

July 20, 2024

1.	National Stock Exchange of India Limited Exchange Plaza Plot No. C/1, G Block Bandra - Kurla Complex Bandra (E), Mumbai - 400 051 Scrip Code: EVERESTIND	2.	BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai - 400 001. Scrip Code: 508906
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Sub.: Submission of Business Responsibility and Sustainability Report for the financial year ended March 31, 2024

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year ended March 31, 2024, which also forms part of the Annual Report of the Company for the financial year 2023-24.

Kindly take the same on record.

Yours faithfully,

For **Everest Industries Limited**

Amruta Avasare
Company Secretary & Compliance Officer
Membership No.: A18844

Encl.: A/a

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L74999MH1934PLC002093
2. **Name of the Listed Entity:** Everest Industries Limited
3. **Year of incorporation:** 1934
4. **Registered office address:** GAT 152, Lakhmapur, Taluka Dindori, Nashik-422202 (Maharashtra)
5. **Corporate address:** Level 3, Tower 14, Solitaire Corporate Park, Chakala, Andheri (E), Mumbai – 400093.
6. **E-mail:** compofficer@everestind.com
7. **Telephone:** 022-6977 2000
8. **Website:** <https://www.everestind.com/>
9. **Financial year for which reporting is being done:** FY 2023-24
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital:** ₹ 15,78,89,500 [1,57,88,950 equity shares of ₹ 10 each]
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
 - Mr. Niranjan Gokhale, VP- Strategy and Internal Audit.
 - Email: Niranjan.gokhale@everestind.com
 - Phone: 022 69772000
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** - The disclosures in this year's report are made on a standalone basis.
14. **Name of assurance provider:** Not Undertaken
15. **Type of assurance obtained:** Not Applicable

Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Other manufacturing-Building products	73%
2	Construction	Steel Buildings	27%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Roofing Sheet	2695	54%
2	Boards	2695	19%
3	Pre-Engineering Steel Buildings	2811	27%

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	8	5	13
International	0	0	0

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	36*
International (No. of Countries)	19

We have our presence in all 28 states and 8 union territories

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

2.76%

c. A brief on types of customers

EIL is a leading provider of comprehensive building solutions, specializing in roofing, ceiling, walls, flooring, and cladding products, as well as Pre-Engineered Steel Buildings.

The company offers integrated building solutions for industrial, commercial, and residential purposes, serving a diverse clientele that includes corporates, wholesalers, distributors, architects, interior designers, influencers, homeowners, and various other businesses.

Employees**20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	916	850	93%	66	7%
2.	Other than Permanent (E)	198	172	87%	26	13%
3.	Total Employees (D+E)	1114	1022	92%	92	8%
WORKERS						
4.	Permanent (F)	515	515	100%	0	0%
5.	Other than Permanent (G)	2706	2694	99.56%	12	0.44%
6.	Total workers (F + G)	3221	3209	99.63%	12	0.37%

Note: Of the 'Other than Permanent Workers (G)', 536 workers are assigned to the Steel Building sites. These workers are involved in the erection work, a responsibility that comes with the supply and erection contracts that are awarded by our customers in the Everest Steel Buildings Business. This was not reported last year since the tracking mechanism has been developed in the current year.

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	6	6	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	6	6	100%	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	1	33%

Note 1: MD is considered under both the Board of Directors and KMP.

Note 2 : During the period April 1, 2023, to March 18, 2024, there were 8 directors on the board. Two new directors (Mr. Ashok Barat and Ms. Bijjal Ajinky) were appointed on March 19, 2024.

Hence, from March 19, 2024, to March 31, 2024, there were 10 directors, of whom 3 were female.

2 directors (Mr. Bl. Taparia and Ms. Bhavana Doshi) retired w.e.f. the close of business hours on March 31, 2024. From April 1, 2024, there will be 8 directors, of whom 2 are female.

22. Turnover rate for permanent employees and workers:

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.96%	25.76%	17.60%	26.3%	30.9%	26.6%	14.8%	10.9%	14.5%
Permanent Workers	0.39%	-	0.39%	1.22%	-	1.22%	0.67%	-	0.67%

All above is voluntary turnover only and does not include forced exits.

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)
1	Falak Investment Private Limited	Holding Company	50.25%	No
2	Everest Buildpro Pvt Ltd	Wholly Owned	100%	No. This entity will participate in the initiatives from FY 2024-25
3	Everest Building Products (Note 1)	Wholly Owned	100%	No
4	Everest Steel Buildings Pvt. Ltd	Wholly Owned	100%	No

Note:

1. Everest Building Products is incorporated in Mauritius and has a subsidiary Everest FZE incorporated in UAE

CSR Details:

24. (a) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes. The Company has spent ₹ 1.36 crore on CSR

(b) Turnover (in ₹) 1588.76 crore

(c) Net worth (in ₹) 605.91 crore

Transparency and Disclosures Compliances

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

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			Male		
		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. Link: https://www.everestind.com/public/storage/codes-and-policies/January2023/v1QZPmutHlGtSoeIN3XR.pdf We also have an email address (foundation@everestind.com) that allows community members to lodge grievances	0	0		0	0	
Investors (other than shareholders)	Yes. Link: https://www.everestind.com/investor-relations#Contact-Details	0	0		0	0	
Shareholders	Yes. Link: https://www.everestind.com/investor-relations#Contact-Details	10	0		7	0	Refer Note 1
Employees and workers	Yes. Link: https://www.everestind.com/public/storage/codes-and-policies/January2023/v1QZPmutHlGtSoeIN3XR.pdf	3	0		0	0	
Customers	Yes. Link: https://www.everestind.com/public/storage/codes-and-policies/January2023/v1QZPmutHlGtSoeIN3XR.pdf	29993	1217	Refer Note 2	0	0	
Value Chain Partners	Yes. Link: https://www.everestind.com/public/storage/codes-and-policies/January2023/v1QZPmutHlGtSoeIN3XR.pdf	0	0		0	0	
Other (please specify)	NA	11	0	Refer Note 3	0	0	

Note: Additionally, stakeholders can lodge complaints/ grievances by emailing everest@ethicalview.com or call our toll-free number 1800 209 9098

Note:

- The number of shareholder complaints in 2022-23 has been restated.
- Customer complaints include ongoing business activities like breakage, returns, etc. and the outstanding complaints will be addressed in due course.
- Others are anonymous complaints (stakeholder category not known) received by the company through the whistleblower mechanism.

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 and approach to adapt or mitigate the risk along with its financial implications, as per the following format.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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	GHG Emissions (Climate Change)	Risk and Opportunity	<p>(Risk): Climate Impacts are affecting society and businesses. GHG reduction is also expected by Govt, Investors and customers.</p> <p>(Opportunity): The demand for Green Buildings is increasing with a preference for more resource-efficient materials and lower GHG emissions.</p>	<p>Our response to adapt to climate change and focus on GHG Emissions Management will enable a more resilient business. We have undertaken a number of initiatives on energy efficiency, improving our renewable energy mix, usage of cleaner fuel, upgrading to energy efficient equipment as well as looking at supply chain improvements to reduce our GHG emissions. This would mitigate any impact from regulators, investors, or government regulations. This will improve our brand and customer attraction and resource efficiency will also improve our margins.</p> <p>The preference for energy-efficient green buildings is a significant driver for our ESBS, Boards and Panels businesses.</p>	Positive
2	Energy Consumption	Opportunity	<p>Our plants and equipment consume energy including electricity from the grid which is a significant contributor to our costs. We actively focus on opportunities to reduce energy consumption</p>	<p>The company keeps an active track of energy consumption and runs certain Six Sigma projects to reduce and manage energy consumption. The Company has invested in rooftop solar projects for captive consumption within the plants. We are also improving operational timing controls to reduce energy loss and are enhancing the monitoring of energy usage data.</p>	Positive
3	Water and Waste Management	Risk and Opportunity	<p>Risk: Water is a key component of our manufacturing process and water stress will lead to increasing costs and lower availability. Water management is a necessity for responsible businesses.</p> <p>(Opportunity): We recognize that adopting the 3 R principles leads to direct economic impact.</p>	<p>Our plants are zero-discharge plants where process wastewater is re-used. We are monitoring water consumption and are exploring digital water meters and real-time monitoring. Domestic sewage is being treated through a sewage treatment plant, and treated water is utilized for gardening. Ozonation technology is being introduced at our new plants for STP.</p> <p>Waste management details are also given in Principle 6, Indicator 10.</p>	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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	Environmental Impact of Products (R&D)	Risk and Opportunity	<p>Changes in existing regulations/ emerging regulations impacting the sourcing of materials, emissions, waste generation, storage and during the use or disposal of finished goods</p> <p>Institutional customers prefer products with lower environmental impacts.</p>	<p>The Boards and ESBS products are environmentally friendly and therefore are an opportunity. Additionally, our R&D efforts are focused on increasing the use of environmentally sustainable raw materials.</p>	Negative
5	Innovation & New Product Development (R&D)	Risk and Opportunity	<p>Asbestos Fiber may come under regulation in the future.</p> <p>There is increasing consumer awareness and demand for sustainable products, and this allows us to strengthen our product differentiation</p>	<p>Everest is investing in R&D to develop products to address opportunities in emerging areas. We are a pioneer and leader in non-asbestos cement roofing sheets.</p> <p>R&D spending is focused on new and differentiated products. We have identified several products in the development pipeline that will help differentiate from FCB as well as competing categories. We have obtained GRIHA certifications for some of our products. Some of our products enable our customers to get LEED certification.</p>	Positive
6	Human Capital - Employee Engagement, Retention	Risk and Opportunity	<p>(Risk) Employee attrition can have a detrimental impact on stakeholder relationships, continuity and has an additional cost for recruitment and training</p> <p>(Opportunity) Increase productivity and hence profitability.</p>	<p>We focus on ensuring higher employee engagement through various initiatives, including succession planning, training, and benchmarking for compensation and benefits.</p> <p>Rewards and recognition aligned with our values to acknowledge individuals who go beyond their day-to-day duties are a focus. Career progression is enabled through fair, merit-based performance assessments, annual merit increments, and internal job postings. Emphasis on development through various learning interventions, including product/process training, on-the-job training, professional development programs and managerial development interventions.</p>	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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)
7	Labour Relations	Risk	Disruption in manufacturing due to labour unrest or compliance issues	We have strong processes to ensure regulatory and legal compliance for both direct and indirect manpower. The management engages with the entire workforce to ensure that their issues are heard and understood. Knowledge-sharing sessions on labor laws, situation-based learning, employee life cycle documentation, regular IR management and contract labor management are being undertaken.	Negative
8	Diversity and Equal Opportunity	Opportunity	Embracing diversity and fostering inclusive work positively impacts business performance through better decisions and problem-solving. This is likely to positively impact employee attraction growth and retention	Everest is committed to eliminating all forms of discrimination of any sort (gender, race, etc.) and actively promotes diversity within the company. The Company has also developed a policy on Equal Opportunities for differently abled and identified roles for such employees to perform their duties despite disability.	Positive
9	Health & Safety	Risk	The manufacturing operations of the Company require employees to interact with the plant, machinery, and material-handling equipment. These carry an inherent risk of injury which is detrimental to the well-being of employees as well as impact the operations of the company.	The Company places a strong emphasis on healthy and safe workplaces. We provide adequate health and safety resources, including manpower, training, and infrastructure to ensure a safe workplace. We are also enhancing health and safety skills through training and course development, tracked in Learning Management Systems. Details are in Principle 3 Indicators 10 and 12	Negative
10	Supply Chain and Sustainable Sourcing	Risk and Opportunity	(Risk) Disruption in the supply chain due to unavailability of key RM, increased/volatile commodity and transportation costs (Opportunity) sustainable supply chain processes would also help reduce our environmental impact and improve our social impact.	The company actively evaluates spend categories and sourcing locations from a risk perspective. For critical imports like pulp and Asbestos fiber, it has diversified its supplier base while collaborating for ensuring steady supplies. Initiatives for raw material substitution and product enhancement have been successfully implemented. We have our Sustainable sourcing policy in place and suppliers adhering to our policy are preferred.	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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)
11	CSR	Opportunity	Maintain cordial relations with local communities near our plants and contribute to society.	The company has dedicated CSR teams and runs various programs in the domains of education, vocational skills for adolescents, skill building for youth under building master training programs, and tobacco cessation..	Positive
12	Risk Management	Risk	Risk management is an integral part of our approach to addressing business risks. Non-compliance with environmental, social, regulatory, and statutory requirements can impact stakeholder relationships and disrupt operations.	Everest has implemented a robust risk management process to actively identify risks and implement mitigation measures. We have expanded the risk register to include a variety of ESG risks. We have also finalized our business continuity and disaster recovery plan as part of our risk mitigation measures. Everest leverages a technology tool to ensure compliance with various laws. Legal updates are also tracked through this tool, seminars, websites, etc..	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.

Note:

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N*	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	Refer Note 1								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
Business policies have procedures for stakeholders where appropriate									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	NA*	Y	Y
Note*: We currently do not take any public policy positions. As and when it shall be required, we shall draft a policy.									
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.	International Standards have been implemented for each of its Roofing and Board & Panels Plants: ISO 9001; 2015 (Quality) and ISO 14001; 2015 (Environment) by M/s. TUV and M/s. BIS. Our Boards are also certified by Green Pro and GRIHA. Product certification by M/s. BIS. Besides this, for two ESBS Plants we have implemented ISO 9001; 2015 (Quality), ISO 14001; 2015 (Environment), and ISO 45001: 2018 (Occupational Health and Safety) by M/s. DQS.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As mentioned below								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Sr. No.	Specific targets	Achievements against the targets
1	Strengthen policies framework and ensuring implementation as per NGRBC guidelines	We have enhanced existing policies and developed standalone policies for greater focus to cover the 9 principles of BRSR which have been approved and rolled out.
2	To define and quantify ESG ambitions and ESG roadmap	Streamlined processes for measuring environmental impact (water, air, waste, GHG emissions).
3	Defining a CSR strategy by 2024-25 to maximize impact	A strategic road map has been presented to the Board and details of achievement of CSR are in the CSR section of the annual report.
4	Integrating ESG along with Risk Management by 2025-26	We have identified ESG risks to be integrated in the risk management processes and are implementing risk mitigation measures.
5	Reducing asbestos in % raw material mix to 7.5% by 2027-28	We have reduced our asbestos % from 10.6% to 8.4% in the current year.
6	Ensuring ISO certification (ISO 45001) for all plants by 2026-27.	Currently we have ISO 45001 certification for 2 plants. We have conducted health and safety trainings for all our employees.

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)

Everest's vision is to reimagine spaces to improve people's lives based on our core values of respect, excellence, and integrity. These values are fundamental to our company's ethos and approach at strategic and operational levels.

We believe in the crucial role of ESG for the very survival of this planet and its prosperity. Our commitment to environmental, social, and governance (ESG) extends beyond mere adherence to regulations; it is about creating a substantial positive influence on our community and the environment.

Strengthening ESG Focus

We have initiated the measurement of GHG emissions as a first step towards our ambition to substantially reduce the environmental impact of our operations. Our initiatives include reducing carbon emissions, expanding the use of renewable energy, and improving waste management protocols. By embracing the principles of a circular economy, we aim to minimize waste and maximize recycling while ensuring our operations are as sustainable as possible.

As part of our social responsibility, we are committed to diversity and inclusion. Our board includes 25% female directors, and we have increased the number of women in our workforce to 6.9% in the current year. We endeavor to employ individuals with disabilities and provide them with maximum support while assigning their roles. Our goal is to become an inclusive workplace where individuals are acknowledged and respected for their contributions.

Strong Governance

Solid governance is the bedrock of trust and integrity. We are devoted to maintaining the highest standards of corporate governance and transparency. We have aligned ourselves with regulatory demands and industry practices through consistent reviews and updates of our policies and procedures. This has enabled us to preserve the trust of our stakeholders.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Proactive ESG Risk Management									
We have a proactive approach to ESG risk management. We have created an ESG risk register. It is a vital element of our overarching risk management framework. This register facilitates the systematic identification, assessment, and mitigation of potential ESG risks, ensuring our agility and resilience in the face of evolving challenges.									
Conclusion									
We are fully aware of the importance of ESG factors in forging a sustainable future and our commitment is unwavering. We will continue to set high benchmarks and will strive to achieve them by adhering to our core values.									
We aspire not only to elevate living standards but also to make a meaningful contribution to the world at large by reimagining spaces while leveraging ESG as a key enabler.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board continues to be responsible for the oversight of the Business Responsibility Policies. The implementation of the policies is the responsibility of the MD & CEO of the Company.								
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.	The Risk Management Committee continues to be responsible for matters related to ESG and the Terms Of Reference for the Risk Committee have been appropriately defined.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Annual								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Annual, As required								

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	Y	N	N	Y	Y	N	N	N
Prevention of Sexual Harassment at Workplace policy has been evaluated by our External member of the POSH committee Mrs. Sakina Deshmukh. Occupational Health and Safety' and 'Environment Policy' have been evaluated by certifying agencies viz. M/s. TUV, M/s. BIS and M/s DQS.									

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

Questions	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)							YES		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
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)							Note 1		

Note 1* - We currently do not take any public policy positions. As and when it shall be required, we shall draft a policy.

Note 1: List of Policies and link to the Policies

Principle	Name of Policy	Link of the Policy
Principle 1	Vigil Mechanism/ Whistle Blower	https://www.everestind.com/public/storage/codes-and-policies/January2023/v1QZPmutHLGtSoelN3XR.pdf
	Code of Conduct	https://www.everestind.com/public/storage/codes-and-policies/December2023/kQviANKyKP6NocS9wxCp.pdf
	Anti Corruption Anti Bribery	https://www.everestind.com/public/storage/codes-and-policies/March2024/8xSGqeerZjgmyiwDd6vj.pdf
	Code of Conduct for Board and Senior Management Personnel	https://www.everestind.com/public/storage/codes-and-policies/January2023/KIEl8gKrszPyoWbcyVzR.pdf
	Code of Practices and Procedures for Fair Disclosure	https://www.everestind.com/public/storage/codes-and-policies/November2022/ehmEP3aiv7i1aaAdcwXL.pdf
	Internal Control Policies and Procedures for prevention of insider trading	https://www.everestind.com/public/storage/codes-and-policies/January2023/fVmQEsby37dKXD4fR1zT.pdf
	Policy on dealing with Related Party Transactions	https://www.everestind.com/public/storage/codes-and-policies/January2023/AFqzTapbg26DIvYTKXo8.pdf
Principle 2	Sustainable Sourcing and Procurement Policy	https://www.everestind.com/public/storage/codes-and-policies/March2024/QZ7orOPufSa4xfgLk46j.pdf
	Environmental Policy	https://www.everestind.com/public/storage/codes-and-policies/December2023/ec3ibjngGfv5saRjnrN.pdf
	OHS Policy	https://www.everestind.com/public/storage/codes-and-policies/December2023/MzD4puqKDFu26hvdi1ey.pdf
Principle 3	OHS Policy	https://www.everestind.com/public/storage/codes-and-policies/December2023/MzD4puqKDFu26hvdi1ey.pdf
	Equal Opportunity Policy	https://www.everestind.com/public/storage/codes-and-policies/March2024/qK8Bje282PSwveEhMZvu.pdf
Principle 4	Grievance Handling Policy	https://www.everestind.com/public/storage/codes-and-policies/March2024/Y49gX7Lzumt0l0MvbGRL.pdf
	CSR Policy	https://www.everestind.com/public/storage/codes-and-policies/November2022/NbLzoSM8vJDdPkyt7n0L.pdf
	Code of Conduct	https://www.everestind.com/public/storage/codes-and-policies/December2023/kQviANKyKP6NocS9wxCp.pdf
	Dividend Distribution Policy	https://www.everestind.com/public/storage/codes-and-policies/November2022/T6v1LE6DIXgnmbsURX0s.pdf
Principle 5	Human Rights Policy	https://www.everestind.com/public/storage/codes-and-policies/March2024/qK8Bje282PSwveEhMZvu.pdf
	Equal Opportunity Policy	https://www.everestind.com/public/storage/codes-and-policies/March2024/qK8Bje282PSwveEhMZvu.pdf
Principle 6	Environmental Policy	https://www.everestind.com/public/storage/codes-and-policies/December2023/ec3ibjngGfv5saRjnrN.pdf
	Business Continuity Plan and Disaster Management Plan	https://www.everestind.com/public/storage/codes-and-policies/March2024/ze2LRI46myxdXT9BdsAF.pdf
Principle 7	NA	NA
Principle 8	CSR Policy	https://www.everestind.com/public/storage/codes-and-policies/November2022/NbLzoSM8vJDdPkyt7n0L.pdf
	Equal Opportunity Policy	https://www.everestind.com/public/storage/codes-and-policies/March2024/qK8Bje282PSwveEhMZvu.pdf
Principle 9	IT Security Policy	https://www.everestind.com/public/storage/codes-and-policies/March2024/1M9Y9qTRDiFNpTvq1VOV.pdf
	Business Continuity Plan and Disaster Management Plan	https://www.everestind.com/public/storage/codes-and-policies/March2024/ze2LRI46myxdXT9BdsAF.pdf

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

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

Segment	Total No of training & awareness prog. held	Topics / principles covered under the training and its impact	% age coverage by awareness programmes
Board of Directors	6*	Business presentations, outlook of industry, governance and regulatory compliance requirements, and risk management among others.	100%
Key Managerial Personnel	8	All Board familiarization programmes as above and other trainings such as POSH, Code of conduct.	100%
Employees other than BoD and KMPs	279	Mandatory, Functional, Behavioral & External Trainings, Code of Conduct	100%
Workmen	Health, Safety, defensive driving and Technical training and awareness sessions are being conducted and provided to the employees and workers at regular intervals.		

*Details of board familiarization programme can be viewed on the link - <https://www.everestind.com/investor-relations/familiarization-programmes>

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	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding fee	Nil	NA	NA	NA	NA

Non-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)
Imprisonment	Nil	NA	NA	NA	NA
Punishment	Nil	NA	NA	NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	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.

Yes, the Company has an established policy on anti-corruption and anti-bribery. It is available on the internet. Additionally, comprehensive training has been given to all the employees in the current year on the above-mentioned topic.
<https://www.everestind.com/public/storage/codes-and-policies/March2024/8xSGqeerZjgmyiwDd6vj.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 FY	FY 2022-23 Previous FY
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

Not Applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	64.23	63.77

Vendors for direct materials are considered in the calculation of days of accounts payable

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	11%	9%
	b. Number of trading houses where purchases are made from	1430	1129
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	28%	36 %
Concentration of Sales	a. Sales to dealers/distributors as % of total sales (Refer Note 1)	69.01%	64.67%
	b. Number of dealers/distributors to whom sales are made	4541	3987
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors"	8.51%	9.20%

Parameter	Metrics	FY 2023-24	FY 2022-23
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases) (Refer Note 2)	-	-
	b. Sales (Sales to related parties/ Total Sales) (Refer Note 3)	1.14%	1.40%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	100%	-
	d. Investments (Investments in related parties/ Total Investments made)	100%	-

Note:

For purchases from trading houses, materials, spares, consumables, traded materials, and administrative materials have been considered in both the numerator and denominator.

For the calculation of sales, only revenue from operations has been considered.

Everest Foundation is the CSR implementing arm, and the above does not include CSR funds transferred to Everest Foundation.

Sales to related parties include only the sale of products and do not include the transfer of capital assets to the subsidiary, Everest Buildpro Pvt. Ltd.

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 products and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	₹ 420.27 lakh (100%)	₹ 397 lakh (100%)	Reduction of asbestos, productivity and cost improvements in non-asbestos products and process efficiency therein to increase sales and reduction of virgin pulp.
Capex	₹ 701.74 lakh (16%)	₹ 891.60 lakh (34%)	Fire fighting systems, Smoke detectors, Solar rooftops, Water flow meter for water monitoring, LED lighting

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

Our sustainable sourcing policy has been developed to include aspects such as social focus, environmental sustainability, and quality assurance. The policy also encompasses supplier ethics, a code of conduct, and a mechanism for reporting breaches.

We are constantly seeking environmentally friendly substitutes and exploring the use of waste products from other industries as input materials. Some of the projects we have undertaken involve the usage of denim pulp, cotton rag pulp, fly ash, slag, and fiber replacements from various sources.

We are in the process of establishing procedures to ensure the effective implementation of the policy.

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

We will categorize our spending on purchases made sustainably to specifically quantify this in the subsequent reporting.

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.

Everest's products i.e. roofing, board, and panels have a longer life span of approximately 25- 30 years. It is beyond the scope of EIL's operations to reclaim its products for reusing, recycling and disposal.

Everest's projects business i.e. steel building – Reuse, recycle does not apply.

- Plastic (including packaging): Everest is registered as a brand owner under Extended Producer Responsibility (EPR) and the necessary target waste is being complied.
- E-waste: Not applicable.
- Hazardous waste: Not applicable.
- Other: Not applicable.

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

Yes, Extended Producer Responsibility (EPR) for plastic waste applies to Everest. The brand owner and importer categories are applicable for Everest under EPR-Plastic Waste.

Everest has been registered as a brand owner and importer. As per EPR's target as brand owner and importer for FY 2023-24, Everest has fulfilled the target of 203 MT of plastic waste for recycling in FY24.

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
I. Permanent Employees											
a. Male	850	850	100%	850	100%	NA	NA	850	100%	NA	NA
b. Female	66	66	100%	66	100%	66	100%	NA	NA	NA	NA
c. Total	916	916	100%	916	100%	66	100%	850	100%	NA	NA
II. Other than Permanent Employees											
a. Male	172	NA	NA	172	100%	NA	NA	NA	NA	NA	NA
b. Female	26	NA	NA	26	100%	26	100%	NA	NA	NA	NA
c. Total	198	NA	NA	198	100%	26	100%	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
I. Permanent Workers											
a. Male	515	515	100%	515	100%	NA	NA	NA	NA	-	-
b. Female	0	0	0	0	0	0	0	0	0	-	-
c. Total	515	515	100%	515	100%	NA	NA	NA	NA	-	-
II. Other than Permanent Workers											
a. Male	2694	2694	100%	2694	100%	NA	NA	NA	NA	-	-
b. Female	12	12	100%	12	100%	12	100%	NA	NA	-	-
c. Total	2706	2706	100%	2706	100%	12	100%	NA	NA	-	-

Note: Vendors are required to adhere to the statutory compliances as per applicable laws and rules thereunder. Well well-being of workers is covered under the ESIC and Workmen's Compensation Act (in case ESIC is Not applicable).

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	₹ 2.32 crore [0.15%]	₹ 2.99 crore [0.18%]

Well-being measures include health and medical benefits given to permanent employees and workers. Eligible women have received maternity benefits as per law.

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

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

ESIC has been deducted and paid for all eligible employees and permanent and contractual workmen. In case of plants and ESBS sites, all contractors are obligated to deduct and deposit ESIC for all eligible workmen and these payments are verified internally.

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.

At EVEREST, we are deeply committed to creating an inclusive and accessible work environment for all our employees, including those who are differently abled. Our new manufacturing facilities have been constructed with a strong focus on accessibility. Our employees who have disabilities have access to the working space for the execution of their responsibilities.

These enable full participation and independence for all employees. We are also implementing awareness and sensitization training for our staff to foster an empathetic and collaborative work culture.

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, The Company has a policy as per the Rights of Persons with Disabilities Act 2016 and the same is available on <https://www.everestind.com/public/storage/codes-and-policies/March2024/qK8Bje282PSwveEhMZvu.pdf>

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%	NA*	NA*
Female	100%	100%	NA*	NA*
Total	100%	100%	NA*	NA*

100% of our permanent employees who availed of maternity/ paternity leave returned to work and were still employed 12 months later.

*In the case of permanent workers, we do not offer paternity leaves and currently do not employ any females in the permanent workmen category.

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

The company is committed to ensuring a safe and supportive work environment for all its employees and associates. Employees are encouraged to express their concerns to their Reporting Manager, Human Resource Function, or senior management members.

Furthermore, our whistleblower policy enables all employees to report any suspected or actual misconduct within the organization anonymously. Non-permanent stakeholders can address their grievances via email to the relevant person/management. The company provides an Ethics Helpline for individuals to register grievances while maintaining their anonymity.

All such concerns are addressed within a specified timeframe and are logically resolved.

Additionally, the management is accessible through various channels such as town halls and direct interactions; employees are sensitized to any occurrences through town halls as a deterrent measure for future occurrences.

Besides the above the following initiatives are continued:

	Yes/No (If Yes, then give details of the mechanism in brief.)
Permanent Workmen	Besides, the above, other mechanisms are mentioned for which grievances get documented, tracked and resolved: <ul style="list-style-type: none"> Townhall by Plant Head – Conducted Monthly Townhall by Head Operations / Managing Director – Organized during their visits to plants HR Connect with workmen organized by the Plant HR team, on the shop floor
Other than Permanent Workmen	HR Connect with Contractual workmen organized by the Plant HR team once a month.
Permanent Employees	“Coffee With Plant Head” – Once a month with Plant Head for permanent employees at plants.
Other than Permanent Employees	No additional mechanism other than that mentioned above.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	850	0	0	799	0	0
Female	66	0	0	55	0	0
Total Permanent Workers						
Male	515	437	85%	532	457	86%
Female	0	0	0%	0	0	0

There was an error in reporting the data for the last year which has been corrected in the current reporting.

8. a. Details of training given to employees and workers

Category	FY 23-24					FY22-23				
	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	No. (C/A)		No. (E)	% (E/D)	No. F	No. (F/D)
Employees										
Male	1022	1022	100%	622	61%	970	970	100%	732	75%
Female	92	92	100%	53	58%	71	71	100%	25	35%
Total	1114	1114	100%	675	61%	1041	1041	100%	757	73%
Workers										
Male	3209	3209	100%	287	9%	2897	2897	100%	747	26%
Female	12	12	100%	0	0	55	55	100%	0	0
Total	3221	3221	100%	287	9%	2952	2952	100%	747	25%

Note: Training on various topics has been provided on Health & Safety to the employees and workers.

During, the last year, we did not consider site workers in the total workers, which is considered in the current year.

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1022	1022	100%	970	970	100%
Female	92	92	100%	71	71	100%
Total	1114	1114	100%	1041	1041	100%
Workers						
Male	3209	515	16%	2897	532	18%
Female	12	0	0	55	0	0
Total	3221	515	16%	2952	532	18%

All our employees are eligible to receive performance and career development reviews. Employees who have joined in the last quarter also get career development reviews.

For Workers, monthly reviews are conducted wherein the performance gets discussed along with hits and misses.

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 of such a system?

Yes, EIL is committed to Occupational Health and safety for employees and workers. It is being given the highest importance as a part of Everest values. A holistic Occupational health and safety system has been implemented.

We have certification in ISO 45001:2018 (Occupational Health and Safety Management Systems) at ESBS plants (i.e. 2 plants), Projects & and Corporate Office.

New initiatives and proactive steps taken by Everest focus on a fail-safe system i.e. elimination of hazards at source level by machine guarding and lock out-Tag out and Try-Test Out. It's a mega project that has been initiated and is expected to continue till FY 24-25.

Monthly Occupational Health and Safety awareness campaign theme is delineated and action to improve awareness, etc. has been initiated. National Safety Week, Road Safety Week, etc. are observed.

A capacity-building program including acknowledgment management for the team has been launched through the learning management system, online quizzes, etc.

Engaging the workers through safety meetings will ensure bottom-up communication.

Reward and recognition are observed across plant levels. Besides this, quarterly and annual reward and recognition programs are initiated at the corporate level.

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

Everest follows a systematic approach to identify work-related hazards and risks. Risks are identified on both

a routine and non-routine basis. Various channels are utilized for risk assessment, including plant walkthroughs conducted by the plant head, corporate team, and EHS team. Additionally, specialized theme-based walk-throughs occur during campaigns. Risk assessment is a multi-functional activity that is diligently performed. Necessary actions are taken against identified hazards and risks. Furthermore, capacity-building programs for risk identification are organized by the corporate team during walk-throughs.

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

Yes, the major focus is on proactive identification, reporting, and addressing work-related hazards. Anyone, including employees, workers, and visitors, can report hazards at the unit level or at the corporate level. Appropriate actions will be taken to address them. As part of our strategic drive, fail-safe engineering controls are being explored. Additionally, safety suggestions are recorded and acted upon. A centralized database is maintained and tracked at the plant level. Reward and recognition programs are in place to encourage reporting of hazards, risks, and suggestions.

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

Yes, all employees and workers are fully supported for medical emergencies and routine medical needs, apart from Mediclaim support. In addition, the necessary infrastructure and resources for non-occupational medical services are in place at the plants. Pre-employment medical checks are also conducted.

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	0.068	0
	Workers	0.059	0.095
Total recordable work-related injuries	Employees	4	0
	Workers	9	21
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	1
High-consequence work-related injury or ill health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

*Including in the contract workforce

The data is for EIL organization (Plant, Projects, office, sales and marketing) and reference has been taken for fatality from the SEBI Guidelines, Jul 2023, (Annexure 1, BRSR-Core), wherein the reporting of fatalities considered as reported to factory inspector, hence fatality data is for plants.

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

The company's commitment to safety through various initiatives and practices demonstrates a proactive approach to ensuring the well-being of its workforce and maintaining a healthy work environment. Ensuring a safe and healthy workplace is of utmost importance for Everest. A series of measures have been taken. These measures include, but are not limited to:

- Safe system of work, such as the Permit to Work system across plant and project sites.
- Implementation of pre-start work safety briefings and EHS (Environment, Health, and Safety) induction training.
- A strategic focus on proactively identifying hazards and risks.
- Fail-safe Drive: Key initiatives that primarily focus on eliminating hazards and risks, as well as exploring opportunities for substitution or engineering control.
- Effective communication: top-down communication, such as safety sessions addressed by the chairman during town hall meetings, and bottom-up communication,

including safety suggestions and interactions between leaders and workers during walk-throughs.

- Campaign walk-throughs: monthly walk-throughs conducted at the plant level to improve awareness.
- Utilization of a Learning Management System: in-house development courses, including unique offerings like asbestos monitoring and LOTOTO (Lock Out Tag Out Test Try Out). Role-based training assessments have also been initiated.
- Asbestos Monitoring Cell: Established at every applicable plant, this cell monitors data. The transition from a centralized monitoring cell to a decentralized one at each plant has facilitated faster monitoring results and subsequent actions.
- Capex for engineering control: Upgraded Bag Opening Devices are used to open asbestos bags in a closed system with an extraction system before the wet process.
- Lotto campaign: A mega strategic campaign has been initiated to reduce incidents related to lockout-tagout procedures.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	Not Applicable	0	0	Not Applicable
Health & Safety	0	0	Not Applicable	0	0	Not Applicable

14. Assessments for the year:

Safety Incident/Number	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%
Working Conditions	100%

Note: We undertake internal assessments periodically for health and safety as well as working conditions for our workers and employees.

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 is committed to maintaining a safe and healthy work environment. We continuously monitor and assess our health and safety practices. When an incident is reported, we investigate to identify the root cause and implement corrective measures. These measures are then reviewed by top management.

Recognizing safety as an area for continuous improvement, we are comprehensively revamping our Environment, Health, and Safety (EHS) Management System. We have identified road safety, site safety, and plant safety as key areas requiring corrective action.

For road safety, our employees often drive to dealer premises. To ensure their safety, we have conducted defensive driving training, revamped its content, and observed a road safety awareness month.

For site safety at ESBS, we are enhancing thought-based safety beyond Behavior-Based Safety (BBS). We are also implementing spot corrections for any identified deviations and developing dedicated safety courses for the construction team.

For plant safety, we are focusing on enhancing fail-safe systems. This primarily includes machine guarding and the implementation of Lock-out, Tag-out, and Test & Try Out (LOTOTO) systems.

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

Essential Indicators

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

At Everest, stakeholders play a crucial role in our journey. We recognize the importance of partnering with them and understanding their concerns to achieve the targets set as part of our organizational vision. Our multistakeholder model focuses on understanding stakeholder requirements and responding through various initiatives.

Our stakeholder engagement process involves identifying key internal and external stakeholders. We analyze their impact on our business and vice versa. Workshops, meetings, and consultations help identify stakeholders with direct or indirect influence on our operations. Based on this exercise, we prioritize key stakeholders based on the materiality of their direct/indirect impacts on our business.

Externally, we engage stakeholders through surveys, interviews, focus groups, and public consultations. These interactions provide insights into their expectations, concerns, and interests related to our practices. Strengthening relationships and enhancing our organizational strategy are outcomes of these regular engagements.

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

Stakeholders	Whether identified as vulnerable or marginalized	Channel of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Direct Customers	No	Direct one-on-one meetings, Schemes and Contests Campaigns Digital mediums and Websites, Joint Advisory Groups Meetings Sales, Meetings Messages, emails	Daily/ Weekly/	To create awareness about the Company and its products. Key Account Management to ensure the best possible servicing. To inform the channel network and customers about new products and innovations. To improve relationships with Customers, Channel partners and Dealers.

Stakeholders	Whether identified as vulnerable or marginalized	Channel of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails & Meetings, social media and LinkedIn platforms, One Everest HRMS, Townhalls, Training Programmes, Leadership Meets, Performance Review Meets, WhatsApp broadcasts, Values Awards ceremony & celebrations.	Daily / Monthly / Half-yearly / Annually	All employees are covered. To drive engagement across the Organization and build a sense of belonging and purpose with Everest. To ensure employees are rewarded and recognized. Performance feedback & career path. Wellbeing of employees Health and Safety
Vendors	No	Telephonic and Messages, Mails and Meetings, Vendor Assessment Reviews.	Daily	Continuity of Orders Pricing and Negotiation Capacity Building Building a sustainable Supply Chain.
Investors	No	Mails, Website, Board meetings Annual reports, Regular Business interactions	As and when required	Core Values of Respect, Excellence and Integrity Corporate governance Operational and financial performance Growth and Returns Market Share
Communities	Yes	One to One meetings / social media, Messages	Monthly/ as and when required	to work with the Communities on Education,, Health, Livelihood programmes
Government and Regulatory bodies	No	Emails, Meetings and Formal Dialogues Letters, Representations, Conferences, Annual Reports	As and when required	Regular payment of applicable taxes New Investments; New Permissions/ Renewal of Existing Permissions; Operational Challenges; Community Engagement; Factory Visits by representatives from these bodies
Influencers	No	One-on-one meetings, Expos, Digital medium and website	As and when required	To create awareness about the Company and its products. Business Collaboration Value Addition.
Industry Associations	No	Emails, Meetings and Seminars, Letters, Representations, Conferences	Annually/ Half yearly/ Quarterly / as and when required	Policy matters and initiatives. Broader policy development and consensus-building process.
Workers	No	One-to-one meetings, Plant head visits to the shop floor, senior management visits to the plant	As and when required/ daily	To drive engagement, Health and safety, to review productivity and other deliverables and provide feedback, well-being of workers

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	916	916	100%	854	854	100%
Other than permanent	198	0	0%	187	0	0%
Total Employees	1114	916	82.22%	1041	854	82.04%

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workmen						
Permanent	515	515	100%	532	532	100%
Other than permanent	2706	0	0%	2420	0	0%
Total Workers	3221	515	15.99%	2952	532	18.02%

Several discussions are held with all employees and workers to create awareness around human rights and the Company's Code of Conduct.

All new joiners must undergo e-learning and complete POSH awareness and Vigil Mechanism modules which cover Human Rights.

POSH module covers aspects of the protection of women from gender discrimination & violence.

Values sessions covered as part of new hire induction talk about the Core Value of Respect, which reinforces no discrimination of any kind - gender, race, caste, creed, etc.

New joiners must mandatorily undergo the training and existing employees undergo a refresher course.

Values sessions are also conducted for Permanent Workmen at all factories

*For other categories of employees and workers, fliers are available on the office premises and the shop floor on various Human Rights. They are expected to read and understand this and uphold these standards in day-to-day activities.

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

The company provides minimum wages to all workers whether permanent or temporary. These minimum wages vary from plant to plant depending on the State laws and local regulations.

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	No. (C/A)		No. (E)	% (E/D)	No. F	No. (F/D)
Employees										
Permanent										
Male	850	-	-	850	100%	799	-	-	799	100
Female	66	-	-	66	100%	52	-	-	52	100
Other than Permanent										
Male	172	-	-	172	100%	55	-	-	55	100
Female	26	-	-	26	100%	16	-	-	16	100
Workers										
Permanent										
Male	515	-	-	515	100%	532	-	-	532	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	2694	2397	89%	297	11%	2365	1968	83.21	397	16.79
Female	12	12	100%	-	-	55	55	100	0	0

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of the respective category
Board of Directors (BoD)	6	9.95	2	4.60
Key Managerial Personnel	2	277.02	1	54.92
Employees other than BoD and KMP	849	5.84	65	5.45
Workers	515	3.38	0	-

Note: Median figures are ₹ In lakh

MD is considered under both the Board of Directors and the CEO.

*2 directors (Mr. B Taparia and Ms. Bhavana Doshi) retired w.e.f. close of business hours on March 31, 2024, and 2 directors were appointed on March 17, 2024. No fees were paid to the new directors in the current year and have not been considered in the calculation.

Remuneration to the Board of Directors includes total compensation received during the reporting period.

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

Safety Incident/Number	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	9.12%	8.64%

Gender-wise split of wages paid to the contractual workforce is currently not tracked. We will disclose this in future disclosures.

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)

CHRO of the company is responsible for addressing Human Rights impacts or issues caused by the business.

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

We do have a grievance mechanism policy in place. This policy outlines the processes and reporting channels through which grievances can be reported. It serves as an avenue for both internal and external stakeholders to voice their concerns. If anyone encounters issues related to human rights or other matters, they can utilize this mechanism to seek redress. Besides the grievance mechanism policy, we have the following:

1. Human Rights Policy and Awareness:

- Having a human rights policy reflects the company's dedication to upholding fundamental rights. It provides clear guidelines for ethical behavior.
- We also emphasize the importance of identifying, reporting and monitoring human rights issues.

2. Notification mechanism

- Employees shall notify their Line Manager or consult the Chief Human Resources Officer (CHRO) if they believe or suspect or have a reason to believe or suspect, that a breach of

this Human Rights Policy has occurred, or may occur in the future.

3. Whistleblower Hotline:

- The company demonstrates its commitment to accountability by maintaining a Whistleblower Hotline. This confidential channel allows employees and stakeholders to report any unethical or illegal behavior as well as any human rights issues.
- By promptly addressing concerns raised through the hotline, the company ensures that human rights violations are thoroughly investigated.

4. POSH (Prevention of Sexual Harassment) Committee:

- The POSH Committee plays a critical role in safeguarding human rights within the organization. It focuses specifically on matters related to preventing sexual harassment.
- Through its investigations, the committee ensures a safe and respectful workplace for all employees.

5. Ethics Officer and Senior Management Involvement:

- The Ethics Officer, along with select senior management executives, oversees investigations. Their impartiality and expertise contribute to fair assessments.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights-related issues	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	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

We maintain a comprehensive Prevention of Sexual Harassment (POSH) policy that is readily accessible to all employees. This policy is designed to protect complainants from any form of retaliation, including adverse actions such as termination, demotion or harassment stemming from their complaint.

In addition to safeguarding complainants, our policy outlines specific provisions for supporting them throughout the investigation and resolution process. This support may include offering counseling services, granting leaves of absence, or implementing temporary arrangements to ensure a secure working environment by separating the complainant and the accused.

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

Every business agreement and contract executed by the company with any party incorporates pertinent clauses affirming compliance with applicable regulatory requirements, including those related to human rights.

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% assessments are being carried out by the Company and a third party does assessments for wages of contractual workforce.

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

While there were no instances identified in Question 10 above, the following are implemented:

- Third-party audit audits for contractual workmen
- Training to security and contractual and permanent workmen on human rights
- Periodic internal audits at plants and
- Legal monitoring systems to track compliances
- Clearing contractual bills only after compliance verification
- Sensitisation sessions on POSH re-inforced in the current year

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

Source for PPP across Principle 6: PPP data has been prorated for each of the calendar years based on CEIC data (Organisation For Economic Co-Operation And Development). The FY 2023 PPP value used is (24.007) and the FY 2024 value is (23.846)

Essential Indicators**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 (in Giga Joules)		
Total electricity consumption (A)	7834.7	6998.3
Total fuel consumption (B)	144188.7	144849.7
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	152023.4	151848.1
From non-renewable sources (in Giga Joules)		
Total electricity consumption (D)	155342.7	174264.0
Total fuel consumption (E)	31353.0	34409.1
Energy consumption through other sources (F)	0	0
Total energy consumed from renewable sources (D+E+F)	186695.72	208673.12
Total energy consumed (A+B+C+D+E+F)	338719.14	360521.19
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	2.13×10^{-5}	2.198×10^{-4}
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	5.08×10^{-4}	5.26×10^{-4}
Energy intensity in terms of physical Output	Not Evaluated Currently	
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Evaluated Currently	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. No

Note: Under renewable sources for total energy accounting stationary fuel consumption (DG set, Boiler) & vehicles within the boundary are taken into account. Energy calculations for FY 2022-23 have been restated

Sources for Energy: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and 2016 IPCC Protocol. Renewable sources include solar energy from Capitive Capex, purchased via Opex and Biomass (Briquettes) used in boilers. Non-renewable sources include grid electricity for plants and offices, diesel for DG sets and material handling equipment as well as LPG for process use and in the canteens.

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

Not applicable as the Company does not fall in the category of Industries that fall in the PAT scheme.

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	1,72,006	1,57,631
(ii) Groundwater	3,64,462	3,82,045
(iii) Third-party water	27,796	21,725
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,64,264	5,61,401
Total volume of water consumption (in kilolitres)	5,35,104	5,29,782

Parameter	FY 2023-24	FY 2022-23
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	3.36*10 ⁻⁵	3.22*10 ⁻⁵
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	8.03*10 ⁻⁴	7.73*10 ⁻⁴
Water intensity in terms of physical Output	Not Evaluated Currently	
Water intensity (optional) – the relevant metric may be selected by the Entity	Not Evaluated Currently	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) No

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NIL	NIL
- No treatment		
- With treatment – please specify the level of treatment		
(ii) To Groundwater	NIL	NIL
- No treatment		
- With treatment – please specify the level of treatment		
(iii) To Seawater	NIL	NIL
- No treatment		
- With treatment – please specify the level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	NIL	NIL
- With treatment – Primary & Secondary treatment	29,160	31,619
Total water discharged (in kilolitres)	29,160	31,619

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. No

Note: The water data for FY22-23 is based on calculations and Everest is improving on the water data capturing in FY23-24.

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

Yes, all our plants related to roofing, board, and panel products adhere to a zero-liquid discharge (ZLD) state at all times. The wastewater generated during processes, such as cleaning, is meticulously recycled back into the production cycle, achieving a 100% utilization rate. Stringent controls are implemented across all plant levels to ensure compliance with this environmentally responsible practice.

Additionally, our steel building plants operate with minimal water requirements during the manufacturing process.

Regarding domestic consumption within our facilities—such as in offices and canteens—the wastewater undergoes treatment in our sewage treatment unit. This unit produces treated water that is subsequently utilized for irrigation in our plant's landscaping.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Tonnes	4.87	4.61
SOx	Tonnes	1.29	1.45
Particulate matter (PM)	Tonnes	4.57	4.46
Persistent organic pollutants (POP)		Not Material	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others– please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency - No

Note: The total quantum of emission is based on running hours of DG set and Boiler & analysis reports. DG sets are being used as a standby electricity source. Emission data for FY 23-24 is based on the reports and data for 2023 has been estimated wherever there were data gaps. Air emissions are monitored by authorized monitoring agencies as per statutory obligations.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2772.97	2998.25
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	30795.65	34465.55
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		2.11*10 ⁻⁶	2.28*10 ⁻⁶
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		5.038*10 ⁻⁵	5.47*10 ⁻⁵
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Evaluated Currently	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Evaluated	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) No

Source for Calculation of Scope 1 GHG emissions: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and IPCC's fifth assessment report. Fuels for Stationary Combustion (2006 IPCC guidelines) include diesel for DG sets and LPG. Mobile Combustion includes Diesel consumed in forklifts and Lifting Equipment. Refrigerants are not considered. Carbon content for Biomass is not considered in the accounting while CH₄ and N₂O are included in the calculation as per IPCC standards. Biogenic Emissions for FY2024 is ~147467 tCO₂e and for FY2023 is ~14815 tCO₂e

Source for Calculation of Scope 2 emissions: Based on the Grid Electricity EF - Central Electricity Authority, Govt. of India, CO₂ baseline database for Indian Power Sector, Version 19, December 2023 at the aggregate level (With RE). Purchased Renewable Energy has been accounted as a "0" contribution to Scope 2 and excess Renewable Energy from EIL's Captive unit that has been provided to the grid has been reduced from the overall Scope 2 emissions

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

Everest is committed to the global initiative of reducing carbon emissions and addressing climate change. Our operations are optimized to contribute to this collective effort. Reducing greenhouse gas (GHG) emissions is not just a business necessity but also a key aspect of our environmental agenda. Through renewable energy adoption, alternative fuels, and energy-saving measures, we've achieved a notable decrease in emissions.

Solar Initiatives: At our Podunur, Narmada, and Lakhampur facilities, solar energy systems have been installed, and similar installations are underway at Somnath. Renewable energy generation is a strategic priority, and we've invested in infrastructure to support it.

Sustainable Fuel Usage: We've embraced agricultural biomass as a sustainable fuel source to generate eco-friendly energy.

Energy Conservation Efforts: Our commitment to energy conservation is evident in our efficient use of energy across all operational sites. We actively manage and minimize energy consumption, directly influencing our carbon footprint.

Upgrading to Energy-Efficient Equipment: We're replacing outdated, energy-intensive equipment with modern, energy-efficient alternatives, such as air conditioners and welding machines that utilize inverter technology.

Monitoring and Maintenance: We continuously enhance our energy monitoring and maintenance systems to improve energy efficiency.

Training and Awareness: Plans are in place to develop a team of energy auditors to further our energy governance. We also drive awareness programs about energy reduction led by our corporate and plant teams.

Everest diligently monitors and strives to reduce Scope 1 and Scope 2 emissions. Our focus on energy conservation and regular monitoring underlines our efforts to minimize energy consumption.

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)	203	297
E-waste (B)	1,714	6,29
Bio-medical waste (C)	0.00435	0.0161
Construction and demolition waste (D)	0	0
Battery waste (E)	0.005	0.47
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	117	338
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1950	1772
Total (A+B + C + D + E + F + G + H)	2271	2414
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	$1.44*10^{-7}$	$1.47*10^{-7}$
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	$3.41*10^{-6}$	$3.52*10^{-6}$
Waste intensity in terms of physical output	Not Evaluated Currently	
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Evaluated Currently	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Complying with legal requirements.	Complying with legal requirements.
(ii) Re-used	Complying with legal requirements.	Complying with legal requirements.
(iii) Other recovery operations	Complying with legal requirements.	Complying with legal requirements.
Total	Complying with legal requirements.	Complying with legal requirements.

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	FY 2023-24	FY 2022-23
Category of waste		
(i) Incineration	Complying with legal requirements.	Complying with legal requirements.
(ii) Landfilling	Complying with legal requirements.	Complying with legal requirements.
(iii) Other disposal operations	Complying with legal requirements.	Complying with legal requirements.
Total		

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

Note: All our wastes are either recycled or sent to an authorized agency for further re-use/ recovery options. Our current process doesn't include actual reporting of re-use/ recycling by authorized vendors. The waste-handling vendors have been selected based on compliance with relevant rules.

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

Our company is committed to the 3R principles of waste management - Reduce, Reuse, and Recycle, and we are now planning to enhance our waste management processes in line with circular economy principles and aim to go even further. We regularly take stock of our waste streams, which include hazardous and non-hazardous waste, e-waste, and biomedical waste.

During our manufacturing process, any intermediate product that is deformed is reintroduced into the process to minimize waste and promote reuse.

To ensure the health and safety of our employees and the environment, our manufacturing units are equipped with proper waste storage facilities. We follow a well-defined procedure for waste storage, which helps us avoid any potential threats to health and well-being.

We strictly adhere to all legal requirements concerning hazardous waste. Such waste is handed over to government-approved vendors.

Our non-hazardous waste, on the other hand, is taken care of appropriately as per law.

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:

Not Applicable. Everest doesn't have any operations/offices located around ecologically sensitive areas. Besides this, all the plants have valid environmental clearances.

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

This is not applicable as Everest does not have any projects in the current financial year which need Environment 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

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
NA	NA	NA	NA	NA

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 affiliated with three (3) trade and industry chambers/associations.

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

S.No.	Name of trade and industry chambers/ associations	Scope of Entity (State/National)
1	Confederation of Indian Industry (CII)	Primary Membership – Western Region Additional Membership – Southern Region However, the Coverage for any policy matters/events/activities is National
2	The Fibre Cement Products Manufacturers Association (FCPMA)	National
3	Construction Industry Development Council (CIDC)	National

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

No adverse order was received by the Company from regulatory authorities during the financial year 2023-24, hence no corrective action was required.

Name Of Authority	Brief of Case	Corrective Action Taken
NA	NA	NA

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.

Not applicable since EIL has not undertaken any projects that will require SIA.

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

As our plants are in industrial areas, the need for community rehabilitation or resettlement does not apply.

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

We are committed to actively collaborating with the community through our Corporate Social Responsibility (CSR) initiatives. These initiatives are our way of contributing to areas we have identified as crucial. Our employees play a significant role in this process. They engage with community members to understand the impact of our projects on the intended beneficiaries. These interactions provide us with valuable insights and enable us to address community concerns effectively.

Our Grievance Redress Mechanism (GRM) is a cornerstone of our community relations. It is through this mechanism that we maintain open communication with the community. Our local employees regularly visit the community, fostering a relationship of trust and understanding.

Community members have the freedom to directly approach Plant Heads, CSR heads, HR heads, or our implementation partners to raise concerns. We understand the importance of communication and have made provisions for grievances to be expressed verbally or in local languages.

We have a dedicated email address (foundation@everestind.com) that allows community members to lodge grievances promptly. Our company officials promptly examine and address these complaints, escalating them if necessary. Our Grievance Handling Policy extends to the community, ensuring fairness and transparency in all our dealings. This is our commitment to maintaining a healthy and respectful relationship with the community.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	12%	12%
Directly from within India	75%	66%

Note: The percentage is calculated by considering only those values in the numerator and denominator that consist of raw materials, traded goods, and bought-outs.

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	-	-
Semi-urban	18.73%	19.71%
Urban	16.68%	19.82%
Metropolitan	64.59%	60.47%

The above data includes permanent employees, permanent workers and temporary employees. Location-wise split of wages paid to the contractual workforce will be disclosed in future disclosures.

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 customer engagement and complaint resolution processes are uniquely designed for each business unit.

In the case of our Fibre Cement Business, we have a structured approach to address customer grievances, with documented procedures for each complaint type. The primary resolution path involves our sales force and regional leaders, governed by a structured process. For non-transactional issues, customers can directly contact the Business Unit Head via email or phone, with all communications recorded. A helpline and email address are provided on our website for issue documentation and tracking. A dedicated WhatsApp helpline allows for immediate complaint registration and tracking, with resolutions delivered swiftly according to set timelines. Customer service teams conduct on-site inspections to determine the validity of product-related complaints, leading to compensation, education, or claim rejection based on merit. Regular meetings with contractors and industry influencers serve as additional feedback channels.

For Pre-Engineered Steel Buildings with B2B customers, a distinct process addresses grievances, with sales representatives and site engineers serving as the first point of contact. Issues are collaboratively examined with stakeholders, followed by a formal action plan communicated by the sales team. A dedicated committee handles escalated issues, while Non-Conformance Reports are systematically tracked. Contractors engage via calls or emails, with resolutions often reached through face-to-face discussions. Upon project completion, a comprehensive feedback form evaluates all stages, from design to handover.

This streamlined structure ensures that all customer feedback is addressed efficiently and effectively, maintaining high standards of service and support.

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

Our roofing products do not have any form of packaging. This contributes 54% of the revenue.

Boards and Panels have varied configurations. This contributes 19% of the revenue. As such the individual products do not carry information on environmental, social, safety or recycling/disposal information. However, we ensure that all the product-specific information as mandated by the law (ISI mark, date of production, company branding, and batch number, etc) is displayed on the product. Beyond that, any additional information i.e., technical specifications, Green labels and installation manuals are provided in the form of a leaflet for specific products. For safe and responsible usage of the goods, we provide technical manuals and videos for installation. For environmental and safety aspects related to the usage of our products, we address these through our value chain. Training sessions are conducted for all the installers (roofers and contractors). The technical and sales team provides training about safe practices, improving efficiency and prolonging the life of the product.

For our PEB business which contributes to 27% of our revenue, the nature of work is supply/service and our site engineers, and the sales team provide information regarding safety protocols around erection activities and for the structure erected (which is as per customer specifications). Additionally, we have incorporated the issuance of a Maintenance Manual for end users which has in-depth details for safe usage & upkeep of the building during the operation stages.

	As a percentage of total turnover
Environmental and social parameters relevant to the product	2.92%
Safe and responsible usage	0.15%
Recycling and/or safe disposal	0%

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

	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	NA	NA	0	NA	NA
Advertising	0	NA	NA	0	NA	NA
Cyber-security	0	NA	NA	0	NA	NA
Delivery of essential services	NA*	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	NA	NA	0	NA	NA
Unfair Trade Practices	0	NA	NA	0	NA	NA
Other	0	NA	NA	0	NA	NA

EIL businesses do not fall under the ESMA regulations

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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 to the policy.

Yes, our company has a policy on cyber security and data privacy. This policy is available at

<https://www.everestind.com/public/storage/codes-and-policies/March2024/1M9Y9qTRDiFNpTvq1VOV.pdf>

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

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - None
- Percentage of data breaches involving personally identifiable information of customers – Not Applicable
- Impact, if any, of the data breaches - Not Applicable