

PPFL/SE/2024-2025/034

August 14, 2024

To

**BSE Limited**

25th Floor, P.J Towers,  
Dalal Street, Mumbai-400001

**Scrp Code: 542907**

**National Stock Exchange of India Limited**

Exchange Plaza, Bandra Kurla Complex,  
Bandra (E), Mumbai -400051

**Scrip Symbol: PRINCEPIPE**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year 2023-24**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July 2023, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2023-24.

The BRSR forms an integral part of the Annual Report for the financial year 2023-24.

Kindly take the same on record.

Thanking you,

For **Prince Pipes and Fittings Limited**



**Shailesh Bhaskar**

**Company Secretary & Compliance Officer**

FCS: 13188

Encl: As Above

**PRINCE PIPES AND FITTINGS LIMITED**

Mfg. & Exporters of UPVC, CPVC, PPR & HDPE Pipes, Fittings, Valves & Water Tanks



Corp. Off.: The Ruby, 8th Floor; 29, Senapati Bapat Marg (Tulsi Pipe Road), Dadar (W), Mumbai - 400 028; Maharashtra, India.

T: 022-6602 2222 F: 022-6602 2220 E: info@princepipes.com W: www.princepipes.com

Regd. Off.: Plot No. 1, Honda Industrial Estate, Phase II, Honda Sattari, Honda - 403 530, Goa, India.

CIN: L26932GA1987PLC006287

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	:	L26932GA1987PLC006287
2.	Name of the Listed Entity	:	PRINCE PIPES AND FITTINGS LIMITED
3.	Year of incorporation	:	1987
4.	Registered office address	:	PLOT NO.1, HONDA INDUSTRIAL ESTATE, PHASE II, HONDA SATTARI HONDA GA 403530 IN
5.	Corporate address	:	The Ruby, 8th Floor, 29, Senapati Bapat Marg (Tulsi Pipe Road), Dadar West, Mumbai MH 400028 IN
6.	E-mail	:	investor@princepipes.com
7.	Telephone	:	022 – 66022222
8.	Website	:	www.princepipes.com
9.	Financial year for which reporting is being done	:	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	:	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	:	Rs. 110,56,10,790/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Name: Shailesh K Bhaskar Company Secretary & Compliance Officer Email: investor@princepipes.com Tel: 022-6602 2222 Address: 8th Floor, The Ruby, Senapati Bapat Marg, Dadar West, Mumbai – 400028
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	:	Standalone
14.	Name of assurance provider	:	Not Applicable for FY 2023-24
15.	Type of assurance obtained	:	Not Applicable for FY 2023-24

#### II. Products/services

- Polymers processing: - CPVC (Chlorinated Polyvinyl Chloride), UPVC (Unplasticized Polyvinyl Chloride), PPR (Poly Propylene Random Copolymer), HDPE (High Density Poly Ethylene) Pipes, Fittings, Valves and LLDPE (Linear Low Density Poly Ethylene) water storage tanks, PP (Poly Propylene) and Bathware-faucets and Sanitaryware
- Application: - Potable water supply, agriculture, bore well, Drainage, water storage

The other key products of the Company include Water Tanks, Cable Ducting, DWC Pipes, Bathroom and Kitchen.

## 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	Manufacturing of Plastic products	95%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Plastic products	222	99%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	7	8	15
International	0	0	0

## 19. Markets served by the entity:

## a. Number of locations

Locations	Number
National (No. of States)	28
Union Territories	8
International (No. of Countries)	13

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

Less than 1% of overall revenues

## c. A brief on types of customers

The Customer base of our Company comprises of Government, Non-Government, Institutional, Industrial, Retail and other construction & turn key projects etc.

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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	993	950	96	43	4
2.	Other than Permanent (E)	70	64	91	6	9
3.	<b>Total employees (D + E)</b>	1063	1014	95	49	5
<b>WORKERS</b>						
4.	Permanent (F)	794	794	100	0	0
5.	Other than Permanent (G)	1508	1355	90	153	10
6.	<b>Total workers (F + G)</b>	2302	2149	93	153	7

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. ©	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	3	2	67	1	33
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	3	2	67	1	33
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	5	5	100	0	0
5.	Other than Permanent (G)	4	4	100	0	0
6.	<b>Total differently abled workers (F + G)</b>	9	9	100	0	0

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0%

## 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.59%	17.31%	18.54%	17%	12%	15%	14%	0	14%
Permanent Workers	16.86%	0	16.86%	10%	0%	10%	14%	0	14%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Not Applicable				

## VI. CSR Details

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

(ii) Turnover (in Rs.) – 25,687.48 million

(iii) Net worth (in Rs.) – 15,444.03 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://www.princepipes.com/contact-us">https://www.princepipes.com/contact-us</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes <a href="https://www.princepipes.com/investor-contact">https://www.princepipes.com/investor-contact</a>	0	0	-	0	0	-
Shareholders	Yes <a href="https://www.princepipes.com/investor-contact">https://www.princepipes.com/investor-contact</a>	2	0	0	0	0	0
Employees and workers	Yes <a href="https://www.princepipes.com/contact-us">https://www.princepipes.com/contact-us</a>	0	0	0	0	0	0
Customers	Yes <a href="https://www.princepipes.com/contact-us">https://www.princepipes.com/contact-us</a>	180	2	For manufacturing, packaging & quality issue	152	4	For manufacturing, packaging, installation & quality issue
Value Chain Partners	Yes <a href="https://www.princepipes.com/contact-us">https://www.princepipes.com/contact-us</a>	0	0	0	0	0	0
Other (please specify)	Yes <a href="https://www.princepipes.com/contact-us">https://www.princepipes.com/contact-us</a>	0	0	0	0	0	0

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Sustainable Energy Governance	Opportunity	Harnessing the potential for direct cost savings and heightened resource efficiency, our focus on energy management and the integration of renewable energy sources stands as a strategic opportunity. By advocating renewable energy adoption and implementing the ISO 50001:2018 Energy Management System across all our facilities, we are not only committed to improving the energy efficiency of our equipment but also advancing our sustainability goals, thereby reaping both economic and environmental benefits.	-	Positive
2.	Promoting Consumer Education:	Opportunity	Empowering Distributors, Retailers, Plumbers, Customers, and Consumers through Comprehensive Product Awareness, Installation, and Usage Guidance, Along with Safety Education, Reflecting an Intriguing Opportunity for the Company.	-	Positive
3.	Carbon Emission Abatement and Phasing Out Harmful Gases / Elimination of Lead Stabilizers:	Opportunity	Our Company's strategic positioning of manufacturing plants across the nation confers a distinct competitive edge, significantly curtailing transportation needs and subsequently contributing to a substantial reduction in carbon emissions and hazardous gases in the environment. A comprehensive carbon footprint reduction strategy, thoughtfully implemented across all operational sites, has consistently driven down scope 1 and 2 emissions. Anticipating and embracing the mandate of the National Green Tribunal, our Company is proactively leading the charge in phasing out Lead Stabilizers from diverse Pipe manufacturing processes. This forward-thinking approach is already evident in the integration of lead-free stabilizers across numerous piping systems, exemplifying our commitment to sustainable practices and environmental well-being.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Worksite Health and Security (WHS)	Risk and Opportunity	Risk: Intrinsically linked with operational endeavors and procedures. Opportunity: Effective internal controls and governance mechanisms are implemented across each factory. This amplifies employee and worker safety, fostering comprehensive health and well-being, ultimately resulting in enhanced productivity.	The consistent appraisal of health and environmental perils is ingrained in our approach. Diverse tactics to counter these risks are recurrently enacted. A robust system for handling grievances is firmly instituted. Within each factory, comprehensive strategies for corrective actions are meticulously formulated and executed.	Risk: Negative Opportunity: Positive
5.	Duty towards societal welfare	Opportunity	The Company recognizes the importance of building Public Trust and cultivating a compassionate rapport with society, resulting in enduring positive impacts over the long term. A methodical framework has been instituted to apportion a portion of the Company's annual profits for the purpose of backing projects that meet societal responsibilities. This ethos of contributing to society is intricately woven into the company's core principles. The Company executes its corporate social responsibility (CSR) endeavors partially on its own and also through implementing agency. For detailed insights into the Company's CSR activities, please refer to the attached CSR report within this Annual Report. The company's cognizance of the importance of upholding social responsibility is indeed a positive attribute.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Strategic Branding Endeavors	Risk	The Pipe segment faces a notable threat from unscrupulous players/suppliers who are extensively flooding the market with counterfeit products, thus signifying a considerable risk.	Vigorously engaged in seeking legal remedies to safeguard consumers from deceptive practices. Our substantial efforts have yielded significant success in mitigating this issue, although it remains a persistent challenge.	Negative
7.	Value Chain Governance	Risk and Opportunity	Risk: The complex web of supply chain intricacies coupled with a concentrated reliance on a limited cohort of suppliers/vendors could introduce inherent risks that may impact the procurement process. Opportunity: Upholding strong and enduring connections with suppliers/vendors creates a competitive edge, ensuring a consistent and unbroken stream of supplies.	The Company's extensive network of suppliers/vendors, some spanning back several decades, stands as a testament to our enduring relationships. Consistent and meaningful communication with these integral partners forms a cornerstone of our efforts to maintain uninterrupted production processes.	Positive
8.	Strategic Risk Management and Cybersecurity Preparedness	Risk	The Company has a well-qualified information technology department which is staffed with adequate technical software and systems engineers. Regular evaluation of technologies is undertaken on a continuous basis to deploy latest available cyber crime defence systems to protect the Company's data and various patents including patents pending registration	The IT head briefs the Board periodically and updates the Directors on the mitigation plans including the latest systems and softwares deployed by like-minded Companies in the industry.	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.princepipes.com/investors/corporate-governance/policies">https://www.princepipes.com/investors/corporate-governance/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)* * These policies are applicable to the Company and to the value chain partners	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All our plants & corporate are certified for Quality Management System – QMS (ISO 9001:2015), Environmental Management System - EMS (ISO 14001:2015), Occupational Health & Safety Management Systems - OHSMS (ISO 45001:2018) and Energy Management System – EnMS (ISO 50001:2018) from TUV Rheinland, Germany <b>Our GREENFIT products are certified from WRAS-Water Regulations Approval Scheme UK &amp; NSF-National Sanitation Foundation USA</b> Apart from above most of our product categories-AQUAFIT, GREENFIT, FLOWGUARD-PLUS, ULTRAFIT, SAFEFIT, etc. are BIS certified.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company reviews all certifications on an ongoing basis and has fixed responsibilities on officials to benchmark policies with latest regulatory requirements locally and also adopt suitable international practices.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has a defined mechanism in place and has authorized officers to review validity of the goals and targets periodically so that corrective actions or revised goals can be set.								
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) The Company is committed to ESG and conducting its business in a responsible manner. The Company is moving towards sustainable development by reducing the carbon emission and mitigating the adverse impacts on environment. We endeavor to combat adverse climate change by transitioning to a low carbon emission and thereby reduction in carbon footprint and taking the required initiatives to monitor and reduce energy consumption. We implement various guidelines and recommendations made by the government authorities and the plastic trade organization which aims at sustainable business practices for our industry									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN: 00013206 Name: Mr. Jayant Chheda Designation: Chairman and Managing Director								

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Corporate Responsibility Committee of the Board																			
10. Details of Review of NGRBCs by the Company:																				
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)										
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9		
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	As and when required										
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with various laws is verified by Independent Agencies / Bodies and necessary corrective actions taken. During the year under review no major non-compliances are reported to the Board									Annually										
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Yes. ISO 45001:2018 certification by TUV Rheinland _for all its Manufacturing units and offices										
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																				
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9											
The entity does not consider the Principles material to its business (Yes/No)																				
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	In relation to Principle 7, the Company is a member of some trade organizations and participates in various trade seminars and exhibitions. We prefer to be a part of the broader policy development process and give our suggestions in a responsible manner. However, the Company does not feel a need of a formal policy at this stage and may consider adopting a policy for the same in future.																			
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Yes. the company has necessary managerial resources to address any issues when this principle becomes important/relevant.																			
It is planned to be done in the next financial year (Yes/No)	No																			
Any other reason (please specify)	-																			

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of person in respective category covered by the awareness programmes
Board of Directors	22	9 Principles of BRSR, Corporate Governance, Business Highlights, Industry Overview, Leadership and Innovation, ESG, Branding, Channel Engagement Activities, Stakeholder's Value Creation, Industry Outlook	100%
Key Managerial Personnel	22	9 Principles of BRSR , Corporate Governance, POSH, Regulatory Updates, amendments in Listing Regulations, Companies Act, 2013 and SEBI consultation paper.	100%
Employees other than BoD and KMPs	100	Functional Training, Technical Training, Awareness Training, Behavioral ,Focused Group training and Team Cohesion training for Managers	88%
Workers	157	Health and Safety trainings, Kaizen, 5S and 6S, Fire Safety, Prevention of Sexual Harassment topics, Energy efficiency, Medical Emergency. etc	87%

PPFL conducted an orientation and familiarization program for its Board of Directors and KMPs, comprising of matters including key regulatory changes in the corporate laws in India covering the amendments in Listing Regulations, Companies Act, 2013 and SEBI consultation paper. The details of familiarization program are posted at the Company's website <https://www.princepipes.com/investors/corporate-governance/policies>. The Statutory Auditors of the Company also conduct a session for the Audit Committee to showcase latest legal updates on financial matters like CARO, etc.

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

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

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	-	-	-
Punishment	NIL	-	-	-

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

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

**Not Applicable**

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

The Company has in place a Code of Conduct for Suppliers and a Code of Conduct for Directors and Senior Management which adequately cover anti-corruption, anti-bribery policy and ethical manner of conduct of business. The detailed policy is available on the following weblinks:-

<https://www.princepipes.com/pdf/2.-CODE-OF-CONDUCT-FOR-DIRECTORS-AND-SENIOR-MANAGEMENT.pdf>

<https://www.princepipes.com/pdf/C-Supplier-Code-of-Conduct.pdf>

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

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

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

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

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

Not Applicable

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	50	56

## 9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4%	2%
	b. Number of trading houses where purchases are made from	35	41
	a. Purchases from top 10 trading houses as % of total purchases from trading houses	83%	78%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	94%	97%
	b. Number of dealers / distributors to whom sales are made	1426	1512
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	18%	18%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments ( Investments in related parties / Total Investments made)	Nil	Nil

### Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1160 Plumber Workshops, 190 meets and retailer meets 72 factory visits	Manufacturing process, application of pipes and fittings, innovative ideas to improve the process efficiency, New product development and application	80%

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 code of conduct for Board Members and Senior Management and the Supplier code of conduct covers in detail the concern of conflict of interest and Director's and Senior Management are annually required to comply with the code of conduct.

The code of conduct is uploaded on the website of the company and the link for the same is given below:

<https://www.princepipes.com/investors/corporate-governance/policies>

### PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

#### Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	NIL	NIL	NA

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

Our innovation and operations group are spearheading efforts to transition to renewable raw materials, low emission direct energy and improved water consumption for our processes by selection and introduction of energy-efficient state-of-the-art machines/technologies.

Vendors are on boarded based on the following criteria:

- Technical and financial capability which defines their ability to sustain and service us during all Times
- Existing clientele from the industry and outside to ensure credibility
- Ethical business practices and socially responsible
- Product qualifying after thorough checks in the Company system to avoid problems during the production stage and quality of finished goods
- Pricing advantage

The above ensures that the Company is well serviced during all times in a sustainable manner

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

More than 70% of the inputs, approximately, are sourced sustainably.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste © Hazardous waste and (d) other waste.

Yes, the Company has in place a mechanism to recycle products and internal rejection. Approximately 99% of the internal rejection generated is recycled in-house at all our manufacturing units.

The Company has in place instruction documents for each plant setting out the procedure for processing internal rejection including grinding, segregation, reuse and treatment disposal of non-usable wastage. The Company also submits necessary returns on hazardous and other wastes as prescribed by the respective State Pollution Control Boards/ Committees for each of its plants.

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 (PCB)? If not, provide steps taken to address the same.

Our waste collection plan is in line with the EPR plan submitted to Pollution Control Board and the Company ensures that all stipulations of the PCB are implemented and followed.

ISO 14001:2015 audit / certification(s) are also conducted periodically to ensure compliance.

#### 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?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The Company has 7 locations certified for ISO 14001:2015. All these locations carry out its environmental risk assessment w.r.t. life cycle perspective as per the requirement of the Environments Management Systems Standard.

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

Name of Product / Description of the risk /	Action Taken Service	concern
During the periodical environmental/social risk assessments no significant observations were made. The minor risk observations were timely identified and necessary action has been taken.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Recycled in-house plastic waste generation	7.4%	6.2%

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

**Note:** The Company is committed to ensure that the environment is protected by adopting recognized methods of all waste products and adopts sustainable material wherever possible. As regards E-waste and Hazardous waste a mechanism is in place to safely disposed of such wastes by engaging the services of the registered agents for these purposes. The Company has a policy / procedure for reusing / recycling e-waste / hazardous waste that is generated during the respective products life cycle.

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
	NOT APPLICABLE

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	950	950	100	950	100	0	0	950	100	0	0
Female	43	43	100	43	100	43	100	0	0	2	4.76
<b>Total</b>	<b>993</b>	<b>993</b>	<b>100</b>	<b>993</b>	<b>100</b>	<b>43</b>	<b>4</b>	<b>950</b>	<b>96</b>	<b>2</b>	<b>0.22</b>
<b>Other than Permanent Employees</b>											
Male	64	64	100	64	100	0	0	64	100	0	0
Female	6	6	100	6	100	6	100	0	0	2	0
<b>Total</b>	<b>70</b>	<b>70</b>	<b>100</b>	<b>70</b>	<b>100</b>	<b>6</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>



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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	794	794	100	794	100	0	0	794	100	0	0
Female	0	0	0	0	0	0	0	0	0	2	0
<b>Total</b>	<b>794</b>	<b>794</b>	<b>100</b>	<b>794</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>794</b>	<b>100</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	1355	1355	100	1355	100	0	0	0	0	0	0
Female	153	153	100	153	100	153	100	0	0	2	0
<b>Total</b>	<b>1508</b>	<b>1508</b>	<b>100</b>	<b>1508</b>	<b>100</b>	<b>153</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.17%	0.1%

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

Benefits	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0%	43%	Y	7.70%	57.09%	Y
Others – please specify Group Medclaim	100%	57%	NA	92.30%	42.91%	NA

## 3. Accessibility of workplaces

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

YES.

All our offices have been made accessible to accommodate employees and workers with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. While in the manufacturing plants, workplace is suited to differently abled persons. We, at PPFL, promote an inclusive workplace to a diverse people from different culture and background of society meet. We strive towards providing an inclusive infrastructure that takes into consideration the demographics of our workforce. We assess all our premises and install ramps wherever feasible. We ensure differently abled persons do not face any issues. Above points

are being certified after auditing by IGBC (INDIAN GREEN BUILDING COUNCIL) as per National Building Code-2005 for Our Chennai & Jaipur plant, which are IGBC Gold & Platinum rated factory building.

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

YES. <https://www.princepipes.com/investors/corporate-governance/policies>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has in place suitable mechanisms in the form of committees at various plant levels to periodically assess and ensure timely addressal of the grievances received from our employees and workers.
Other than Permanent Workers	
Permanent Employees	These include: <ol style="list-style-type: none"> <li>1. Holding one on one meetings with the concern employee and with his respective reporting manager along with the HR personnel.</li> <li>2. The Safety Committee task force are in place to quickly resolve grievances of employees and other workers.</li> <li>3. The task force at various plant level ensures smooth production and resolution of any shop floor differences between Management and workers.</li> <li>4. The respective plant level task forces also ensures that any complaint in the grievance box are attended quickly and settled amicably weekly.</li> <li>5. The task force at each plant ensures that safety drills are held regularly and any grievance which endangers safety of employees / workers receives top most attention.</li> <li>6. The Company's whistle blower policy ensures that the employees/ workers who avail this mechanism are not victimized and that the Chairman of the Audit Committee disposes of all such grievances expeditiously.</li> </ol>
Other than Permanent Employees	

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	993	0	0	923	0	0
- Male	950	0	0	881	0	0
- Female	43	0	0	42	0	0
Total Permanent Workers	794	123	15%	826	127	15.38
- Male	794	123	15%	826	127	0
- Female	0	0	0	0	0	0

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	950	428	45%	535	56%	446	176	39%	144	32%
Female	43	26	60%	10	23%	6	6	100%	2	33%
<b>Total</b>	<b>993</b>	<b>454</b>	<b>45%</b>	<b>545</b>	<b>54%</b>	<b>452</b>	<b>182</b>	<b>40%</b>	<b>146</b>	<b>32%</b>
<b>Workers</b>										
Male	724	389	54%	286	40%	811	377	46%	178	22%
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>724</b>	<b>389</b>	<b>54%</b>	<b>286</b>	<b>40%</b>	<b>811</b>	<b>377</b>	<b>46%</b>	<b>178</b>	<b>22%</b>

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	950	782	82	446	388	87
Female	43	38	88	6	5	83
<b>Total</b>	<b>993</b>	<b>820</b>	<b>83</b>	<b>452</b>	<b>393</b>	<b>87</b>
<b>Workers</b>						
Male	794	638	88	811	736	91
Female	0	0	0	0	0	0
<b>Total</b>	<b>794</b>	<b>638</b>	<b>88</b>	<b>811</b>	<b>736</b>	<b>91</b>

10. Health and safety management system:

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

The Company has ISO 45001:2018 certification by TUV Rheinland \_for all its Plants. This certification not only minimizes risks to employees, visitors, and job workers on the premises but also leads to cost savings and reduces incidents Occupational health and safety management has always remained one of the priority for the Company. A dedicated senior management personnel has his KRA's (Key Responsibility Areas) to regularly monitor and implement best practices.

We have our EHS policy to ensure a safe and healthy working environment across all plants and offices. This policy includes clear instructions and safety protocols for all employees and workers to follow, preventing damage to life and property.

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

The Company has identified Hazard and routine / non routine risks. Our Company has successfully implemented HIRA & PTW providing a comprehensive approach to identify hazards, assess risks, implement control measures, ensure compliance, and drive continuous improvement. The Company ensures that routine and Hazardous risk analysis is reviewed at least once in a quarter. This approach helps the Company to identify safety issues in various manufacturing processes and have systems in place to regularly monitor compliances. The Company is satisfied with its approach to risk involved in manufacturing.

Identification of risk in Manufacturing Processes helps in avoiding accidents, injuries to workers and ensures safety. The Company ensures that the task force at various plant have regular safety drills and suggestions from employees / workmen is encouraged to consolidate the risk mitigation plan

The Company reviews its safety mechanism to ensure a healthy work environment which is aimed at minimum accidents.

All regulatory and trade related recommendations which address safety and health of employees / workers are implemented.

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

Yes, a complete procedure is laid down for workers to report their hazardous risks to their first level foreman / supervisor who in-turn regularly interact with the task force including the plant head to evaluate and implement such suggestions. Each plant has duly constituted a safety committee comprising of safety officer & 50:50 participation of staff/associates, who are responsible for their own work area hazards/risk.

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

Yes the Company provides health insurance to employees & their families and in case of workmen all health and safety protections covers under various statutory regulations are provided to workmen and their families.

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- a) The Company provides suitable PPE's and other safety related equipments which will be specifically required while performing certain manufacturing activities and the supervisors are also given access to continuously monitor shop floor production with the installation of CCTVs cameras and access control to high-risk activities to only authorize workman. The Company has also successfully implemented automation at its Jaipur, Haridwar & Telangana locations to improve efficiency and ensure best manufacturing practices for safety.
- b) Provision of Personal Protective Equipment (PPE) while working
- c) Installation of a Fire Hydrant & sprinkler System to address fire-related risks.
- d) Availability of Emergency Assembly Area for safe gathering of individuals during emergencies.
- e) Accessible drinking water facilities and sanitation,
- f) CCTV cameras are installed to enhance physical security and surveillance within the premises.
- g) Availability of Standard Operating Procedures (SOPs) at work place
- h) Health and Safety Trainings and Mock Drills conducted periodically for awareness
- i) Monthly 5S and Safety Audits
- j) Effective Permit to Work (PTW) System
- k) Emergency Response Team list displayed digitally at gate

Note: The above initiatives are indicative and not exhaustive

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	All plants for ISO 45001 certification through TUV Rheinland (100%)
Working Conditions	100%

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

The Company has ISO 45001, for all its manufacturing units and implements suggestions addressed at enhancing safety and risks involved in our product life cycle. The ISO 45001 audits are taken seriously by the Management and monitored to ensure concerns of any observations made by the ISO auditors.

#### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

YES The Company provides Insurance covers and other social security assistance in the form of medical aid, hospitalization and all other statutory health covers to its employees and workmen across its spectrum of operations

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

The Company has periodical sales and other partner meets and regularly impresses its value chain partners to ensure that all statutory dues are not just deducted but also deposited timely. The sales head of the particular region periodically visits value chain partners and inter alia covers this point during the meets.

In the case of onboarding of new value chain partners, checks and balances are conducted to ensure that the incoming partner is compliant with all tax, labor and other statutory requirements including shops and establishment Act and other statutes.

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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)

YES. The Company ensures that appropriate assistance programs in the event of transitioning within the organization or retirement/termination of employees are provided in accordance with the approved HR policies. The respective employee / worker may be considered for an advisory role at the discretion of management. Furthermore, employees are eligible for gratuity or severance pay, which is determined based on their length of service with the company.

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	NIL* during the year*
Working Conditions	NIL* during the year*

\*The Company ensures that appointment of value chain partners are approved after a 360 degree verification process which ensures that health and safety practices including hygienic working conditions are provided to all value chain partners employees including customer who visit their premises.

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.

During our periodical sales and distributor meets which include visits to value chain partners' premises, no instance of significant risk or concerns regarding health, safety practices and working conditions were observed.

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

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

The key stakeholders identified by the company are its various end users, suppliers, distributors, employees, shareholders, Government, regulatory & statutory bodies, auditors, bankers and technology Partners.

The Company has an in-house process for identification of key stakeholders. The Stakeholders engagement with the company is an ongoing process and it is the endeavour of the Company to build and maintain long term sustainable relationships with the stakeholders keeping the expectations and the objectives of the company in mind.

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	Emails, Notices and other communication mechanisms	Weekly and event specific	Regular update on engagement with the Company
Shareholders / Investors	No	Emails, Newspaper, Advertisement, website of the Company and Stock Exchanges and General Meetings	Quarterly and event specific	Communicating Quarterly/ Half Yearly/Yearly Results, sending Annual Reports and Notice for General Meetings
Suppliers & Distributors	No	Emails, personal and telephonic meetings	As and when required	Purchase orders, Sales orders, Advertisements, Conference meets
Product end users	No	All types of digital and other marketing channels	Frequently	To enhance sales
Government agencies	No	Email, personal meetings, Con-calls, videoconference	As and when required	Filing of returns, seeking of approvals

**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.

We organise regular meetings of the Managing Director, Whole-Time Directors and Senior Management with various Stakeholders. The Company strives to understand the requirement and expectations of the Stakeholders on Environmental, Social and Governance (ESG) concerns, which enables the Company to enhance stakeholder value.

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. The stakeholder consultation is used to support the identification and management of environmental, and social topics affecting the Company. The formulation of the Company Policies pertaining to Environment and Social have been a result of continuous interactions with the Government Regulatory Authorities, Distributors, Suppliers and the local community.

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

The Company continuously engages with its vulnerable stakeholders which constitute workmen in critical operations specially those functions which require long hours of work with chemicals and other equipment's.

These stakeholders are regularly updated by new technologies, safety measures and by latest techniques developed by the industry and trade boards to address such risk. The Company also is committed to spend an allotted budget to help improve the lives of people and communities living in the vicinity of its manufacturing units.

Various welfare measures, directly and indirectly are supported by the Company as an ongoing process in the field of healthcare, education, conservation of environment and upliftment of poor sections of the society.

### PRINCIPLE 5 Businesses should respect and promote human rights

#### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	950	276	29%	452	65	14
Other than permanent	43	12	28%	0	0	0
<b>Total Employees</b>	<b>993</b>	<b>288</b>	<b>29%</b>	<b>452</b>	<b>65</b>	<b>14</b>
<b>Workers</b>						
Permanent	794	195	24%	811	19	2
Other than permanent	0	0	0	0	0	0
<b>Total Workers</b>	<b>794</b>	<b>195</b>	<b>24%</b>	<b>811</b>	<b>19</b>	<b>2</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	950	0	0	950	100	877	0	0	877	100
Female	43	0	0	43	100	42	0	0	42	100
<b>Other than Permanent</b>										
Male	64	0	0	64	100	1	0	0	1	100
Female	6	0	0	6	100	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	794	0	0	794	100	811	0	0	811	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>										
Male	1355	950	70	405	30	1493	1205	81	288	19
Female	153	153	100	0	0	107	107	100	0	0



## 3. Details of remuneration/salary/wages

## a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	27935280	0	0
Key Managerial Personnel	3*	6449112	0	0
Employees other than BoD and KMP	1007	551004	49	585792
Workers	849	203112	2	182520

\*Mr. Shyam Sharda resigned from his office as the Chief Financial Officer and Key Managerial Personnel with effect from October 04, 2023. Further Mr. Anand Gupta was appointed as Chief Financial Officer w.e.f. November 7, 2023.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.6	4.1

## 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)

Our Human Rights policy adequately addresses the above. Periodical evaluations and reviews are conducted for the same.

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

Our robust internal Human Rights redressal mechanism which is covered in our Human Rights policy ensures timely redressal of any grievance raised and also has an in-built process at different levels

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

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

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on 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 on POSH upheld	0	0

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

The Company has a robust mechanism to prevent victimization of complainants and for prevention of discrimination and harassment of the complainants during investigation as well as after the necessary corrective action has been taken as a part of the policies of the Company. The Board Committee independently reviews the effectiveness of this mechanism periodically.

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

(Yes/No)

Yes. The Company is committed to preservation and protection of human rights and the human rights requirements generally form part of business agreements and contracts.

10. Assessments for the year:

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

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

No significant risks/concerns were identified/observed from the above assessments.

#### Leadership Indicators

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

As our mechanism for human rights protection has worked positively no further modifications were done by the Company after the annual review. The Company continues to give adequate coverage to human rights in all its general communications to its employees/workmen.

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

Our human rights policy encourages human rights and has an in-built mechanism to evaluate the effectiveness of this policy annually.

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. Our Company encourages the policy of having an inclusive recruitment framework. Necessary facilities are provided both for approaching work place and use of washrooms.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

Note - During the financial year 2023-24 no such assessment was undertaken however the Company plans to undertake independent reviews of selective partners based on the turnover of the partners.

## 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 such assessment was undertaken during the financial year 2023-24

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

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A) Solar rooftop panels	32343746.4 MJ	24253740MJ
Total fuel consumption (B) Petrol/Diesel/LPG/PNG	0	0
Energy consumption through other sources © Wind power purchased	36095853.6 MJ	25176168 MJ
<b>Total energy consumed from renewable resources (A+B+C)</b>	<b>68439600 MJ</b>	<b>49429908 MJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	240074481.6 MJ	240270642 MJ
Total fuel consumption (E) Petrol/Diesel/LPG/PNG	13395009.6 MJ	11291698.8 MJ
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from nonrenewable sources (D+E+F)</b>	<b>253469491.2 MJ</b>	<b>251562340.8 MJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>321909091.2 MJ</b>	<b>300992248.8 MJ</b>
<b>Energy intensity per rupee of turnover</b> <i>(Total energy consumption/turnover in rupees)</i>	0.0125317504 MJ	0.0111031547 MJ
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) – (Total energy consumed / Revenue from operations adjusted for PPP)</b>	0.280692 MJ	0.248688 MJ
<b>Energy intensity in terms of physical output (KJ/KG/MJ)</b>	2.016 MJ	2.0628 MJ
Energy intensity (optional) – the relevant metric may be selected by the entity (KWH/KG)		

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

Yes. The Company has a ISO 50001:2018 certificate issued by TUVRheinland and the audit for this certification is undertaken annually. Further the Company also has a process in place to have half yearly internal assessments to monitor and ensure effective energy management within the organization.

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. Presently none of the Company's sites/facilities are covered under the PAT scheme of the Government of India.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	146473KL	97090KL
(iii) Third party water	6836KL	5475KL
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	153309KL	102565KL
<b>Total volume of water consumption (in kilolitres)</b>	153309KL	102565KL
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.00596LTR/RS	0.0038 LTR/RS
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	0.13368LTR/RS	0.08474LTR/RS
<b>Water intensity in terms of physical output</b>	0.96LTR/KG	0.69LTR/KG
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>		

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

YES. Independent assessment has been carried out by the - Central Ground Water Board

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.  
YES. Our Company has an effective mechanism in place for Zero Liquid Discharge. All the plants of our Company are being certified as zero liquid discharge by the concerned authorities.

All the suggestions from the concerned authorities are implemented and use of the latest technology is undertaken to ensure Zero Liquid Discharge. All our Plants are equipped with sewage Treatment Plant & Water is treated before use for gardening and other permitted uses.

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

Parameter	Please specify unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
NOx	µg/m <sup>3</sup>	29	21
Sox	µg/m <sup>3</sup>	22.9	6
Particulate matter (PM-10)	µg/m <sup>3</sup>	94.1	91
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)	NIL	NIL	NIL
Hazardous air pollutants (HAP)	NIL	NIL	NIL
Others – please Specify	NIL	NIL	NIL

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

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

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	858	752
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	56684	56731
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Gram Per Rs.	2.24g/Rs.	2.12 g/Rs.
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Gram Per Rs.	50.17g/Rs.	47.49g/Rs.
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Kg CO <sub>2</sub> Per Kg Production	0.361	0.394
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

No. However, the Company has plans to appoint an external agency to conduct an audit on greenhouse gas emissions in the near future.

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

Our Company has a well-defined and comprehensive Energy Policy focused on procuring advanced energy-efficient equipment(s) such as injection moulding, extruders, and utility equipment(s) including chillers, compressors, vacuum pumps, and water pumps.

Further, our Company consistently strives to enhance our energy efficiency performance and has also substituted fossil fuels with wind/solar/PNG/LPG in our manufacturing activities. Our Company upgraded our HT power infrastructure from mixed consumer to express feeder at all our facilities to optimize DG Run Hours. Our Company closely monitors the energy performance of all our units. All our facilities have been certified for ISO-50001:2-18 EnMS (Energy Management System) to monitor energy efficiency.

Our Company demonstrated a strong commitment to solar energy by significantly expanding our own rooftop solar PV capacity at all facilities. The Company scaled up its solar capacity to 8.4MWP (MegaWatt peak). Resulting in reducing our carbon footprint and contributing to a more sustainable future, 17% of our energy requirement fulfilling through renewable sources-Solar & wind.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	11832	10,800
E-waste (B)	0.063	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
waste (D)	0 (Buy back from manufacturer)	0 (Buy back from manufacturer)
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Used oil, empty containers, cotton waste, ink residue)	8.40	13.86
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
<b>Total (A+B + C + D + E + F + G + H)</b>	11,840.46	10,815.11
<b>Waste intensity per rupee of turnover</b> (Total waste generated / revenue from operations)	0.46g/Rs.	0.40g/Rs.
<b>Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP)</b> (Total Revenue waste from generated / operations adjusted for PPP)	10.32g/Rs.	8.94g/Rs.
<b>Waste intensity in terms of physical output</b>	0.0742Kg/Kg Production	0.0742Kg/Kg Production
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	11624	10618.965
(ii) Re-used	208.063	168.035
(iii) Other recovery operations	0	0
<b>Total</b>	11624	10618.965
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	8.396	28.111
<b>Total</b>	8.396	28.111

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

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.

Our Company strives to adopt the best and the most effective waste management practices in all its establishments to ensure that hazardous and toxic chemicals are used to the minimal possible extent. The Company is conscious of the environment, climate change and deploys sustainable materials wherever available and possible. Our Company recycles all our plastic wastes within our manufacturing units which is a significant step towards sustainable waste management. Further, by utilizing grinders, shredders, pulverizes & granulators our Company processes and reuses plastic wastes, reducing the need for virgin plastic material and minimizing the environmental impact associated with plastic disposal. Our Company also disposes all its hazardous wastes like e-waste, battery waste, spent oil through PCB authorized vendors.

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

The Company is sensitive to the surrounding areas in which it operates and it is ensured that the negative impact of the Company's operations on the surrounding areas is minimal. Our Company does not have any plants or offices located in/around ecologically sensitive areas. It is ensured that the necessary permissions and approvals from the respective pollution control boards is obtained/renewed timely.

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable Since our Company does not have any operations / offices in / around ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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NOT APPLICABLE Since our Company has not undertaken any projects that require an Environmental Impact Assessment (EIA).

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

YES. Our Company is fully Compliant with the applicable environmental laws, regulations and guidelines in India.

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



### Leadership Indicators

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

None of the facilities or plants of the Company are located on areas of water stress.

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

(i) Name of the area : Not Applicable

(ii) Nature of operations : Not Applicable

(iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	0	0
<b>Total volume of water consumption (in kilolitres)</b>	0	0
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0	0
<b>Water intensity (optional) – the relevant metric may be selected by the Entity</b>	0	0
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	0	0

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

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

Parameter	Unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> Equivalent</i>	The process is expected to take some time and at the year end March 31, 2024 the data is not available.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the entity			

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company does not have any plants/offices/units 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, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of rooftop solar panels	1. Solar Rooftop Installed at Below Plants Athal- 0.840 MWp DC Haridwar- 2.050 MWp DC Jaipur- 1.0 MWp DC Dadra- 1.420 MWp DC Sangareddy- 2.340 MWp DC Chennai- 0.70 MWp DC	Total Renewable Power Capacity – 8.4 MWp DC in Plant (PPFL)
2	Maintaining Zero Liquid Discharge	Installed Cumulative 205 KLD STP at all plants	Utilised treated water for gardening.
3	Installation of energy saving equipments at all manufacturing units/offices	1.Purchased Energy Efficient Equipment 2.IE3/IE4 Motor for all our equipment Replacing less output machines with high output	Per Kg Energy consumption reduced
4	Wind Energy	Captive Wind Generation at below Plants PPK- PPC-	PPK- 15 Lakhs Units Per Year PPC- 80 Lakhs Units Per Year

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

Yes, The Company has designed a business continuity and disaster management plan. The aforesaid plan adequately addresses the procedures and processes to ensure seamless production and loss of market share in the event of any disruptions like cloud burst, floods, earthquakes. High level management team is trained and periodically updated on any new upgradation of technology adopted in the event of any disruptions. The disaster management plan also ensures no loss of Information Technology data and sensitive production and manufacturing processes of the Company.

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.

The Company is committed to improving climate change and is sensitive to the environment. It is with this background that the

Company has got ISO 14001:2015 (Environment Management System), ISO 50001:2018 (Energy Management System).

Annual audits are conducted by international independent agencies and all observations/improvement recommendations are taken seriously by the management and implemented within the planned time frame.

All the suggestions, specially those aimed at enhancing sustainable practices are also communicated to the value chain partners and they are impressed upon to adopt such practices.

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

Our Company has taken initiatives to roll out an implementable plan that will cover value chain partners in phases depending on their respective financial muscle, business potential and other relevant factors to ensure that synergies are integrated for our business partners.

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company is a member of 2 (Two) trade organizations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	OPPI: Organisation of Plastic Processors of India	National
2	JITO: Jain International Trade Organisation	International

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**Leadership Indicators**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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Our Company is regularly required to interact with various government offices including policy decision makers at various state and central government offices. The Company actively participates and is adequately represented through Organisation of Plastic Processors of India and Jain International Trade Organisation.

Our Company's suggestions to the aforesaid two trade organizations are generally made at industry meetings to enhance productivity, embrace clean and renewable energy sources and ensuring sustainable manufacturing processes keeping the environment in mind.

## PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

During the financial year 2023-24, the Company has not initiated any independent Social Impact Assessment. Being a progressive minded organization, we are gearing up to undertake Social Impact Assessment in a phased and methodical manner.

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

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAF's covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

All our plants are located in areas which have not been affected by any circumstances which necessitate Rehabilitation and Resettlement

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

Our Company is receptive and engages with the community surrounding and across our manufacturing units. Various programs are held to support communities in the form of Blood Donation and medical camps and in celebration of national events like Independence Day, Republic Day, International Yoga Day etc.

The task force head at each unit/plant periodically interacts with the concerned government officials to ensure our policy of encouraging inclusive growth and proactively addressing grievances of the local communities.

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

Indicate input material	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	8%	12%
Directly from within India	The Company always ensures best quality of input raw material which is generally not available in districts and neighboring districts.	

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	8.97%	8.13%
Semi-urban	8.47%	8.51%
Urban	4.77%	4.88%
Metropolitan	77.79%	78.47%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (in INR) in millions
1.	Maharashtra	Pune	2.50
2.	Gujarat	Kutch	2.00
3.	Gujarat	Bhavnagar	10.00
4.	Rajasthan	Chomu	26.09
5.	Telangana	Sangareddy	5.57
6.	Delhi & Himachal Pradesh	Solan	10.00
<b>TOTAL</b>			<b>56.16</b>

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?  
Presently, our Company does not have a preferential procurement policy.
- (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: **PATENT/TRADEMARK**

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis calculating benefit share (Yes/No)
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The Company owns registered patents and trademark created over the last few decades and have also acquired the trademark "Trubore" after its acquisition of Chennai plant in the year 2012.

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

Name of Authority	Brief of Case	Corrective action taken
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
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All our CSR initiatives during the financial year 2023-24 are aimed at providing social benefits to the marginalized and vulnerable groups in our society, Details of CSR activities forms part of this Annual Report.

**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.

Our Company has a well-defined mechanism to address and resolve Customer complaints. The complaints received are collated by a responsible dedicated officer. The Area Marketing head gives the feedback of the complaints to the respective product manufacturing head. A dedicated toll-free customer care number of the Company is available on the website and on the packing of the material/product. All complaints are periodically reviewed to ensure customer satisfaction and a replacement or refund is initiated to the aggrieved customer

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

Name and brief details of project	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary Recalls	0	0
Forced Recalls	0	0

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

Yes. (The policy is available on <https://www.princepipes.com/investors/corporate-governance/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.

No such instances during the financial year 2023-24.

7. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches : NIL for financial year 2023-24
  - b. Percentage of data breaches involving personally identifiable information of customers: NIL for financial year 2023-24
  - 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).  
The Company provides information about the product and services through its Website, News Paper /TV advertisements and digital marketing channels. Primary source of the information is our corporate website which can be accessed on <https://www.princepipes.com/>. Regular sales meet, distributors and retailers meets are held for each geographical location and new product/product innovations are made aware to the respective channel partners.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
Information regarding usage of product and end use applications are given in the respective Product catalogue, Website of the Company and the interactive digital marketing channels The information on proper usage of Industrial and construction products is provided with live demonstrations to end users periodically.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
The Company's products currently are not classified as essential services hence Not Applicable
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  
Our Company ensures continuous engagement with customers to enhance customer satisfaction and product utility. Regular interface on a continuous basis by our channel partners and our sales force and any queries/concerns are addressed effectively.
5. The customer care number of the Company is 18001028307 and the email id on which customers may address their concerns is [info@princepipes.com](mailto:info@princepipes.com)