads in addition to taking safety reviews ensures that safety related budgets, infrastructural spending and capex are prioritized for a safe and healthy workplace.

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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

*Safety Audit observations are captured on a monthly basis and addressed as improvements (264 improvements in the FY 2024 and 283 improvements in the FY 2023 were made through such observations on Working Conditions and Health & Safety).

14. Assessments for the year:

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

*All plants and offices are assessed through third party and internal audits as per the requirements of IMS and 5S systems. Additionally factory locations (plants) are also assessed by Statutory Safety Audits by Government Authorized third party.

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:

Corrective and preventive actions after any incident, identification of unsafe conditions / acts through various mechanisms described above, is a vital requirement of KPCL’s safety systems and these actions are implemented, reviewed and horizontally deployed for effective prevention.

Some of the examples of corrective actions taken to address significant concerns are; machine guarding survey and implementation (12 machine guards designed and put in place in FY 2024), horizontal lifelines for EOT cranes to ensure safety of maintenance personnel, vertical lifelines and fall arresters to ensure safety of personnel while cleaning and maintenance of rooftop solar panels, arc flash suits to ensure safety of electrical maintenance personnel, initiated auto fire-fighting system for electrical panels etc.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes / No) (B) Workers (Yes / No):

(A) Employees: Yes (B) Workers: No

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

Statutory compliances of labour contractors are ensured every month by obtaining a report to that effect along with supporting evidence before payments are released. KPCL is in the process of including such criteria in the selection, evaluation and re-evaluation of value chain partners.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 2024	FY 2023	FY 2024	FY 2023
Employees	0	0	0	0
Workers	0	0	0	0

4. 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):

KPCL organizes 2 day workshop for retiring workers with their spouses giving insights into post retirement financial planning, health and diet awareness, mental health & well-being and second career guidance.

5. 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	Number of suppliers assessed in the FY 2024 - 303 and FY 2023 - 297
Working Conditions	Number of suppliers assessed in the FY 2024 - 303 and FY 2023 - 297

While suppliers are assessed for health & safety practices and working conditions during their selection and periodic evaluation process, KPCL is putting in place a tracking mechanism to monitor value chain partners that account for 75% value of business done with them.

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

Not applicable as no significant risks or concerns vis-à-vis health & safety practices and working conditions were identified during supplier selection and periodic evaluations carried out in the FY 2024.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

KPCL has identified its key internal and external stakeholders through peer review and analysis of stakeholder groups considering that they could have potential impact or influence on its business operations, as well as the impact the Company might have on them.

KPCL recognizes that failing to consider stakeholder needs and expectations may jeopardize its long-term value generation strategy and believes that their opinion and concerns are just as vital to the business as its own strategic decisions.

KPCL connects and actively engages with the stakeholders on a regular basis through various communication channels and the valuable interactions help it in the continual improvement of operations, products and services.

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
Employees	No	<ul style="list-style-type: none"> - Emails, Notices, Displays, Meetings, Intranet, Website. - Review Meetings, Performance Appraisal Dialogues. - KORE Platform (e-Learning Management System), Trainings, Theme Based Virtual Round Tables. - MD's Address. - In-House Magazine (Impeller). - Employee Engagement Activities. - Get-togethers, Cultural Activities. - HR Dip-stick Survey. - Employee Engagement Survey. 	<ul style="list-style-type: none"> - Continuous / Frequently - Weekly / Monthly / Quarterly / Annually - As per annual training / events calendar - Annual - Quarterly - Annual - Annual - Alternate Year 	<ul style="list-style-type: none"> - Employee morale and productivity. - Employee health, safety and well-being. - Learning, development and growth. - Policies, processes and performance. - Business communications. - Employee satisfaction, engagement and benchmarking.

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
Investors & Shareholders	No	<ul style="list-style-type: none"> - Annual General Meetings, Annual Reports. - Quarterly Results, Press Releases, Media Interactions. - Investor Presentations, Earnings Calls, Advertisements. - Stock Exchange Filings, Notices to Shareholders, Postal Ballots, Advertisements, Investor Meets, Emails, One-to-one Interactions, Website. 	<ul style="list-style-type: none"> - Annual - Quarterly - Continuous / Frequently 	<ul style="list-style-type: none"> - Corporate Governance, Transparency in disclosures and Enhancing enterprise Value. - Performance and Financial Results. - Strategy and Business Operations, Report on CSR, Conservation of Energy and Technology Absorption.
Suppliers	No	<ul style="list-style-type: none"> - Emails, Website, Telephonic conversations , i-Supplier Web Portal, Virtual Meetings, Visits and Workshops. - Supplier Meets. - Vendor Satisfaction Survey. 	<ul style="list-style-type: none"> - Continuous / Frequently - Annual - Alternate Year 	<ul style="list-style-type: none"> - Mutually beneficial and long term relationship. - Ethical practices, timely delivery and payments. - Quality assurance and improvement projects. - Business expectations and growth. - Vendor Satisfaction and opportunities for improvements.
Dealers & Customers	No	<ul style="list-style-type: none"> - Emails, Website, Visits and Interactions, O & M Manuals. - Dealer Meets. - Customer Satisfaction Survey. 	<ul style="list-style-type: none"> - Continuous / Frequently - Annual - Alternate Year 	<ul style="list-style-type: none"> - Mutually beneficial and long term relationship. - Business Promotion, Pre-sales support, timely delivery and prompt after-sales service. - Business opportunities. - Fair business practices. - Customer satisfaction and opportunities for improvements.
Government & Regulatory Bodies	No	Interactions with District and State Authorities, Central Government, Pollution Control Boards, Stock Exchanges and SEBI, Direct and Indirect Tax Officials, Economic Publications in Journals, Seminars, Media Reports.	<ul style="list-style-type: none"> - On-going and Need based 	Statutory and Regulatory Compliances.
Banks	No	Consortium Meetings, Periodical Meetings with the member banks.	<ul style="list-style-type: none"> - Annual and Need based - On-going 	To approve fund based and non-fund based limits for the Company.

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
Society & Communities	<ul style="list-style-type: none"> - School children from weaker sections. - People Living with HIV. - Social criteria for skilling beneficiaries. 	<ul style="list-style-type: none"> - In-person interactions by CSR Team, Volunteers, Partners. - CSR Field Visits. - Society (CSR) Perception Survey and Focused Group Discussions. 	<ul style="list-style-type: none"> - Continuous / Frequently - Alternate year 	<ul style="list-style-type: none"> - Needs and expectations. - Impacts, satisfaction and opportunities for improvements.

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.

KPCL maintains a pro-active engagement with its key stakeholders as mentioned in the table above.

As a business practice, departmental heads interact with their internal and external stakeholders on regular intervals and stakeholder insights are shared with top management and subsequently with the Board Members to take appropriate steps and actions as required. Stakeholders' Engagement outcomes are shared through SBU's and MD's presentations to the Board.

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.

Yes, KPCL's Materiality Assessment was conducted in consultation with its key identified stakeholder groups. The Company engaged with its stakeholder groups (both internal and external stakeholders) through a comprehensive confidential third party survey and gathered their inputs to determine and prioritize the sustainability issues that matters most to sustainability of its business operations.

Inputs received from periodic interactions with its stakeholders are considered in various activities. For example: Customers' expectations for buyback scheme gave birth to Project Renovare resulting in end of life product management promoting circular economy (the details of which are given in Principle 3 disclosures – essential indicator no. 3 and leadership indicator nos. 4,5), Suppliers' need resulted in Supplier Quality Improvement Program with 35 key suppliers resulting in reduction in rejection PPM by almost 83%, Girls education was enhanced after receiving feedback through KPCL's Society Perception Survey by providing life skills and English language education in addition to enhancing academic skills through its CSR initiative (Bharari, a new school health initiative, Releshani was launched through Company's CSR for adolescent boys and girls after taking into consideration the views and needs perceived through various interactions with school teachers, parents and students themselves).

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

Inclusion as a guiding principle, KPCL's CSR initiatives reach out to the bottom of the social pyramid and address the concerns of stakeholders like socio-economically challenged girls (through Bharari, KaShi and Releshani programs). The Youth Skilling Initiative designed towards imparting future ready skills (like Diploma in Mechatronics & Smart Factory) and ensuring sustainable employability gives opportunities to the most vulnerable and deprived sections of the society (e. g. 37% of 100 students supported currently are girls out of whom 10 are orphans and another 9 have only single mothers).

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 of the entity:

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	720	637	88%	675	171	25%
Other than permanent	165	79	48%	105	70	67%
Total employees	885	716	81%	780	241	31%
Workers						
Permanent	72	6	8%	74	8	11%
Other than permanent	676	120	18%	601	79	13%
Total workers	748	126	17%	675	87	13%

2. Details of minimum wages paid to employees and workers:

Category	FY 2024					FY 2023				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent	720	0	0%	720	100%	675	0	0%	675	100%
Male	679	0	0%	679	100%	640	0	0%	640	100%
Female	41	0	0%	41	100%	35	0	0%	35	100%
Other than permanent	165	0	0%	165	100%	105	0	0%	105	100%
Male	142	0	0%	142	100%	87	0	0%	87	100%
Female	23	0	0%	23	100%	18	0	0%	18	100%
Workers										
Permanent	72	0	0%	72	100%	74	0	0%	74	100%
Male	71	0	0%	71	100%	73	0	0%	73	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Other than permanent	676	22	3%	654	97%	601	22	4%	579	96%
Male	669	22	3%	647	97%	600	22	4%	578	96%
Female	7	0	0%	7	100%	1	0	0%	1	100%

3. Details of remuneration / salary / wages:

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ Million)	Number	Median remuneration / salary / wages of respective category (₹ Million)
Board of Directors (BoD) (Excludes 2 Directors who are included in KMPs)	7	2.33	1	1.23
Key Managerial Personnel (includes 2 Directors)	4	25.70	0	NA
Employees other than BoD and KMP	675	0.96	41	0.76
Workers	71	0.42	1	1.07

Information given above is based on permanent headcount of 31st March 2024.

b. Gross wages paid to females as % of total wages paid by the entity:

Parameter	FY 2024	FY 2023
Gross wages paid to females as % of total wages	3.3%	3.3%

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

Yes, there is Human Right policy in place. The Ethics Committee, Ethics Ombudsman and Ethics Counsellors are responsible for addressing issues by following the Whistle-blower Policy and Vigil Mechanism thereon. Whistle-blower Policy Web link is given below:

<https://www.kirloskarpneumatic.com/investors/company-policies>

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

In addition to existing mechanisms like Whistle-blower, a Kirloskar Ethics Helpline which is managed by independent external agency is introduced to receive and redress employee grievances.

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

Section	FY 2024		FY 2023	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	NA	0	NA
Discrimination at workplace	0	NA	0	NA
Child Labour	0	NA	0	NA
Forced Labour / Involuntary Labour	0	NA	0	NA
Wages	0	NA	0	NA
Other human rights related issues	0	NA	0	NA

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

Parameter	FY 2024	FY 2023
Total complaints under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (PoSH)	0	0
Complaints on PoSH as a % of female employees / workers	0	0
Complaints of PoSH upheld	NA	NA

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

Kirloskar Ethics Helpline has a mechanism for anonymous reporting and assurance of 'no retaliation' for the complainants in harassment and discrimination cases. The details of the complainant are kept strictly confidential and the complaint is investigated by the assigned committee following the laid down timelines, policy and procedure (e.g. PoSH Policy).

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

Yes, while due diligence of human rights principles is ensured during supplier selection and evaluation process, similar approach is being adopted for selecting and evaluating dealers going forward. KPCL is conscious of ensuring that human rights are respected and followed in spirit by its entire value chain.

10. Assessments for the year:

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour / Involuntary Labour	100%
Wages	100%

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

Not applicable as there were no significant human rights related risks / concerns identified by KPCL during the FY 2024.

LEADERSHIP INDICATORS

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

Not applicable as no grievances / complaints were received regarding violation of Human Rights Policy during the FY 2024.

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

KPCL has a Code of Conduct, Human Rights Policy, PoSH Policy and Grievance Mechanisms like Whistle-blower, Kirloskar Ethics Helpline etc. which are communicated and implemented covering the entire organization including internal and external stakeholders that ensured non-violation of any human rights.

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, KPCL is constantly working towards providing required supports to make its premises accessible to differently abled employees or visitors; buildings, factory premises have lifts, railings for staircases, ramps, adequate spaces / pathways, wheelchair arrangement, factory locations have 24x7 ambulances / health centre facilities, first aid trained security personnel, washrooms etc.

Special attention will be given to make new buildings, factory premises accessible to differently abled employees as per requirements of The Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

Section	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	Number of suppliers assessed in the FY 2024 - 303
Child Labour	
Forced Labour/Involuntary Labour	Number of suppliers assessed in the FY 2023 - 297
Wages	
While suppliers are assessed for human rights during their selection and periodic evaluation process, KPCL has put in place a mechanism to evaluate suppliers contributing to 75% of total purchases.	

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

Not applicable as no grievances / complaints were identified regarding violation of Human Rights Policy during FY 2024.

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:

Parameter	FY 2024	FY 2023
From renewable sources		
Total electricity consumption (A) (GJ)	4,307.73	650.29
Total fuel consumption (B) (GJ)	0	0
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	4,307.73	650.29

Parameter	FY 2024	FY 2023
*From non-renewable sources		
Total electricity consumption (D) (GJ)	46,699.71	44,816.11
Total fuel consumption (Diesel) (E) (GJ)	2,553.01	2,566.67
Total fuel consumption (LPG) (E) (GJ)	1,350.87	1,325.80
Total fuel consumption (CNG) (E) (GJ)	637.25	696.55
Total fuel consumption (solid fuel) (E) (GJ)	535.58	2,321.8
Total fuel consumption from other sources (F) (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	51,776.42	51,726.93
Total energy consumed (A+B+C+D+E+F)	56,084.15	52,377.22
Energy intensity per million rupee of turnover (Total energy consumption / Revenue from operations) (GJ/₹ Million)	4.24	4.23
**Energy intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption / Revenue from operations adjusted for PPP) (GJ/₹ Million adjusted for PPP)	94.98	94.67
Energy intensity in terms of physical output Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

Notes:

Internal and external IMS Audits on energy objectives and KPIs are carried out but no specific external assurance (Energy Audit) is carried out by KPCL in FY 2024.

*Scope of non-renewable energy sources is expanded. Accordingly previous year's figures have been regrouped.

**PPP conversion rate for year 2024 of 22.4 - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

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, KPCL does not have any sites / facilities identified as designated consumers under PAT scheme of the Government of India.

3. **Provide details of the following disclosures related to water:**

Parameter	FY 2024	FY 2023
*Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	70,355	73,330
(iv) Seawater / desalinated water	0	0
(v) Others (demineralized water used in foundry)	30	48
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	70,385	73,378
Total volume of water consumption (in kilolitres)	70,385	73,378
Water intensity per million rupee of turnover (Water consumed / Revenue from operations in ₹ Million)	5.32	5.92
Water intensity per million rupee of turnover adjusted for Purchasing Power Parity (**PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kilolitres/₹ Million adjusted for PPP)	119.20	132.62
Water intensity in terms of physical output Water intensity (optional) - the relevant metric may be selected by the entity	-	-

Notes:

No specific external assurance (Water Audit) is carried out by KPCL in FY 2024.

*Scope of water withdrawal sources is expanded. Accordingly previous year's figures have been regrouped.

**PPP conversion rate for year 2024 of 22.4 - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

4. Provide the following details related to water discharged :

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	0	0
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in Kilolitres)	0	0

Note: No specific external assurance (Water Audit) is carried out by KPCL in FY 2024.

KPCL's plants do not discharge water outside of its premises with or without treatment. Water treated through STP processes is used in the premises for gardening purpose (8,410.38 KL and 11,806.20 KL recycled water was used for gardening in FY 2024 and FY 2023 respectively).

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

Yes, KPCL's plants have ETPs (Effluent Treatment Plants) and STPs (Sewage Treatment Plants) installed. The water used for industrial processes and other general purposes after the treatment is tested by NABL accredited lab. STP water is reused for gardening purpose throughout the factory premises. No water used in the factories is discharged to the municipal drains. KPCL is in the process of implementing zero liquid discharge mechanism by reusing ETP treated water in the industrial processes only.

6. Provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY 2024	FY 2023
NOx	mg/Nm3	5.23	4.53
SOx	Kg/day	1.1	0.14
Particulate matter (PM)	mg/Nm3	17.28	17.25
Persistent organic pollutants (POP)	NA (As per MPCB consent)	NA	NA
Volatile organic compounds (VOC)	NA (As per MPCB consent)	NA	NA
Hazardous air pollutants (HAP)	NA (As per MPCB consent)	NA	NA

Note: Internal and external IMS Audits on parameters included in MPCB Consent are carried out but no specific external assurance (Emissions Audit) is carried out by KPCL in FY 2024.

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

Parameter	Please specify unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	315.28	309.87
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	9,288.05	8,913.66
*Total Scope 1, Scope 2 emissions	Metric tonnes of CO ₂ equivalent	9,603.33	9,223.53

Parameter	Please specify unit	FY 2024	FY 2023
Total Scope 1, Scope 2 emissions per million of rupee turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent / ₹ Million	0.73	0.74
Total Scope 1 and Scope 2 emission intensity per million rupee of turnover adjusted for Purchasing Power Parity (**PPP) (Total Scope 1 and Scope 2 GHG emission / Revenue from operations adjusted for PPP) (Metric tonnes of CO ₂ equivalent/₹ Million adjusted for PPP)	Metric tonnes of CO ₂ equivalent / ₹ Million adjusted for PPP	16.26	16.67
Total Scope 1 and Scope 2 emission intensity in terms of physical output Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Notes:

Internal and external IMS Audits on parameters included in MPCB Consent are carried out but no specific external assurance (Emissions Audit) is carried out by KPCL in the FY 2024.

*Scope of GHG emissions (scope 1, scope 2) is expanded and CO₂ baseline conversion factor is updated. Accordingly previous year's figures have been regrouped.

**PPP conversion rate for year 2024 of 22.4 - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

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

Yes, KPCL in FY 2023 installed and commissioned 840 kWp (DC) Rooftop Solar Plant at our Saswad location. This has helped KPCL to reduce approximately 54% GHG emission resulting from the use of grid electricity (Scope 2) at the said plant in FY 2024.

Additionally, KPCL focuses on plantation and greening of its factory premises and has carried out Carbon Sequestration Assessment of Trees:

Hadapsar Plant (FY 2024) – Trees store 47.51 tons of carbon with a potential of sequestering 0.93 tons per year (2% increase in standing biomass, stored carbon and carbon sequestration potential).

Saswad Plant (FY 2024) – Trees store 126.49 tons of carbon with a potential of sequestering 2.4 tons per year (14% increase in standing biomass, stored carbon with doubling of carbon sequestration).

9. Provide details related to waste management by the entity:

Parameter	FY 2024	FY 2023*
	Total Waste generated (in MT)	
Plastic waste (A)	7.96	10.25
E-waste (B)	3.51	4.1
Bio-medical waste (C)	0.009	0.014
Construction and demolition waste (D)	193.23	63.00
Battery waste (E)	1.12	0.83
Radioactive waste (F)	0	0
Other Hazardous waste (as per MPCB Consent) (G)	149.80	110.28
Other Non-hazardous waste generated (H). Please specify, if any.	1,435.63	1,360.00
Total (A+B+C+D+E+F+G+H)	1,791.25	1,548.48
Waste intensity per million of rupee turnover (Total waste generated / Revenue from operations)	0.14	0.12
Waste intensity per million rupee of turnover adjusted for Purchasing Power Parity (**PPP) (Total waste generated / Revenue from operations adjusted for PPP) (Metric tonnes of waste generated / ₹ Million adjusted for PPP)	3.03	2.80
Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Notes:

* Scope of waste generation is expanded. Accordingly previous year's figures have been regrouped.

** PPP conversion rate for year 2024 of 22.4 - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

Indicate if any independent assessment/ evaluation/assurance have been carried out by an external agency? (Yes / No) If yes, name of the external agency.

Yes, KPCL's independent assessment of hazardous waste management is carried out through IMS external Audits and Hazardous Waste Annual Report filed through MPCB website.

- a. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT):

Category of waste	FY 2024	FY 2023
	*Total waste recycled or re-used (MT)	
Recycled or Re-used or other Recovery Options *Plastic, paper, rubber waste, metal scrap, used / spent oil, discarded containers / barrels, wooden scrap, e-waste, battery waste, construction / demolition waste, sand are sent to authorized party / recycler / processor / CHWTSDF for re-use / recycle as per MPCB Consent.	1,654.45	1,382.12

- b. For each category of waste generated, total waste disposed by nature of disposal method (MT):

Category of waste	FY 2024	FY 2023
	*Total waste disposed (MT)	
Incineration or Landfill or other Recovery Options *Foundry dross, shot blasting, grinding dust, chemical / paint / ETP sludge, waste oil residues / gloves / filters, chemical bottles, discarded asbestos, glass wool, biomedical waste are sent to authorized processor / CHWTSDF for safe disposal by landfill / incineration as per MPCB Consent.	136.80	166.36

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:

KPCL's waste management systems are well defined to manage operational waste. We follow the MPCB Hazardous Waste (Management, Handling & Trans-boundary) Rules, 2016 for effective management of our waste.

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, specify details:

KPCL does not have any offices or operational sites in the vicinity of any ecologically sensitive area.

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

Regulations requiring Environmental Impact Assessment (EIA) of projects is not applicable to any of the projects undertaken by KPCL.

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 and Environment Protection Act and Rules thereunder (Yes / No). If not, provide details of all such non-compliances:

We are compliant with the applicable environmental laws / regulations / guidelines of the country.

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): For each facility / plant located in areas of water stress, provide the following information:

KPCL acknowledges water stress as a looming threat and is committed to reduce water consumption by 25% by 2030 and achieve ZLD (Zero Liquid Discharge) status for all of its manufacturing plants.

- Name of the area - Manufacturing operations located at Hadapsar (Pune), Saswad (Pune) and Eklahare (Nashik):
- Nature of operations - Manufacturing and service of engineering goods:
- Water withdrawal, consumption and discharge - Refer to Essential Indicator No. 3, 4 of Principle 6.

2. Please provide details of total Scope 3 emissions & its intensity:

KPCL is currently in the process of quantifying its Scope 3 emissions and will disclose data related to it in the upcoming years.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities:

Not Applicable as none of KPCL's facilities or plants are located in ecologically sensitive areas.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any)	Outcome of the initiative
1	Rooftop Solar Plant-840 kWp	Commissioned at Saswad Plant	54% reduction in grid electricity requirement of the plant
2	ETP and STP to recycle water	Recycled water used for gardening	Zero water discharged outside of plants
3	Carbon Sequestration	Tree plantations and green initiatives	Trees store 174 Tons of carbon and sequestering of 3.33 Tons / year

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

KPCL has adopted Business Continuity Policy-Web link: <https://www.kirloskarpneumatic.com/investors/company-policies>

KPCL's Risk Management Policy emphasizes the business continuity and disaster management plan. Risk Management Committee identifies risks that can lead to disruptions and puts in place action plans as well as monitors the outcomes. The risk management plans and outcomes are reviewed by the Board.

The IT Security Policy and other initiatives including recovery plans are put in place to ensure that threats arising from cyber frauds, hacking or breakdown of servers are prevented.

Emergency Preparedness Plan as part of IMS implementation ensures that all plants and offices of KPCL focus on prediction / prevention of major incidents like fires, accidents and are prepared to mitigate any emergency situation that may arise in the course of operations.

With the experience of handling COVID-19 related situations, KPCL is also better prepared to manage any significant local or global health emergency or pandemic in future.

KPCL will work with District Disaster Management Committee and other relevant Government forums to handle any climate change related events or natural disasters / calamities.

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?

KPCL carries out assessment of its suppliers on various environment and social parameters during their selection and periodic evaluation. No significant concerns and adverse environmental impacts were identified during these assessments in the FY 2024.

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

303 and 297 suppliers were assessed by KPCL in the FY 2024 and the FY 2023 respectively. While suppliers are assessed for environmental impacts during their selection and periodic evaluation process, KPCL has put in place a mechanism for assessing suppliers that are accounting for 75% of the total purchases.

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:

KPCL has affiliations with 10 trade and industry associations .

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a 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	Confederation of Indian Industry (CII)	National (India)
2	Engineering Export Promotion Council (EEPC)	National (India)
3	Maharashtra Chamber of Commerce and Industry	State (Maharashtra)
4	Mahratta Chamber of Commerce, Industries & Agriculture (MCCIA)	State (Maharashtra)
5	Indian Council of Arbitration	National (India)
6	Association of Ammonia Refrigeration	National (India)
7	Cold Storage Owners Association	National (India)
8	Quality Circle Forum of India	National (India)
9	Indian Society of Heating, Refrigerating and Air-conditioning Engineers (ISHRAE)	National (India)
10	Maharashtra Economic Development Council	State (Maharashtra)

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

Not applicable as there were no issues related to anti-competitive conduct by KPCL or adverse orders from regulatory authorities during the FY 2024.

LEADERSHIP INDICATORS

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

KPCL is a member of various national and state industry confederations / chambers / associations where it actively participates and views such memberships as strategic in nature. Our senior executives participate in various meetings and seminars through active dialogues. They provide their expertise and business acumen during public policy consultations. Going forward KPCL intends to develop a tracking mechanism for details of public policy advocacy including reviews of such advocacy by the Board and making the information available in public domain.

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 FY 2024:

As per applicable laws, SIA is not applicable for any of the projects undertaken by KPCL.

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

Not applicable as KPCL does not have any projects for which on-going Rehabilitation and Resettlement (R&R) is required to be undertaken.

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

Grievance Redressal Policy addresses and provides relevant links for community members to lodge a grievance or a concern. These can also be raised during on-going, in-person interactions with CSR stakeholders including beneficiaries, partners during planning, implementation and follow up of various CSR initiatives.

Society (CSR) Perception Survey conducted every alternate year through an external agency includes focus group discussion with community stakeholders which captures grievances / concerns, if any along with suggestions for improvements.

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

Category	FY 2024	FY 2023
Directly sourced from MSMEs / small producers	49.5%	56%
Directly sourced from within India	77.5%	70%

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 2024	FY 2023
Rural	0%	0%
Semi-urban	16%	14%
Urban	0%	0%
Metropolitan	84%	86%

*To be categorized as per RBI Classification System (population) – rural (< 10,000) / semi-urban (10,000-1,00,000) / urban (1,00,000-10,00,000) / metropolitan (> 10,00,000)

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not applicable (refer to Principle 8 Essential Indicator No. 1)

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

Not applicable as KPCL's CSR activities are generally carried out in the vicinity of its plants / operations. Currently, KPCL does not have any of its plants / operations in or around designated aspirational districts.

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

No.

b. From which marginalized / vulnerable groups do you procure?

Not applicable.

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

Not applicable.

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

KPCL has not derived any benefits from intellectual properties owned or acquired based on traditional knowledge.

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:

Not applicable.

6. Details of beneficiaries of CSR Projects:

S. No.	*CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting higher education through KIM	180	-
2	Sponsoring students to promote employability-oriented education / skilling (NTTF Diploma; Mechatronics & Smart Factory)	100	100%
3	Bharari (Primary and Secondary education)	225	100%
4	KaShi (Secondary education)	30	100%
5	Kirloskar Vasundhara, RRM School Initiative	7,500	100%
6	Releshani (School Health Initiative-Adolescence)	1,000	100%
7	Clean Drinking Water plants for schools	25,000	100%

Note: KPCL's various CSR initiatives have benefitted 34,000 + community members in the reporting year of FY 2024.

*KPCL's CSR Guiding Principles and Projects are aligned to United Nation's Sustainable Development Goals. Refer to details of CSR Initiatives of the Company in Social Capital Section, Director's Report and Management Discussion & Analysis in addition to Annexure 2 (CSR Report) of the Annual Report 2023-24. Corporate Social Responsibility Policy of the Company can be accessed through the website policies link: <https://www.kirloskarpneumatic.com/investors/company-policies>

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:

Resolving customer complaints and action planning on improvements identified through customer feedbacks are considered by KPCL as the top most priority.

The CCMS (Customer Complaints Management System) through ERP is used to register, track and resolve customer complaints in an on-going manner. The end users; OEMs can also lodge the complaints with KPCL's dealers which eventually reach the respective SBU Service teams through Regional Offices and Head Office.

Additionally, various stakeholder engagements including annual Dealer's Meet also capture issues faced by the dealers, consultants and end users / OEMs.

Customer Satisfaction Survey is carried out every alternate year through independent external agency for all SBUs. It not only highlights the satisfaction levels but also the issues faced by customers, dealers, consultants and end users.

Monthly Feedback Meetings (MFMs) led by QA and SBUs are conducted to monitor progress on issues raised by customers. The customer complaints are a key performance parameter for every SBU and related data / actions are reviewed on a monthly basis in MORE (Management Operations Review) meetings.

KPCL's Whistle-blower Policy is applicable to its customers as well. Web link: <https://www.kirloskarpneumatic.com/investors/company-policies>

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% of KPCL's products carry information about its responsible and safe usage. KPCL provides relevant environmental, social information as well as do's and don'ts in product brochures, labels as per the requirement of national and international regulatory guidelines. The Operations & Maintenance Manuals carry a detailed guideline about safe use and end of life disposal of products.
Safe and responsible usage	
Recycling and / or safe disposal	

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

	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Not applicable as KPCL had no instances of either voluntary or forced product recalls on safety issues during FY 2024.

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

- Core Security architecture framework is in place; up-gradation of the same with latest available features, versions and tools is an ongoing process.
- Basic IT Policy which includes IT Security aspects documented is available; entire IT security landscape is undergoing uplift, including IT Cyber Security related policies.

Web-link of Information Security Policy: <https://www.kirloskarpneumatic.com/investors/company-policies>

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:

KPCL has taken corrective actions on issues of data privacy such as; Installation of tools like Antivirus Software, Threat removing Software, Intrusion Detection Software, Strong Passwords (End User Training / Awareness and Policies), Preventive Actions, Firewalls, Intrusion Prevention Software, Filtering Software. These continue to be ongoing activities on monitoring and action.

We have planned implementations of SOC (Security Operations Centre), NOC (Network Operations Centre) and SSO (Single Sign On) for all users; (SSO - Go Live from Apr-24, SOC - Go Live from Jun-24, NOC- Under discussion for Service provider evaluation).

7. Provide the following information relating to data breaches:

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

No data breaches were recorded in FY 2024.

b. Percentage of data breaches involving personally identifiable information of customers:

No data breaches were recorded in FY 2024.

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):

Information relating to all the products and services provided by KPCL is available on the Company's website : <https://www.kirloskarpneumatic.com/products>

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

Operation, Instructions and Maintenance Manual is supplied along with the products which cover instructions / guidelines related to safe and responsible operation of products including do's & don'ts and end of use disposal.

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

Not applicable as KPCL is not directly involved in providing essential services to consumers. Company has a strong and ongoing engagement with all its identified stakeholders that ensures that any risk of disruption / discontinuation of services are managed with mutual considerations.

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, KPCL does provide basic information related to product such as Product Model No. / Sr. No, Manufacturing Year, Applicable Technical Parameters of products as well as safety do's & don'ts.

KPCL carries out Customer Satisfaction Survey every alternate year through an independent external agency for all its SBUs covering dealers, consultants and end users / OEMs. Overall Customer Experience Index is at 89% as per the last survey conducted by an independent third party agency.