



PARAS DEFENCE AND SPACE TECHNOLOGIES LIMITED

Registered & Corporate Office :

D-112, TTC Indl. Area, Nerul, Navi Mumbai - 400 706, India | Tel : +91-22-6919 9999 | Fax : +91-22-6919 9990
CIN : L29253MH2009PLC193352 | E-mail : business@parasdefence.com | Web : www.parasdefence.com

August 29, 2024

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Fort, Mumbai - 400 001
Scrip Code: 543367

National Stock Exchange of India Limited

Exchange Plaza, Plot C/1, G Block,
Bandra - Kurla Complex,
Bandra - (East), Mumbai - 400 051
Trading Symbol: PARAS

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2023-24. The BRSR also forms part of the Annual Report for the Financial Year 2023-24, submitted to the exchanges vide letter dated August 29, 2024.

We request you to kindly take the same on record.

Thanking you,

For Paras Defence and Space Technologies Limited

Jajvalya Raghavan

Company Secretary and Compliance Officer
Membership No.: F11942

Encl.: as above



Business Responsibility and Sustainability Report

Business Responsibility and Sustainability Report

SECTION A- GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the listed entity	L29253MH2009PLC193352
2	Name of the listed entity	Paras Defence and Space Technologies Limited ("Paras" or "the Company")
3	Year of incorporation	2009
4	Registered office address	D-112, TTC Industrial Area, MIDC, Nerul, Navi Mumbai - 400706
5	Corporate address	D-112, TTC Industrial Area, MIDC, Nerul, Navi Mumbai - 400706
6	E-mail	cs@parasdefence.com
7	Telephone	022-6919-9999
8	Website	www.parasdefence.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	₹ 39,00,00,610
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Jajvalya Raghavan Company Secretary and Compliance Officer cs@parasdefence.com 022-6919-9919 (D)
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

II-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	Design, development, manufacturing, testing & commissioning of products, systems and solutions for Defence & Space Applications	Optics and Optronics System	30
2	Design, development, manufacturing, testing & commissioning of products, systems and solutions for Defence & Space Applications	Defence Engineering	70

II-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	Optics and Optronics System	26700	30
2	Defence Engineering	25999	70

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	2	6	8
International	0	0	0

III-19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18 (including Union Territories)
International (No. of Countries)	9

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

Exports constitute 16.28% of the total turnover of the entity

c. A brief on types of customers

The Company majorly serves government organizations such as the Defence Research and Development Organization (DRDO), the Indian Space Research Organization (ISRO), Defence Public Sector Undertakings (DPSUs), shipyards and ordnance factories. Additionally, the client base includes publicly listed companies like L&T, BEL, HAL, Tata as well as numerous private and international firms operating in the defence and space industries.

IV. Employees

IV-20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Employees						
1	Permanent (D)	276	205	74.28%	71	25.72%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total employees (D + E)	276	205	74.28%	71	25.72%
Workers						
1	Permanent (F)	142	134	94.37%	8	5.63%
2	Other than Permanent (G)	0	0	0.0%	0	0.0%
3	Total Workers (F + G)	142	134	94.37%	8	5.63%

b. Differently abled Employees and workers:

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
Differently Abled Employees						
1	Permanent (D)	0	0	0.0%	0	0.0%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total differently abled employees (D + E)	0	0	0.0%	0	0.0%
Differently Abled Workers						
1	Permanent (F)	0	0	0.0%	0	0.0%
2	Other than Permanent (G)	0	0	0.0%	0	0.0%
3	Total Workers (F + G)	0	0	0.0%	0	0.0%

IV-21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	4	2	50.00%

IV-22. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years)

	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10%	4%	8%	15%	10%	13%	12%	8%	11%
Permanent Workers	0	0	0	12%	0	12%	10%	0	10%

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

V-23. Names of holding / subsidiary / associate companies / joint ventures.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Paras Green UAV Private Limited	Wholly Owned Subsidiary	100	No
2	Opel Technologies Pte. Ltd.	Wholly Owned Subsidiary	100	No
3	Quantico Technologies Private Limited	Wholly Owned Subsidiary	100	No
4	Mechtech Thermal Private Limited	Subsidiary	70	No
5	Paras Aerospace Private Limited	Subsidiary	60	No
6	Ayatti Innovative Private Limited	Subsidiary	58.02	No
7	Paras Anti-Drone Technologies Private Limited	Subsidiary	55	No
8	Krasny Paras Defence Technologies Private Limited	Associate	47.5	No
9	Controp-Paras Technologies Private Limited	Associate	30	No

VI. CSR Details

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

VI-24. (ii). Turnover (in ₹) - ₹ 23,243 Lakhs

VI-24. (iii). Net worth (in ₹) - ₹ 44,665 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, weblink can be accessed at: www.parasdefence.com	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders		3	0	All the complaints were resolved within the stipulated time	14	0	All the complaints were resolved within the stipulated time
Employees and workers		0	0	-	0	0	-
Customers		0	0	-	0	0	-
Value Chain partners		0	0	-	0	0	-
Other (please specify)	No	0	0	-	0	0	-

VII-26. Overview of the entity’s material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	Risk	Climate change poses risks to Paras Defence, impacting operations, supply chains, and financial stability. Additionally increase in operating costs and geopolitical dynamics could necessitate costly innovation and adaptation.	We evaluated the climate change risk exposure of all our operational sites and developed a plan to mitigate the potential impacts. The Company ensures that energy-efficient equipment is installed across its manufacturing units. The maintenance team is in charge of overseeing this and considerations such as energy ratings are taken into account during the procurement process.	Negative
2	Corporate Governance	Opportunity	We have a highly experienced management team, with our promoters having over three decades of expertise in the design, development and manufacturing of a wide range of engineering products for the defence and space sectors. This extensive experience has allowed us to establish strong, long-term relationships with customers and suppliers. The company has also assembled a skilled management and execution team, including many former employees from BEL and DRDO, further strengthening its industry capabilities.	-	Positive
3	Employee Satisfaction and Wellness	Opportunity	Focusing on employee satisfaction and wellness offers significant opportunities, including enhanced productivity, innovation and operational resilience. Prioritizing employee well-being also aids in attracting and retaining top talent, reduces turnover, and strengthens the company’s reputation as a responsible employer. Additionally, wellness initiatives can lower healthcare costs, reduce absenteeism, and improve stress management, all contributing to better financial performance and sustainable growth.	-	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	Environment footprint – Waste and Emissions	Opportunity and Risk	Proactively managing environmental impact can lead to enhanced regulatory compliance, cost savings and improved reputation, positioning the company as a sustainability leader. This focus can also drive innovation, opening new market opportunities and future-proofing the business. However, failure to effectively manage these metrics could result in regulatory penalties, increased operational costs, reputational damage, and potential competitive disadvantages, making it crucial for us to balance these factors.	The company has a proven waste management practice in place that makes sure that proper waste removal as per the waste category defined by the MPCB and State Pollution Control Board(s) is carried out.	Positive and Negative
5	Product Design, Quality and Innovation	Opportunity	By prioritizing continuous improvement and keeping up with the latest technological advancements, businesses can develop innovative products that cater to changing customer demands. Adopting user-centric design, integrating sustainability practices and nurturing a culture of creativity and collaboration can result in a competitive edge, customer allegiance and market expansion.	-	Positive
6	Customer Satisfaction and Retention	Opportunity	Customers who are satisfied with our products and services tend to demonstrate loyalty and actively promote Paras's offerings within their networks. This positive customer behavior can drive increased sales and help build a strong brand reputation. At the same time the Company caters to a diverse global clientele. Any undesirable customer experience could lead to customer attrition or reputational damage.	-	Positive

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.parasdefence.com/uploads/investors/files/Code_of_Conduct_for_Board_of_Directors_and_SMPs.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 45001:2018 • ISO 9001:2015 • ISO 9100: 2016 • ISO9001:2015 • ISO 14001: 2015 • AS 9100D • DRDO Registration Certificate • CVRDE Registration Certificate 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our organisation acknowledges the significance of establishing targets to assess advancement towards achieving all the principles of the National Guidelines on Responsible Business Conduct (NGRBC). Considering that we are in our initial years of ESG journey, we intend to specify our objectives and targets in the upcoming reporting period.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As and when objectives and targets are finalized, we will be monitoring the performance periodically.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Paras is committed to conducting business in an ethical and sustainable manner to create a positive impact on society and the environment. On the social front, we have recognized the need to foster diversity, equality and inclusion within our organization. The Company undertakes initiatives towards communities' development through CSR programs.</p> <p>The Company is committed to ESG. The Company always adopts the methods for reduction and optimal utilization of energy, water, raw material etc. by incorporating new techniques and innovative ideas. The Company took initiatives to reduce the electricity and water consumption by adopting latest technologies.</p> <p>In conclusion, as we continue to embrace new challenges and opportunities, we remain committed to transparent reporting, active stakeholder engagement and continuous improvement in our Sustainability and CSR performance. I extend my gratitude to all our employees, customers, partners and stakeholders for their invaluable support and contributions in our journey. Together, we can build a sustainable future that respects our planet, empowers communities and delivers long-term prosperity.</p> <p>Munjal Sharad Shah Managing Director DIN: 01080863</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board is responsible for implementation and overview of the Business Responsibility Policies.								
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. The Board's Corporate Social Responsibility (CSR) Committee is responsible for sustainability related issues of the Company. This Committee meets at least twice a year to review the Company's sustainability and CSR performance.								
10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									

Disclosure Questions	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8
Performance against above policies and follow up action	Yes, the review was done by the Board of Directors of the Company.								Annually or on need basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company periodically complies with the extant regulations and principles as are applicable. There were no material non-compliances with respect to statutory / regulatory requirements. The review for the same was done by the Board of Directors of the Company.								Annually or on need basis								

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.

Sr. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
All the policies are evaluated by our internal team of experts. Third-party assessments and certifications will be performed as and when necessary.									

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

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

SECTION C- PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

EI-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	Percentage of persons in respective category covered by the awareness programmes
Board of directors	4	The Company regularly conducts familiarization programs for its Directors in accordance with the SEBI Listing Regulations and other applicable laws. These programs are designed to ensure that the Directors and Key Managerial Personnel (KMPs) are well-informed about a range of topics. This includes updates on industry trends, the company's business model, recent statutory changes, governing regulations, environmental, social and governance (ESG) issues and advancements in technology. The programs also cover the Directors' roles, rights and responsibilities, as well as developments in defence, economic conditions and the operational environment. Also, Board and KMPs are briefed on new business initiatives, strategic investments, corporate governance practices and various risk factors affecting the Company.	100
Key Managerial personnel	4		100
Employees other than BoD and KMPs	2	The Company asserts on employee training and development. The employees undergo various training / awareness sessions such as induction training at the time of joining, safety training, technical and compliance training during employment. During FY 2023 - 24 periodic awareness programs on topics - energy and water conservation, vendor and client management, ESG, code of conduct, sexual harassment, financial planning and implications of tax saving, etc. were done by Paras	95
Workers	3	Industrial Safety training, Work Procedures, Processing standards etc. are provided to the workers on a continuous basis. Additionally, the company has developed special training programs for the workers to enhance their skills. The Main aspects covered in such trainings are Job specific training, Safety and quality training, work procedures and guidelines.	90

EI-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

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	0	-	-
Settlement	-	-	0	-	-
Compounding fee	-	-	0	-	-

Non-Monetary

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

EI-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.

S. No.	Case Details	Case Details
1	NA	-

EI-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 an anti-corruption and anti-bribery policy. The policy asserts on our zero-tolerance approach towards corruption and bribery. The policy also provides information and guidance on how to trace and deal with bribery and corruption issues. As a part of our training on the Code of Conduct, anti-bribery awareness sessions are also given to employees on Anti-Corruption and Anti-bribery topics. The weblink for this policy is https://www.parasdefence.com/uploads/investors/files/Policy_on_Anti-Corruption_and_Anti-Bribery.pdf

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

Category	(Current Financial Year)	(Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	Number (CY)	Remarks (CY)	Number (PY)	Remarks (PY)
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	-

EI-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.

There have been no cases with respect to corruption and conflicts of interest.

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

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	113 days	64 days

EI-9. Open-ness of business. Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format.

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to deal-ers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.02%	0.00%
	b. Sales (Sales to related parties / Total Sales)	10.55%	12.35%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	94.99%	9.71%
	d. Investments (Investments in related parties / Total Invest-ments made)	28.93%	42.30%

Leadership Indicators

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

S. No.	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
1	0	0	0

LI-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 covers in detail the concern of conflict of interest. The Directors and Senior Management are required to annually provide declarations of compliance 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.parasdefence.com/uploads/investors/files/Code_of_Conduct_for_Board_of_Directors_and_SMPs.pdf

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

Essential Indicators

EI-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.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.5	0.5	Paras has been dealing in the segments of optics and optronics system and defence engineering while focusing on improving the environmental and societal effects of its products, striving for a more sustainable and socially accountable approach.
Capex	99.5	99.5	

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

EI-2. b. If yes, what percentage of inputs were sourced sustainably?

Yes, at Paras, we are dedicated to sustainable sourcing practices. We carefully consider various factors when selecting our major raw material suppliers. Over 60% of our inputs are sourced sustainably. The Company has relevant procedures to ensure responsible sourcing, supported by a Supplier Code of Conduct. This aims to foster sustainability among our vendors and promote responsible behaviour beyond our own manufacturing facilities.

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

The company operates in the Defence and Space sectors, providing advanced technology products and services. Due to the nature of its business, product reclamation from customers is not practiced. The company has implemented rigorous processes in line with regulatory

requirements for the reuse, recycling and disposal of end-of-life materials, including plastics, packaging, e-waste, hazardous waste, and other production-related waste. Furthermore, the company adheres to all conditions and procedures mandated by the respective State Pollution Control Boards.

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

Not Applicable. The main products of the Company are Defence and space technology products for use in security applications. Once the products are sold, they would not be returned to the Company.

Leadership Indicators

LI-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?

S. No.	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.
1	0	0	0	0	0	0

LI-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.

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable			

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Not Applicable		

LI-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:

Indicate input material	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						
Not Applicable						

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1	Not Applicable	0

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

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	205	31	15.12%	31	15.12%	0	0.00%	8	3.90%	0	0.00%
Female	71	9	12.68%	9	12.68%	7	9.86%	0	0.00%	0	0.00%
Total	276	40	14.49%	40	14.49%	7	2.54%	8	2.90%	0	0.00%
Other than permanent Employees											
Male	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

EI-1. b. Details of measures for the well-being of workers. .

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	134	40	29.85%	40	29.85%	0	0.00%	1	0.75%	0	0.00%
Female	8	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	142	40	28.17%	40	28.17%	0	0.00%	1	0.70%	0	0.00%
Other than permanent Workers											
Male	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

EI-1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.4%	0.3%

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	31.5	39.4	Y	15.4	38.3	Y
Gratuity	100	100	Y	100	100	Y
ESI	14.4	28.16	Y	21	15	Y
Others – please specify	0	0	0	0	0	0

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

Yes, the Company has the necessary infrastructure in place to make the workplaces accessible to differently-abled employees, workers and visitors. Such infrastructural arrangements include without limitation, easily accessible sites and building entrances, easily operated doors, sufficiently illuminated wide corridors etc .

EI-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. Equal Opportunity forms a part of our Policy on Employee Wellness. The link can be found here: <https://www.parasdefence.com/investors>

EI-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%	75%	100%	0
Female	28.57%	100%	0	0
Total	64.29%	85.71%	100%	0

EI-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.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	Yes, The Company has adopted an Open Door Policy for all its employees to encourage open communication, feedback and discussion about any matter of importance to employees. Employees can share their grievances by phone call, email, other verbal / written means of communication with their HOD or HR. Further, the Company also has a vigil mechanism and whistle blower policy for redressal of grievances.
Permanent Employees Other than Permanent Employees	

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

Indicate input material	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	%(D / C)
Total Permanent Employees	276	0	0.00%	344	0	0.00%
- Male	205	0	0.00%	270	0	0.00%
- Female	71	0	0.00%	74	0	0.00%
Total Permanent Workers	142	0	0.00%	60	0	0.00%
- Male	134	0	0.00%	60	0	0.00%
- Female	8	0	0.00%	0	0	0.0%

Remarks: None of our employees or workers are members of any association(s) or unions.

EI-8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	205	120	58.54%	23	11.22%	270	5	1.85%	5	1.85%
Female	71	35	49.30%	22	30.99%	74	4	5.41%	4	5.41%
Total	276	155	56.16%	45	16.30%	344	9	2.62%	9	2.62%
Workers										
Male	134	80	59.70%	30	22.39%	60	6	10.00%	6	10.00%
Female	8	8	100.00%	5	62.50%	0	0	0.0%	0	0.0%
Total	142	88	61.97%	35	24.65%	60	6	10.00%	6	10.00%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	205	153	74.63%	270	200	74.07%
Female	71	57	80.28%	74	70	94.59%
Total	276	210	76.09%	344	270	78.49%
Workers						
Male	134	105	78.36%	60	40	66.67%
Female	8	7	87.50%	0	0	0.0%
Total	142	112	78.87%	60	40	66.67%

EI-10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, RIR Certification Private Limited has granted ISO 45001:2018 certification to all our Company’s Plants. This certification helps mitigate potential hazards for employees and visitors within our premises, promoting cost efficiency and reducing occupational incidents. The company places paramount importance on occupational health and safety management.

EI-10. 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 diligently reviews work-related hazardous risks every quarter, facilitating the identification of safety concerns across various manufacturing processes and maintaining compliance monitoring. The company effectively recognizes hazardous risks on both routine and non-routine bases. The company consistently scrutinizes its safety apparatus to foster a safe work environment with minimal accidents. Every recommendation from regulators and industry forums regarding employee and worker safety and health is promptly implemented, demonstrating our steadfast commitment to this vital aspect.

EI-10. c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) - Yes

EI-10. d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the eligible Employees/workers are covered under various statutory regulations as applicable to the Company.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	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

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

Creation of an Emergency Assembly Area, ensuring secure congregation during a critical situation. Establishment of a Fire Hydrant and sprinkler system to tackle fire-related hazards. Provision of Personal Protective Equipment (PPE) during work activities. Ensuring accessible drinking water facilities and sanitation amenities. Implementation of CCTV cameras, bolstering physical security and premises surveillance. Availability of comprehensive Standard Operating (SOPs) within the work environment. Conduction of Health and Safety Training and Mock Drills at regular intervals for heightened awareness. Regular execution of Safety Audits to Assess and enhance safety protocols.

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

Indicate input material	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0



EI-14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (All our plants are ISO 45001:2018 certified through RIR Certification Private Limited and regular ISO audits / reviews are conducted)
Working Conditions	100%

EI-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.

Regular health and safety training sessions and mock drills are conducted to raise awareness and preparedness among employees. Standard Operating Procedures (SOPs) and safety protocols are regularly reviewed and updated based on incident reports and assessments. The company holds ISO 45001 certification across all its plants and actively integrates recommendations aimed at bolstering safety measures and risk management throughout our product life cycle. The ISO 45001 audits are treated with utmost seriousness by Management and are consistently overseen to address any observation raised by the ISO auditors.

Leadership Indicators

LI-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 eligible Employees/workers are covered under various statutory regulations applicable to the company.

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

GST reconciliation is monitored and completed every month between GSTR - 1 (sales), GSTR -2A & GSTR -2B (ITC), and GSTR - 3B (Net liability for payment) TDS deducted by customers is reconciled with Form 26AS & TDS liability for vendors is deducted and paid timely. The company consistently emphasizes to its value chain partners the imperative of not only deducting the statutory dues but also promptly remitting all statutory obligations.

LI-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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

LI-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)

Our company is committed to ensuring the well-being and support of all our employees throughout their tenure with us. Currently, we do not offer a formal transition assistance program for employees retiring or transitioning due to employment termination. However, we understand the significance of having such support structures in place. To maintain a positive and supportive work environment, we continuously review and refine our policies and benefits. This approach allows us to address the evolving needs of our workforce effectively and ensure a seamless experience for all employees.

LI-5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	85%
Working Conditions	85%

LI-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. - After thorough assessments, our company has not identified any significant risks or concerns related to health and safety practices or working conditions among our value chain partners. We continue to monitor and engage with our partners to ensure compliance with our standards and maintain a safe and healthy working environment across our supply chain

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

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

Our strategy and business model are centered on prioritizing our stakeholders. By staying informed about their evolving needs, we can make informed and strategic decisions. The key stakeholder groups crucial to our success include clients, technical and joint venture partners, employees, government bodies, regulatory agencies, suppliers, auditors, bankers, NGOs, and the community. To this end, we have implemented a rigorous process for identifying and engaging with stakeholders to enhance our partnerships. We regularly review stakeholders feedback to understand and respond to their evolving interests, concerns and expectations of our business. We welcome inputs from various stakeholders and actively work to strengthen these relationships.

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

S. No.	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
1	Employees	No	Email (internal communication), Notices and Communication Mechanisms	Regular We send regular communication as and when business functions ask for it. It varies on case to case basis	<ul style="list-style-type: none"> Organizational Initiatives Company Activities Key Developments Policy Education Milestones and Achievements Wellness Initiatives Health and Safety Measures Training Programs Recognition and Rewards Grievance Handling
2	Shareholders/ Investors	No	Emails, Newspaper, Advertisement, web-site of the Company and Stock Exchanges and General Meetings	Quarterly and Event specific as per Statutory Requirement.	<ul style="list-style-type: none"> Current Performance Strategic Goals Initiatives and Projects Expansion and Growth Plans
3	Suppliers and Distributors	No	Vendor assessment and review, Training workshop, Supplier audits, official communication channels: Website, Email and Phone calls	Ongoing	<ul style="list-style-type: none"> Risk Management Business Opportunities Supplier Transparency Value Chain Efficiency Payments Management Purchase Price Optimization
4	Community	No	CSR initiatives	Annual and on need basis	<ul style="list-style-type: none"> Execution of CSR Projects such as animal welfare, conserving water resources, and promoting health and education. Conducting important events such as Blood Donation Camps
5	Government and Regulatory Bodies	No	Compliance Reports, Regulatory audits/ inspections	Quarterly, Half Yearly, Annually and on need basis	<ul style="list-style-type: none"> Ensuring Compliances with applicable laws Inspections Approvals Assessments

S. No.	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
6	Customers	No	Customer meets, website, Phone calls, emails and meetings	Frequently and as and when required	<ul style="list-style-type: none"> Information regarding new Products and Services Redressing Grievances and Complaints Issues related to Technical, Logistic, Timelines, Terms and Condition etc.

Leadership Indicators

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

The Company actively engages with stakeholders to enhance performance and create value for both the ecosystem and its operations. Engagement methods differ based on the stakeholder group. Senior management conducts regular meetings with various stakeholders. Shareholders, investors, and analyst investors are involved through Group Meetings, Annual General Meetings, and grievance channels such as the Scores Portal, email, and phone calls. While sustainability is an important topic, the main focus remains on strategy and performance. Customer feedback is collected through meetings, emails and phone calls that address customer service, complaints and new product offerings. Employee engagement is a priority, using various platforms and communication channels. This includes addressing concerns, providing feedback and evaluations, sharing updates via email, holding team meetings and organizing awareness programs. The Company aims to understand stakeholders' expectations and requirements related to Environmental, Social, and Governance (ESG) issues, thereby enhancing the value delivered to stakeholders.

LI-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.

Engagement with communities primarily involves discussions where their views and opinions on CSR programs are carefully considered. The formulation of Company policies related to Corporate Social Responsibility has been the outcome of ongoing interactions with the stakeholders. The discussions with employees, HR, and team leads have also enabled the Company to implement activities like employee well-being programs, while also promoting environmental initiatives such as water, electricity and fuel conservation.

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

The Company actively involves its vulnerable/ marginalized stakeholder groups, particularly communities through the CSR initiatives and improving livelihoods for the target beneficiaries. It also prioritizes keeping stakeholders informed about new technologies, safety measures and industry developments aimed at mitigating risks. Proactive engagement yields valuable insights that inform material issues, shape business strategy and operations, and mitigate reputational risks. Committing to fostering positive relationships, the Company engages extensively with all stakeholders, including vulnerable and marginalized groups, on various issues. This is mainly done through:

- Volunteering activities to address local needs of the beneficiaries.
- CSR initiatives with regard to animal welfare, conserving water resources, and promoting health and education.
- By contributing towards environmental sustainability.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	276	276	100.00%	344	273	79.36%
Other than per-manent	0	0	0.0%	0	0	0.0%
Total Employees	276	276	100.00%	344	273	79.36%
Workers						
Permanent	142	142	100.00%	60	23	38.33%
Other than per-manent	0	0	0.0%	0	0	0.0%
Total Workers	142	142	100.00%	60	23	38.33%

EI-2. Details of minimum wages paid to employees, in the following format:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	276	19	6.88%	257	93.12%	344	49	14.24%	295	85.76%
Male	205	15	7.32%	190	92.68%	270	32	11.85%	238	88.15%
Female	71	4	5.63%	67	94.37%	74	17	22.97%	57	77.03%
Other than Permanent	0	0	0	0	0.0%	0	0	0.0%	0	0.0%
Male	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Workers										
Permanent	142	11	7.75%	131	92.25%	60	34	56.67%	26	43.33%
Male	134	11	8.21%	123	91.79%	60	34	56.67%	26	43.33%
Female	8	0	0.00%	8	100.00%	0	0	0.0%	0	0.0%
Other than Permanent	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Male	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%

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

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)
Board of Directors (BoD)	4	84	2	38.36
Key Managerial Personnel	1	48	2	18.41
Employees other than BoD and KMP	205	0.38	71	0.34
Workers	134	0.25	8	0.25

EI-3. b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	19.33	18.2

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

Yes, the HR Head and Executive Director of the company are responsible for addressing any human rights impacts or issues that may be caused or influenced by the company's Human Rights Policy (https://www.parasdefence.com/uploads/investors/files/Policy_on_Human_Right.pdf)

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

The Company has a robust grievance redressal system. Paras complies with applicable labour Laws and a periodical compliance report which has been submitted by Heads of Divisions. For any grievances related to human rights, employees can report concerns to their superiors or the HR department. Post this, a Committee may be formed to investigate complaints, as well as ensure prompt resolution. Further, Internal Complaints Committee under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is constituted in the company to deal with Complaints related to Sexual Harassment and conduct enquiries on such issues.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	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

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

Particulars	Current Financial Year	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

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

The company has strong protocols in place to ensure that there are no adverse consequences to the complainant in the case of any complaints with respect to human rights. In addition, complainants can directly approach the Chairman of the Audit Committee, as per the Board approved Vigil Mechanism & Whistleblower Policy which provides for inherent safeguards against victimization of complainants.

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

Yes, all our business agreements and contracts require the counter-party to comply with applicable regulatory requirements, which also include human rights

EI-10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at work-place	100%
Wages	100%
Others – please specify	0

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

We confirm that no such incidents have occurred.

Leadership Indicators

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

As the company has not received any major human rights grievances/complaints, there was no need to modify/introduce any business process.

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

Not applicable, as no human rights due - diligence was conducted during the year.

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

Yes, the company actively promotes an inclusive accessibility framework.

LI-4. Details on assessment of value chain partners:

Category	% 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

Remarks: The company has a zero-tolerance policy against the matters mentioned herein and regularly conveys to all its value chain partners about the same.

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

No such incident occurred to date.

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	0.00	0.00
From non-renewable sources (In Gigajoules)		
Total electricity consumption (D)	11073.62	9475.073093
Total fuel consumption (E)	187.04	83
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	11260.66	9558.07
Total energy consumed (A+B+C+D+E+F)	11260.66	9558.07
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.48 GJ / Lakh	0.45 GJ / Lakh
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	10.86 GJ / Lakh \$	9.97 GJ / Lakh \$
Energy intensity in terms of physical output	5.26 GJ / No. of units produced	4.47 GJ / No. of units produced
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

EI-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

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	12460	8771
(iv) Seawater / desalinated water	0	0
(v) Others	70	Not available
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	12530	8771
Total volume of water consumption (in kilolitres)	12530	8771
Water intensity per rupee of turnover (Water consumed / turnover)	0.53909 KL / Lakh	0.41256 KL / Lakh
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	12.08293 KL / Lakh \$	9.14503 KL / Lakh \$
Water intensity in terms of physical output	5.8551 KL / No. of units produced	4.1005 KL / No. of units produced
Water intensity (optional) – the relevant metric may be selected by the entity. KL / of	-	-

Remarks: Here, "Others" refers to Bisleri water purchased for human consumption.

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 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

EI-4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
With treatment – please specify level of treatment		Not Available
(ii) To Groundwater		
- No treatment		
With treatment – please specify level of treatment		Not Available
(iii) To Seawater		
- No treatment		
With treatment – please specify level of treatment		Not Available
(iv) Sent to third-parties		
- No treatment		
With treatment – please specify level of treatment		Not Available
(v) Others		
- No treatment		
With treatment – please specify level of treatment		Not Available
Total water discharged (in kilolitres)		

Remarks: Any chemically reactive residues are neutralized prior to discharge into surface water bodies.

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 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

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

Though there is no specific mechanism for Zero Liquid Discharge, we have processes in place to ensure that water is utilized conservatively, economically and in an environmentally-conscious manner. Water is discharged after proper treatment to ensure that all chemically reactive residues are neutralized.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)		Not Available	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

Remarks: We are working on developing processes to collect this data centrally, and will report it in the future.

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 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.

EI-7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO2E & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO ₂ e	14	6
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO ₂ e	2183.96	2131.89
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / rupee of turnover	0.09456 TCO ₂ e / Lakh	0.100559 TCO ₂ e / Lakh
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	2.11954 TCO ₂ e / Lakh \$	2.22906 TCO ₂ e / Lakh \$
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / rupee of turnover	1.0271 TCO ₂ e / No. of units produced	0.9990 TCO ₂ e / No. of units produced
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO ₂ e / of	-	-

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 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.

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

Yes, the Company ensures that energy-efficient equipment is installed across its manufacturing units. The maintenance team is in charge of overseeing this and considerations such as energy ratings are taken into account during the procurement process.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste(B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		NA
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4.70	Not Available
Total (A + B + C + D + E + F + G + H)	4.70	Not Available
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.00020 MT / Lakh	Not Available
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	0.00453 MT / Lakh \$	0.0000 MT / Lakh \$
Waste intensity in terms of physical output	0.0022 MT / No. of units produced	0.0000 MT / Lakh
Waste intensity (optional) the relevant metric may be selected by the entity	-	-

Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
Category of waste - E-Waste		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
Category of waste - Bio-medical waste		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
Category of waste - Construction and demolition waste		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
Category of waste - Battery waste		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
Category of waste - Radioactive waste		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
Category of waste - Other Hazardous waste		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
Category of waste - Other Non-Hazardous waste		
(i) Recycled		
(ii) Re-used		NA
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
(i) Incineration		
(ii) Landfilling		NA
(iii) Other disposal operations		
Total		
Category of waste - E-Waste		
(i) Incineration		
(ii) Landfilling		NA
(iii) Other disposal operations		
Total		
Category of waste - Bio-medical Waste		
(i) Incineration		
(ii) Landfilling		NA
(iii) Other disposal operations		
Total		
Category of waste - Construction and demolition waste		

Parameter	FY 2023-24	FY 2022-23
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		NA
Total		
Category of waste - Battery		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		NA
Total		
Category of waste - Radioactive		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		NA
Total		
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		NA
Total		
Category of waste - Other Non-hazardous waste generated		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		NA
Total		

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 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

EI-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.

At Paras Defence, the main type of manufacturing waste generated is residue material such as aluminium and mild steel. This material is sold off for further reuse and recycling purposes. All E-waste is given to authorized recyclers. In addition, throughout all locations, facilities such as dustbins have been provided at key points for disposal of other kinds of waste.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	0	0	0

Remarks: Not Applicable as no operations/ offices are located in/around ecologically sensitive areas

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

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

Remarks: No Environmental Impact Assessments of projects were undertaken during the reporting period of FY 2023-24.

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

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

Remarks: The Company is compliant with all applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

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

- (i) Name of the area - Not Applicable
- (ii) Nature of operations - Not Applicable

Water withdrawal, and consumption in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground water	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000 KL / Lakh	0.0000 KL / Lakh
Water intensity (optional) – the relevant metric may be selected by the entity. KL / of	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Ground water		
- 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
Total water discharged (in kilolitres)	0	0

Remarks: None of our plants/facilities are located in water stress areas.

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

LI-2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		-	-
Total Scope 3 emissions per rupee of turnover	/ rupee of turnover	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	/ of	-	-

Remarks: The process of computation will be initiated and the particulars will be made available in due time.

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

LI-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.

Not applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.

LI-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	Deployment of energy-efficient equipment across all manufacturing units and office	The Company ensures that energy-efficient equipment is installed across its manufacturing units. The maintenance team is in charge of overseeing this and considerations such as energy ratings are taken into account during the procurement process.	Overall energy consumption has decreased

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

The Company has established a comprehensive business continuity and disaster management plan designed to enhance organizational resilience and minimize the impact of disasters, crisis and disruptive events. This plan includes emergency preparedness measures for handling various types of emergencies, hazards and risks. Employees receive relevant information and basic training on emergency preparedness and response, with clear communication of the duties and responsibilities of different roles. The framework outlines the procedures for developing, implementing, testing and maintaining business continuity to ensure that critical operations can continue with acceptable levels of performance during disruptions.

LI-6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable

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

Not Applicable

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

Essential Indicators

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

We are affiliated with 4 trade and industry chambers/associations.

EI-1. 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	Society of Indian Defence Manufactures	National
2	Engineering Export Promotion Council of India	National
3	Federation of Indian Export Organisation	National
4	Authorised Economic Operator	International

EI-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.

S. NO	Name of authority	Brief of the case	Corrective action taken
1		There have been no action or issues related to anti-competitive conduct and no adverse orders from any authority during the FY 2023-24.	

Leadership Indicators

LI-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
1	The Company is not currently engaged in public policy advocacy.				

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

S. No.	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
1	During FY 2023-24, we have not undertaken any projects that require Social Impact Assessments (SIA).			Not applicable		

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	During FY 2023-24, we have not undertaken any projects that require Rehabilitation and Resettlement (R&R).				Not applicable	

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

The Company periodically undertakes formal and informal sessions with the community. In these sessions, the Company works on undertaking queries, feedback and grievances. In addition, during the CSR programmes conducted by the Company, the company representatives are in constant contact with the community, to note and provide resolution for any grievances.

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	23.56%	35.04
Sourced directly from within India	45.04%	NA

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

Location	Current Financial Year	Previous Financial Year
Rural	0	0
Semi-urban	0	0
Urban	6.24	4.52
Metropolitan	93.76	95.48

Leadership Indicators

LI-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):

S. No.	Details of negative social impact identified	Corrective action taken
1		Not Applicable

LI-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)
1	Maharashtra	Jalgaon	200000
2	Maharashtra	Mumbai	1400000
3	Gujarat	Nara	1800000
4	Gujarat	Kutch	1000000
5	Rajasthan	Dungarpur	2500000

LI-3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No) - No, we do not have a policy on this as yet.

LI-3. b. From which marginalized /vulnerable groups do you procure? - Not Applicable

LI-3. c. What percentage of total procurement (by value) does it constitute? - Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Not Applicable

LI-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.

S. No.	Name of authority	Brief of the Case	Corrective action taken
1			Not Applicable

LI-6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Animal Welfare	500+ Cows	100
2	Water Conservation	3000+	100
3	School building painting and maintenance work	500+	100
4	Promotion of Healthcare	5000+	100
5	Promotion of education and social welfare	500+	100
6	Providing food and education to poor children	92 Families	100

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

EI-1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

For any feedback on our products or complaints, the customers can reach out to the Company on a dedicated email id: business@parasdefence.com. Post this, we engage with the customers at various authorized levels and ensure that necessary corrective actions are taken in time.

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

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

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

Category	FY 2023-24			FY 2022-23		
	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	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

Category	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

EI-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 Company have a framework/ policy on cyber security and risks related to data privacy. The Link for the same is <https://www.parasdefence.com/investors>

EI-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. - Not Applicable

EI-7. Provide the following information relating to data breaches

- Number of instances of data breaches along-with impact - None
- Percentage of data breaches involving personally identifiable information of customers - 0%
- Impact, if any, of the data breaches - Not Applicable

Leadership Indicators

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

All information regarding business of Paras can be accessed through the Company's website: www.parasdefence.com

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

The company has established effective systems to ensure that customers consistently have access to comprehensive information about our products and services. Regular communication with customers is done by our technical team and various training programs are conducted to educate on safe and efficient use of products. Detailed information regarding products has been given on the website of the Company: www.parasdefence.com.

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

Not Applicable owing to the nature of business.

LI-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, the company diligently adheres to all applicable regulations concerning product information and labeling. Safety instructions are provided with all critical products, clearly outlining the proper handling procedures, including the Do's and Don'ts. Regular interactions with customers are maintained to ensure satisfaction and gather feedback on products and services. Based on the suggestions received, the company takes proactive steps to enhance its services and meet customer expectations.