



MAHARASHTRA SEAMLESS LIMITED

INTERIM CORPORATE OFFICE : Plot No.106, Institutional Sector-44, Gurgaon-122 002 Haryana (India)
Phone No. : 91-124-4624000, 2574326, 2574325, 2574728 • Fax : 91-124-2574327
E-mail : contact@mahaseam.com Website : www.jindal.com
CIN No: L99999MH1988PLC080545
CORPORATE OFFICE : Plot No. 30, Institutional Sector-44, Gurgaon-122 002 Haryana (India)

E-Communication

MSL/SEC/SE/2024-25

6th August, 2024

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

Stock Code: 500265

National Stock Exchange of India Limited
Exchange Plaza, C-1, Block-G,
Bandra - Kurla Complex
Bandra (E), Mumbai-400051
Scrip Code: MAHSEAMLES

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

Dear Sir/Madam,

Pursuant to the Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith Business Responsibility and Sustainability Report for the financial year 2023-24.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report for the financial year 2023-24, which can also be accessed at the Company's website at www.jindal.com

You are requested to kindly take the same on record.

Thanking you,
Yours faithfully,
For Maharashtra Seamless Limited

Ram Ji Nigam
Company Secretary

Encl.: As above

JINDAL
D.F. JINDAL GROUP

REGD. OFF. & WORKS : Pipe Nagar, Village, Sukeli, N.H.17, B.K.G. Road, Taluka-Roha, Distt. Raigad-402 126 (Maharashtra)
Phone : 02194-238511, 238512, 238567, 238569 • Fax : 02194-238513
MUMBAI OFFICE : 402, Sarjan Plaza, 100 Dr. Annie Besant Road, Opp. Telco Showroom, Worli, Mumbai-400 018
Phones : 022-2490 2570 /72 /74 • Fax : 022-2492 5473
HEAD OFFICE : 5, Pusa Road, 2nd Floor, New Delhi-110005 Phones : 011-28752862, 28756631 Email : jjpdelhi@bol.net.in
KOLKATA OFFICE : Sukhsagar Apartment, Flat No. 8A, 8th Floor, 2/5, Sarat Bose Road, Kolkata - 700 020
Phone : 033-2455 9982, 2454 0053, 2454 0056 • Fax : 033 - 2474 2290 E-mail : mssl@cal.vsnl.net.in
CHENNAI OFFICE : 3A, Royal Court. 41, Venkatnarayana Road, T. Nagar Chennai-600017
Phone : 044-2434 2231 • Fax : 044-2434 7990



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Annexure I

SECTION A: GENERAL DISCLOSURES:

I. Details of the Listed Entity:

S.N.	PARTICULARS	
1.	Corporate Identity Number	L99999MH1988PLC080545
2.	Name of the Listed Entity	Maharashtra Seamless Limited
3.	Year of incorporation	1988
4.	Registered office address	Pipe Nagar, Village- Sukeli, N.H. 17, B.K.G. Road, Taluka Roha, District Raigad - 402126, Maharashtra
5.	Corporate address	Corporate Office: Plot No. 30, Institutional Sector 44, Gurugram-122 003, Haryana Interim Corporate Office: Plot No. 106, Institutional Sector 44, Gurugram-122 003, Haryana
6.	E-mail	secretarial@mahaseam.com
7.	Telephone	+91-124-4624000
8.	Website	www.jindal.com
9.	Financial year for which reporting is being done	01/04/2023 to 31/03/2024
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd., BSE Limited
11.	Paid-up Capital	₹ 669,996,260
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. Ram Ji Nigam Company Secretary +91-124-4624000 secretarial@mahaseam.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of assurance provider	N.A.
15.	Type of assurance obtained	N.A.

II. Products/services:

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Steel pipes and tubes		More than 90%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of tubes, pipes & hollow profiles	24311	More than 90%

III. Operations:

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

Location	Number of plants	Number of offices	Total
National	9	9	18
International	-	-	-



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	All States
International (No. of Countries)	4

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

Exports contributes less than 10% of the total turnover of the entity.

c. A brief on types of customers:

Customers comprise exploration and production companies, infrastructure contractors, refineries, boiler manufacturers, cylinder manufacturers etc.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1060	1037	97.83%	23	2.17%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1060	1037	97.83%	23	2.17%
WORKERS						
4.	Permanent (F)	631	631	100.00%	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	631	631	100.00%	-	-

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 employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	4	100.00%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	4	4	100.00%	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	2	0	0

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.45	20.41	27.29	30.75	16.75	30.41	25.97	13.64	25.66
Permanent Workers	9.59	-	9.59	8.03	-	8.03	1.55	-	1.55



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

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

S.No.	Name of the holding /subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Maharashtra Seamless Finance Ltd.	Subsidiary	100.00	No
2	Jindal Premium Connections Pvt. Ltd.	Subsidiary	100.00	No
3	Maharashtra Seamless (Singapore) Pte. Ltd.	Subsidiary	100.00	No
4	Discovery Oil And Mines Pte. Ltd.	Subsidiary	100.00	No
5	Internovia Natural Resources FZ LLC	Step subsidiary	56.00	No
6	Zircon Drilling Supplies And Trading FZE	Step subsidiary	56.00	No
7	Jindal Pipes (Singapore) Pte. Ltd.	Associate	30.00	No
8	Star Drilling Pte. Ltd.	Associate	25.00	No
9	Dev Drilling Pte. Ltd.	Joint Venture	25.00	No
10	Gondhkar Coal Mining Ltd.	Joint Venture	30.30	No

VI. CSR Details:

24.

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (in ₹)	₹ 55,44,27,64,823
(iii)	Net worth (in ₹)	₹ 56,13,85,23,453

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2023-24			2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.jindal.com/mssl/pdf/Vigil-Mechanism-MSL.pdf	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		4	-	-	5	-	-
Employees and workers		-	-	-	-	-	-
Customers		-	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-



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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product innovation, safety and quality	Opportunity	Rapidly growing economy and emphasis on import substitution through 'Atmanirbhar Bharat' presents significant opportunity	NA	Positive. Development of the right strategy on product innovation and quality will impact our business in a positive manner.
2.	Customer satisfaction	Opportunity	Customer satisfaction leads the path for market development, market penetration and getting value to the customers thereby resulting in gains for the company.	NA	Positive. Increased customer satisfaction presents immense positive implication in terms of repeat orders and market expansion
3.	Corporate Governance -- Board oversight, Conflict of Interest, Ethics, Risk and Compliance.	Risk	Effective compliance is core to achieving the organisation’s mission and goals.	Suitable corporate governance policy is in place.	Negative. The impact of non-compliance can lead to financial loss and reputation damage.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES:

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	The Policies are available on the Company's website.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
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.	ISO/ API	ISO/ API	ISO/ API	ISO/ API	ISO/ API	ISO/ API	ISO/ API	ISO/ API	ISO/ API
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.



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Governance, leadership and oversight																				
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: Our focus on ESG parameters is best reflected through values and ethics that are imbibed in all spheres of activity. We prioritise the conservation of natural resources and improving operational efficiencies to minimise environmental footprint. The Company's CSR Policies outline the Company's philosophy & the mechanism for undertaking socially useful programmes for welfare & sustainable development of the community at large as part of its duty as responsible corporate citizen.																			
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).									Name: Mr. Saket Jindal Designation: Managing Director DIN: 00405736										
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.									Yes, CSR Committee and Risk Management Committee of the Board monitor, assess and review various aspects of Social, Environmental & Governance responsibilities of the Company on a continuous basis.										
10.	Details of Review of NGRBCs by the Company:																			
Subject for Review			Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
			P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action			The review has been done by Board of Directors periodically.									The frequency of the review is on need to review basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances			The Board of Directors reviews the Statutory Compliances on applicable laws.									Quarterly								
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
												NO								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
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)									



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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 number of training And awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	During the financial year, the Board of Directors and KMPs were familiarized and updated on topics like ESG, Human Rights, Ethical business conduct through various awareness programmes as and when required. Percentage – 100%	
Key Managerial Personnel	2	The Company periodically updates and familiarizes employees on the Company's Code of Conduct which covers aspects such as Corporate Governance & Good Corporate Citizenship. Percentage – 100%	
Employees other than BOD and KMPs	2		
Workers	2		The Company periodically updates and familiarizes employees on health and safety. Percentage – 100%

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	-	-	-	-	N.A.
Settlement	-	-	-	-	N.A.
Compounding fee	-	-	-	-	N.A.

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

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
N.A.	N.A.

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



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The Company does not have any specific anti-corruption or anti-bribery policy, however the Company has code of conduct for its Directors, KMP's and Senior Managerial Personnel. The Company's employees also abide by the code of conduct, which prohibits corrupt and unfair practices.

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

NIL

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of the :				
Directors:	-	-	-	-
KMP's:	-	-	-	-

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	30.26	26.81

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	6.86%	8.23%
	b. Number of trading houses where purchases are made from	495	481
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	88%	92%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	33.30%	26.74%
	b. Number of dealers / distributors to whom sales are made	105	103
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	73.30%	67.60%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	0.04%	0.50%
	b. Sales (Sales to related parties / Total Sales)	1.29%	1.05%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	3.99%	3.81%
	d. Investments (Investments in related parties / Total Investments made)	-	5.78%



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

Essential Indicators	
<p>1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.</p>	<p>Capital as well as revenue expenditure incurred on Research and Development activities has been shown under the respective heads in the annual report and it is not possible to segregate the same.</p>
<p>2. a. Does the entity have procedures in place for sustainable sourcing?</p>	<p>Yes</p>
<p>b. If yes, what percentage of inputs were sourced sustainably?</p>	<p>The main raw material is steel billets. It is widely available, in a sustainable manner, both from domestic and overseas market and the services of transport/railway authorities are available for the transportation of raw material to our manufacturing facilities. Our largest input cost is on steel billets which is approximately 65% and the same is sourced sustainably.</p>
<p>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.</p>	
<p>a) Plastics (including packaging) – Reuse</p> <p>b) E-waste – Being disposed of through authorised re-cyclers</p> <p>c) Hazardous waste (Oil mixed with water) – Being disposed of through authorised re-cyclers</p> <p>d) Other waste (Melting scrap) - All the wastes are either reprocessed in our own manufacturing unit or disposed of for other industrial uses. Some part of our waste out of production is recycled and reprocessed in our own operations and balance is sold for other industrial uses.</p>	
<p>4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.</p>	
	<p>The Company is responsible for safe disposal of the waste generated during the production process. The Company is in the registration process of Extended Producer Responsibility (EPR) under solid waste management rules.</p>



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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										
	Health Insurance			Accident Insurance		Maternity Benefits		Paternity Benefits		DayCare facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1037	1037	100%	1037	100%	NA	NA	Nil	Nil	NA	NA
Female	23	23	100%	23	100%	23	100%	NA	NA	NA	NA
Total	1060	1060	100%	1060	100%	23	100%	NA	NA	NA	NA
Other than Permanent Employees											
Male	Nil	Nil	Nil	Nil	Nil	NA	NA	Nil	Nil	NA	NA
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	% of Employees covered by										
	Health Insurance			Accident Insurance		Maternity Benefits		Paternity Benefits		DayCare facilities	
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	631	631	100%	631	100%	NA	NA	Nil	Nil	NA	NA
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	Nil	Nil
Total	631	631	100%	631	100%	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent Employees											
Male	Nil	Nil	Nil	Nil	Nil	NA	NA	Nil	Nil	NA	NA
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	NA	NA	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

c. Spending on measures towards well-being of employees and workers

(Including permanent and other than permanent) in the following format -

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the Company.	0.03%	0.02%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	27.62%	97.64%	Y	33.10%	97.19%	Y
Others - please specify	-	-	NA	-	-	NA



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

Yes

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:**

We strongly believe in respecting the individuality of our employees and are committed to creating a healthy, safe, and secure work environment that enables employees to work without fear of prejudice, gender bias, and sexual harassment. We are committed to providing an inclusive culture and an environment free from any discrimination.

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	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

Category	Yes/ No, (If Yes, then give details of the mechanism in brief) - YES
Permanent Employees	Yes. All employees, whether permanent employees or permanent workers can get in touch and report any grievances. We have a designated committee and standard operating procedures (SOPs) in place to address grievances in an effective manner.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers						
Male	631	481	76.23%	641	499	77.85%
Female	Nil	Nil	Nil	Nil	Nil	Nil



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8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
Employees										
Male	1037	1037	100%	1019	98.26 %	1010	1010	100%	955	94.55%
Female	23	23	100%	23	100%	26	26	100%	26	100%
Total	1060	1060	100%	1042	98.30%	1036	1036	100%	981	94.69%
Workers										
Male	631	631	100%	631	100%	641	641	100%	641	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	631	631	100%	631	100%	641	641	100%	641	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/ C)
Employees						
Male	1037	1037	100%	1010	1010	100%
Female	23	23	100%	26	26	100%
Total	1060	1060	100%	1036	1036	100%
Workers						
Male	631	631	100%	641	641	100%
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	631	631	100%	641	641	100%

10. Health and safety management system:

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

Yes, we have implemented an occupational health and safety management system. It is certified to ISO 45001. Keeping in view the nature of the industry, we have a well defined occupational health and safety policy and supporting processes to ensure the safety and well being of our employees and workers. The company has Health and Safety Committee.

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

We have implemented the process to identify the work-related Hazard Identifications and Risk Assessment (HIRA) on a daily routine basis. The work related hazards are also identified and evaluated as per procedure for Identifications and Evaluation of Environmental Aspect and Occupational Health & Safety hazards and records of the same are updated in the Aspect and hazard evaluation register. We also identify workplace hazards through:

- Daily safety toolbox talk.
- Daily Safety Inspection by safety personnel, plant team and night duty officers.
- Routine identification of unsafe conditions and unsafe acts.
- Weekly safety inspection by senior officers.
- Weekly shop floor safety meeting with workmen.
- Capturing and reporting of near miss incident from shop floor personnel.
- Work permits by plant and safety personnel.
- Through Safety Observation Tour (SOT) at plant.
- Through Safety Committee Meeting/Review.
- Through external audits /3rd party Safety Inspection.



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

Yes, we have well defined systems and processes for workers to report work-related hazards and remove themselves from such risks. All the employee & workers can report Near miss/unsafe condition during daily plant inspection, daily Safety Toolbox Talk, through area-in charge, shop floor safety meeting, safety committee meeting, and internal communication through E-mail. The hazards are evaluated through various methods such as Hazard identification and Risk Assessment (HIRA).

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

Yes, all the employees and workers have access to non-occupational medical and healthcare services. Our plant have either dedicated occupational health centres (OHC) and own hospital with trained paramedical staff, visiting specialists doctors, medical consultant and organizes medical camps to ensure uninterrupted emergency medical Services on 24 hours.

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

Table with 4 columns: Safety Incident/Number, Category, FY 2023-24, FY 2022-23. Rows include Lost Time Injury Frequency Rate (LTIFR), Total recordable work-related injuries, No. of fatalities, and High consequence work-related ill-health.

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

We make continuous efforts to provide a safe, productive and positive environment for employees/workers. We have implemented occupational health & safety (OH&S) Management system at our plants. The OH&S management system is also supported through Safety observation (SO), legal and statutory compliance, internal and external audits by 3rd party etc.

The Safety Observation Program has been launched by the HSE Team to recognise Safety conscious employees & workmen those who can contribute to implement the Safety Norms at Shop floor.

Critical Safety Norms/ Rules have been developed as per the factory norms and corrective actions based on the past record of accidents & near miss observations are collected on a routine basis. The same is intimated/ cascaded to all the down line through SAFETY Whatsapp Group.

We are providing safe and healthy working conditions to prevent injury and ill health by effectively evaluating hazards to identify risk level and promoting adequate use of control measures like:

- Elimination
• Substitution
• Engineering Control
• Administrative Control and
• Use of Personal Protective Equipment (PPE)

The Company has also taken several measures to prevent and mitigate significant occupational health & safety impacts which are given hereunder:

- Provision and maintenance of fire detection and suppression systems.
• Regular plant review, inspections and audits to assess safety preparedness.
• Through mock drills for fire as well as medical emergencies.
• Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation etc.
• Regular meetings and training, educating workers and employees regarding safety and healthy workplace.
• Safety induction and training/awareness programs are provided to the employees and workers through audio/video and presentations (pictorial) on a routine basis. We have also facilitated mass safety trainings through public address system installed at all common areas.



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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
WorkingConditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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

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:

We are preventing accidents and are working on further improvements to address safety-related incidents in the plants. We have a cross-functional investigation team who are responsible for investigating the accidents and submitting detailed reports in a timely manner regarding the causes. Safety issues are sent by the safety team for discussion in Tool Box and shop floor safety meetings.

We have taken various corrective actions across our plants, including:

- a) Providing suitable guards on all moving machines and adequate fencing provided all pipe conveyors and also instructed to the workforce to use over stairs while crossing the conveyor.
- b) We have also implemented standard operating procedures (SOP's) for routine and non-routine activities.
- c) We do data analysis of accident and incident investigations and on the basis of its outcome suggesting corrective and preventive actions.
- d) We ensure implementation of various work permit system.
- e) Identifying potential hazards through risk assessment (HIRA), JSA, rendering advice on minimising risk to acceptable levels.
- f) Conducting safety audit and advising management on findings & its effective implementation.
- g) Carrying out routine and scheduled safety inspection and ensuring the compliance of the recommendations.
- h) Conducting regular safety induction training, Preparing training module & Conducting training Program for different level on various subject for i.e.in fire safety & fire fighting, Material Handling, Work Permit System, Work place hazards & prevention, Emergency Preparedness, Important of PPEs, Use of PPEs, etc.
- i) Introduce various motivational schemes for near miss reporting, PPEs implementations, reducing of accident frequency rate and enhance safety awareness level of work force.
- j) Conducting all the incident investigations, doing its analysis at various angles and on the basis of its outcome suggesting concern department for CAPA.
- k) Conduct periodical Emergency mock drill on the basis of emergency plan.
- l) Conducting weekly safety committee meeting with management representative and worker representative and discuss safety related issues and take appropriate action.
- m) To adopt best practices in all jobs and continually improving them to aim zero accident by reviewing performance and having an action plan.

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

Essential Indicators

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

We have mapped through continuous engagement and experience our internal as well as external stakeholders to deepen insights into their needs and expectations and to develop sustainable strategies for the short, medium and long term. Key stakeholders of the Company are Shareholders/Investors, Government and Regulators, Employees, Customers, Bankers/ Financial Institutions and Suppliers. The given stakeholder groups have immediate impact on the operations and working of the company.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/ Workers	No	Inter Office Memo, one-to-one counselling, Emails, Meetings	As and when required	To boost morale, to motivate them and to convey information.
Vendors	No	Meetings, Calls, emails.	As and when required	To develop stronger relationships with vendors and to ensure regular timely supply of material
Customers	No	Website, Email, Customer visits, Calls, Surveys	As and when required	To understand Customers Preferences and attitude towards the Products.
Govt. Regulatory	No	Email, E-Filings, Newspaper, Advertisements, Websites, Office Visits.	As and when required	To maintain Statutory records and to resolve issues, if any.
Shareholder & Investors	No	Email, E-Filings, Newspaper, Advertisement, Website, Meetings, Investor conferences	As per regulatory requirements ; on request of shareholders	Understanding investor expectations and clarifying any concerns relating to Company
Bankers & Financial Institutions	No	Website, Email, One to one Meetings	As and when required	For working capital facilities or any other short term requirement

PRINCIPLE 5 Businesses should respect and promote human rights

The Company's continuous endeavor is to provide a safe, productive and positive environment for our employees that are free from any form of discrimination.

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:



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Catagory	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees, workers covered (B)	% (B/ A)	Total (C)	No. of Employees, workers covered (D)	% (C/ D)
Employees						
Permanent	1060	1060	100%	1036	1036	100%
other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Employees	1060	1060	100%	1036	1036	100%
Workers						
Permanent	631	631	100%	641	641	100%
other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
Total Workers	631	631	100%	641	641	100%

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

Catagory	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	In FY 2023-24, total 1060 employees comprising 1037 males and 23 females.									
Female	In FY 2022-23, total 1036 employees comprising 1010 males and 26 females.									
100% employees in FY 2023-24 & FY 2022-23 are paid more than minimum wage.										
Other than Permanent										
Male	-									
Female	-									
Workers										
Permanent										
Male	In FY 2023-24, total 631 workers comprising 631 males and 0 females.									
Female	In FY 2022-23, total 641 workers comprising 641 males and 0 females.									
100% workers in FY 2023-24 & FY2022-23 are paid more than minimum wage.										
Other than Permanent										
Male	-									
Female	-									

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BOD)	6	392,500	1	325,000
Key Managerial Personnel	4	3,643,148	-	-
Employees other than BoD and KMP	1267	579,639	29	483,668
Workers	699	342,505	-	-



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

Yes, we have an individual designated as Head (HR) who is responsible for addressing any human rights issues caused and contributed by the business.

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

We have internal mechanisms in place to address grievances related to human rights issues. We have a suggestion scheme and a grievance redressal committee. The suggestion scheme allows employees to share their ideas and suggestions for improving the workplace or company processes. Furthermore, the grievance redressal committee is responsible for addressing employee grievances related to workplace issues, including human rights issues. The committee ensures that all grievances are addressed promptly and effectively and that appropriate action is taken to resolve the issue. We also have an Internal Complaint Committee (ICC) present, which is responsible for redressing complaints of all nature including any complaints related to sexual harassment at the workplace. The ICC ensures confidentiality and privacy of the complainant and respondent during the investigation process. These mechanisms ensure that all employees are treated with respect and dignity, and that their concerns are addressed in a fair and transparent manner without any discrimination.

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

Table with 7 columns: Category, FY 2023-24 (Filed during The Year, Pending Resolution at the end of the Year, Remarks), FY 2022-23 (Filed during The Year, Pending Resolution at the end of the Year, Remarks). Rows include Sexual Harassment, Discrimination at workplace, Child Labour, Forced Labour, Wages, and Other human rights related issues.

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

In order to prevent adverse consequences to the complainant in cases of discrimination and harassment, we have established a Management and an Internal Committee for the implementation of the policies present at the company. The Management and the Internal Committee recognize that confidentiality is of utmost importance and that we make every effort to respect the privacy of both the complainant and respondent, to the extent reasonably possible. This ensures that the complainant is protected from any retaliation or negative consequences that may arise as a result of filing a complaint. Additionally, we have established a well-defined mechanism for reporting complaints and grievances, and a dedicated team is responsible for analysing and resolving all complaints in a timely and effective manner.

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

No.

9. Assessments for the year:

Table with 3 columns: Category, % your plants and offices that were assessed (by entity or statutory authorities or third parties), and a descriptive note. Rows include Child Labour, Forced/involuntary labour, Sexual harassment, Discrimination at workplace, Wages, and Others - please specify.



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

There were no significant risks/ concerns arising from the assessment done.

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	210955.018 GJ	202461.696 GJ
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption from renewable sources (A+B+C)	210955.018 GJ	202461.696 GJ
From non-renewable sources		
Total electricity consumption (D)	304037.013 GJ	310973.133 GJ
Total fuel consumption (E)	1883336.719 GJ	1788371.992 GJ
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	2187373.732 GJ	2099345.125 GJ
Total energy consumed (A+B+C+D+E+F)	2398328.75 GJ	2301806.821 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations adjusted for PPP)	Less than 0.01	Less than 0.01
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Not measured	Not measured
Energy intensity in terms of physical output	Not measured	Not measured
Energy intensity (optional) the relevant metric may be selected by the entity	N. A.	N. A.

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

N

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.

N



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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	451398	420319
(ii) Groundwater	44284	51306
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	29523	34204
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	525205	505829
Total volume of water consumption (in kilolitres)	525205	505829
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Less than 0.01	Less than 0.01
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Not measured	Not measured
Water intensity in terms of physical output	Not measured	Not measured
Water intensity (optional) - the relevant metric may be selected by the entity	N. A.	N. A.

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

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 level of treatment		
(ii) To Groundwater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	NIL	NIL

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



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

Yes. We have implemented rain water harvesting to store rain water in water reservoir with capacity of 1.90 Lacs KL storage for using water in our production process. We also erected Effluent Treatment plant to recycle effluent water to reuse for gardening after treatment.

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

Parameter	UNIT	NAAQ Standard	FY 2023-24	FY 2022-23
Sulphur Dioxide (SO ₂)	µg/m ³	≤80	35.00	17.29
Nitrogen Dioxide (NO ₂)	µg/m ³	≤80	32.00	19.01
Particulate matter (PM10)	µg/m ³	≤100	46.00	32.91
Particulate matter (PM2.5)	µg/m ³	≤60	28.00	10.64
Ozone (O ₃) For 1 Hrs.	µg/m ³	≤180	16	6.42
Ammonia (NH ₃) For 1 Hrs.	µg/m ³	≤400	4	2.09
Carbon Monoxide (CO)	mg/m ³	≤02	1.00	BDL
Benzene (C ₆ H ₆)	µg/m ³	≤05	BDL	BDL
Benzo(a) Pyrene (BaP)	ng/m ³	≤01	BDL	BDL
Arsenic (As)	ng/m ³	≤06	BDL	BDL
Nickel (Ni)	ng/m ³	≤20	BDL	BDL
Lead (Pb)	µg/m ³	≤1.0	BDL	BDL

Remarks:-

- All above results are within National Ambient Air Quality standards.
- BDL-Below Detectable Limit

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

Yes, EHS Matrix Pvt. Ltd, Pune

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

Parameter	UNIT	FY 2023-24	FY 2022-23
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	99596	120657
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	NIL	NIL
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		Less than 0.001	Less than 0.001
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)		Not measured	Not measured
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not measured	Not measured
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		N. A.	N. A.

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



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8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
We have been using CNG to replace LPG which is the cleaner option and has higher energy saving potential. We have also switched to LED lights across the plant to reduce 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)	14.02 MT	13.94 MT
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	1300 Ltrs	1000 Ltrs
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B + C + D + E + F + G + H)	14.02 MT + 1300 Ltrs	13.94 MT + 1000 Ltrs
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Not measured	Not measured
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Not measured	Not measured
Waste intensity in terms of physical output	Not measured	Not measured
Waste intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.

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		
(ii) Re-used		
(iii) Other recovery operations		
Total	Not measured	Not measured

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

Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total	Not measured	Not measured

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

In our industry, effective waste management and minimisation should be a priority ensuring that the wastes generated from operations pose no adverse impact on human and environmental health.

Oil is separated from circulation water using oil skimmer wherein water is disposed and oil is recycled.

We aim to reduce the amount of waste we generate. Our sites comply with all applicable health, safety and environmental requirements, and we ensure waste materials are sent for disposal in the most sustainable manner. Our waste management approach continues to evolve as we improve identification and accounting of our waste.

We follow waste management hierarchy which represents the most preferred options for dealing with the waste to limit the disposal as far as possible. All the sites follow the local waste management rules for disposal and classification as applicable. In waste management, we follow circular economy principles i.e. using the waste for another process or another industry.

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:

Table with 4 columns: S. No., Location of operations/offices, Type of operations, Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. Content: N. A.

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

Table with 6 columns: Name and brief details of project, EIA Notification No., Date, Whether conducted by independent external agency (Yes / No), Results communicated in public domain (Yes / No), Relevant Web link. Content: N. A.

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:

Table with 5 columns: 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. Content: N. A.

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

Essential Indicators

- 1. a. Number of affiliations with trade and industry chambers/ associations. The Company is a member of 5 main trade and industry chambers / associations. The Company participates in the discussions, meetings and seminar organized by these associations and actively puts forth its viewpoint on various policy matters and inclusive development policies. The Company utilizes these forums for pushing new policy initiatives
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.

Table with 3 columns: Sr. No., Name of the trade and industry chambers/association, Reach of trade and industry chambers/ associations (State/National). Lists 5 associations: Federation of Indian Chambers of Commerce & Industry [FICCI], Confederation of Indian Industry [CII], EEPC India, Seamless Tube Manufacturers of India, Indian Pipe Manufacturers Association.



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- 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 issues reported.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development:

Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
None of the Projects undertaken by the Company in FY 2023-24 required the Social Impact Assessment.
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:
Not Applicable
- Describe the mechanisms to receive and redress grievances of the community.
Not applicable.
- Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	0.65%	0.48%
Sourced directly from within the district and neighbouring districts	We aim to source our inputs from local districts across our value chain. We stand by our responsibility towards upliftment of the society/communities in and around our operating environment.	

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

Location	FY 2023-24	FY 2022-23
Rural	85.49%	84.49%
Semi-urban	-	-
Urban	0.39%	0.41%
Metropolitan	14.12%	15.10%

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

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
A structured addressal and resolution procedure has been effectively implemented across the organization to collect, manage, and respond to feedback, complaints, and suggestions from all stakeholders. The same has been defined in our internal procedures to ensure deeper penetration within organization. Marketing team along with Technical QMS team acts robustly on the feedbacks and grievances for timely resolution. Corrective and Preventive actions are taken across all departments to avoid any such future occurrence
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a Percentage to Total Turnover
Environmental and social parameters relevant to the product	Not applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not applicable



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	2	-	-

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

	Number	Reasons for recall
Voluntary Calls	-	-
Forced calls	-	-

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

The Company has an Internal Information Security Policy and proper systems to address the concerns and risks related to Data Privacy of Customers. Periodical assessments are undertaken to ensure data security and integrity.

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:

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

Not applicable

By the order of the Board

D.P. JINDAL

Chairman

DIN: 00405579

Place : New Delhi

Dated : 29th July, 2024