



August 31, 2024

To,
BSE Limited
Corporate Relationship Department,
14th Floor, P.I Towers,
Dalal Street, Fort,
Mumbai 400 001.

Scrip Code: 531847/Scrip Id: ASTAR

Sub: Intimation under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

The Business Responsibility and Sustainability Report ("BRSR") along with the Annual Report for the financial year 2023-24 is also available on the website of the Company.

Kindly take the above information on your record.

Thanking you.

Yours faithfully,

For Asian Star Company Limited

VIPUL
PRABODH
SHAH

Digitally signed by VIPUL PRABODH SHAH
DN: c=IN, o=PERSONAL, title=5123,
pseudonym=f66ad96eb2e642e19ad1ffe
8e1570fe,
2.5.4.20=810bd73926f9b4b13f006f872f4
986a0068d0c48fec130f403c5242d09c8
c, postalCode=400006, st=Maharashtra,
serialNumber=5350905b33713c499c55cd
562ea1e02e6925126128fdd1c9761026ec
e7d227c0, cn=VIPUL PRABODH SHAH
Date: 2024.08.31 13:17:14 +05'30'

Vipul P. Shah
Managing Director & CEO
DIN: - 00004746

Business Responsibility and Sustainability Report (BRSR)

In terms of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended, Business Responsibility and Sustainability Report (BRSR) in the Annual Report is mandatory for the top 1000 listed companies, based on market capitalization as on 31st March of every year. The BRSR is based on the format suggested by SEBI

SECTION A: GENERAL DISCLOSURES

I. DETAILS

1.	Corporate Identity Number (CIN) of the Listed Entity	L36910MH1995PLC086017	
2.	Name of the Listed Entity	Asian Star Company Limited	
3.	Year of incorporation	1995	
4.	Registered office address	114-C, Mittal Court, Nariman Point, Mumbai Maharashtra 400021	
5.	Corporate address	Same as Registered Office Address	
6.	E-mail	secretarial@asianstargroup.com	
7.	Telephone	+91 22 6244 4111	
8.	Website	www.asianstargroup.com	
9.	Date Of Start Of Financial Year	Start Date	End Date
	Financial Year	01.04.2023	31.03.2024
	Previous Year	01.04.2022	31.03.2023
	Prior to Previous Year	01.04.2021	31.03.2022
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE)	
11.	Paid-up Capital	As at March 31, 2024 the Paid-up Equity Share Capital of the Company stood at Rs. 16,00,68,000 consisting of 1,60,06,800 equity shares of Rs. 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		
	Name Of Contact Person	Mr. Jaykant Rathod	
	Designation	Compliance Coordinator	
	Contact Number of Contact Person	+91 22 6244 4111	
	Email of Contact Person	jaykant@asianstargroup.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).		
	The disclosures under this report are made on Standalone basis for Asian Star Company Limited.		

II. PRODUCTS / SERVICES

14. Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover
1.	Manufacturing	Manufacturing of Cut & Polished Diamonds and Diamond Studded Jewellery.	98.56

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

Sr. No.	Product / Services	NIC Code	% of Total Turnover Contributed
1.	Cut & Polished Diamonds & Diamond Studded Jewellery	3691	98.56

III. OPERATIONS

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

Location	Number of Plants	Number of Offices	Total
National	5	7	12
International	0	3	3

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	Twenty-Two (22)
International (No. of Countries)	Twenty-Seven (27)

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

56%

c. A brief on types of customers

Asian Star has a B2B business model. We have a diverse customer base including Wholesalers, Jewellery Manufacturers, Retail Chains, E-Commerce Businesses.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	676	520	76.92	156	23.08	0	0
2.	Other than Permanent (E)	40	30	75.00	10	25.00	0	0
3.	Total Employees (D + E)	716	550	76.82	166	23.18	0	0
WORKERS								
4.	Permanent (F)	282	246	87.23	36	12.77	0	0
5.	Other than Permanent (G)	117	108	92.31	9	7.69	0	0
6.	Total Workers (F + G)	399	354	88.72	45	11.28	0	0

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	9	6	66.67	3	33.33	0	0
2.	Other than Permanent (E)	0	0	0.00	0	0.00	0	0
3.	Total Differently Abled Employees (D + E)	9	6	66.67	3	33.33	0	0
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	2	2	100.00	0	0	0	0
5.	Other than Permanent (G)	0	0	0.00	0	0	0	0
6.	Total Differently Abled Workers (F + G)	2	2	100.00	0	0	0	0

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	Number and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	*14	1	7.14
Key Management Personnel	3	1	33

As of May 17, 2024, 4 (four) independent directors have retired from the position w.e.f May 20, 2024, and 2 independent directors have been appointed w.e.f. May 17, 2024, as an Additional Director (Independent Director).

20. Turnover rate for permanent employees and workers

Particulars	FY 2023-24 (Turnover rate in current FY)				FY 2022-23 (Turnover rate in previous FY)				FY 2021-22 (Turnover rate in the year prior to the previous FY)			
	MALE	FEMALE	OTHERS	TOTAL	MALE	FEMALE	OTHERS	TOTAL	MALE	FEMALE	OTHERS	TOTAL
Permanent Employees	4.21%	4.95%	0	4.38%	3%	1%	0	3%	3%	4%	0	3%
Permanent Workers	3.71%	4.00%	0	3.75%	15%	8%	0	14%	13%	14%	0	12%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

Sr. 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.	Asian Star Co. Ltd - New York	Subsidiary	100%	No
2.	Asian Star DMCC	Subsidiary	100%	No
3.	Asian Star Trading (Hong Kong) Ltd	Subsidiary	100%	No
4.	Shah Manufacturers	Associate	0%	No
5.	Ratnanjali Infra LLP	Joint Venture	0%	No

VI. CSR DETAILS

22. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover	Rs. 2,72,846.21 Lakhs
Net worth	Rs. 99,466.62 Lakhs

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. 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)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	0
Investors (other than shareholders)	Yes Investor grievances can be sent through email to the following designated email :	0	0	0	0	0	0
Shareholders	whistleblower@asians targroup.com	0	0	0	0	0	0
Employees and workers	Yes	0	0	0	0	0	0
Customers	Yes	0	0	0	0	0	0
Value Chain Partners	Yes	0	0	0	0	0	0

Note-

Communities- All factories of the company are located in industrial areas. The factory managers regularly coordinate with the industrial representative bodies and local government bodies to address any grievances received from the local communities.

Investors and Shareholders- The Company has a dedicated address i.e. secretarial@asianstargroup.com on which the investors and shareholders can raise their grievances.

Employees and workers- The Company has in place an Internal Complaints Committee at its offices and plants. Employees and workers are encouraged to approach the HR Department at their respective locations to register their grievances. A Suggestion Box has been placed appropriately in all its offices and plants to register the employees' grievances without disclosing their identity.

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

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

Sr. 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.	Social responsibility towards society (social)	Opportunity	Opportunity: Community involvement Company culture and ethics Philanthropy Corporate Social Responsibility (CSR) has been a long-standing commitment at Asian Star.	Not applicable	Positive: Supporting the CSR activities helps us to create a meaningful impact for the communities we interact with.

Sr. 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)
			<p>Our company's objective is to support meaningful socio-economic sustainable development and enable a larger number of people to participate and benefit in country's economic progress.</p> <p>Asian Star has been contributing to various causes that uplift underprivileged sections of society, focusing on community development projects in areas such as education, health, livelihood, and prevention of animal cruelty.</p> <p>In line with the Sustainable Development Goals, the company has supported and contributed to several key goals:</p> <p>SDG 2 - Zero Hunger: Asian Star has sponsored children from charitable initiatives, empowering rural youth to break the cycle of poverty. It has also been offering subsidized food to its employees at factory premises.</p> <p>SDG 3 - Good Health and Well-Being: The company has funded/sponsored/supported for i) medical equipment to treat disorders of the nervous system, ii) a Health & Medical Centre/Hospital to provide medical assistance and advanced treatment for cancer patients, iii) cataract surgeries for marginalized strata of the society, iv) rehabilitation home for mentally ill destitute wandering in streets and for rehabilitation of children and adolescent girls, v) training of people with intellectual disability and autism.</p> <p>SDG 4 - Quality Education: Asian Star has provided education materials like books, stationery, school bags, uniforms and shoes to underprivileged children and to children of low-income employees through various initiatives. Asian Star has accorded educational rewards to its employees' children for securing high percentile in their board exams in order to encourage them to pursue further education. It has funded for construction of hostel and also donated for the renovation of school buildings and sponsored for school welfare to improve the quality of education, to empower and inspire young individuals from diverse backgrounds, to teach them their full potential and become agents of positive change in their communities. It has also provided necessary support, tools and guidance for youth inspiring - shibir.</p>		

Sr. 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)
			<p>SDG 5 – Gender Equality & Empower Women & Girls & SDG 11 - Sustainable Cities and Communities: Asian Star has contributed towards rehabilitation of adolescent girls. The company has funded for construction of girl's hostel to provide affordable and safe accommodation.</p> <p>SDG 15 – Life on Land: The company has contributed to the prevention of cruelty to animals by funding the release of cows from captivity and housing them in gaushalas. It has even funded an animal hospital to provide medical treatment to animals (animal wellness.)</p> <p>SDG 16 - Peace, justice, and strong institutions: Asian Star has funded to support fight against child abuse and create safe environment for children, Project: Big Brother Big Sister (BBBS).</p>		
2.	Data Security & Customer Privacy	Risk	<p>Risk: Malware in data Data Leakage/Data Breach Data corruption</p> <p>Our Company places significant reliance on its information technology infrastructure which may lead to potential risk relating to cyber and information Security.</p>	Risk Mitigation Approach: Our Company has a strong Cyber Risk Management framework wherein cyber risk and mitigation are monitored by the Information Technology & Security Committee and Risk Management Committee of the Company.	Negative: Reputational Damage Loss of Customer Trust Financial Loss
3.	Human Capital	Risk and Opportunity	<p>Risk: Complacency - Turnover - Occupational Fraud Catastrophic Workplace Events - Negligent Hiring - Retention</p> <p>Opportunity: Employee growth/economic value opportunities, resulting in growing economy. Employees' health and well-being.</p> <p>Risk: Retaining key talent is of vital importance and higher turnover could lead to increased cost of rehiring and diminishing morale among the existing workforce.</p>	The Company places great emphasis on carefully selecting and hiring the most suitable talent and investing in their growth and development, while also supporting their career	<p>Positive: Retention of key talent increases productivity.</p> <p>Negative: Increasing attrition leads to increase in cost of re-hiring, loss of productivity and wage inflation.</p>

Sr. 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)
			<p>Opportunity: We have consistently invested in the growth & development of our people and in aligning them with our strategic business imperatives. Our human resources is the source of our strength and a key competitive advantage. We have clear policies and processes to prevent any discrimination and harassment in our workplaces. These are communicated regularly, and the employees are encouraged to report on any incidents.</p>	<p>advancement and performance.</p> <p>A key objective of our people strategy is to enable alignment of employees with strategic business imperatives to facilitate seamless execution of strategy. We have a meritocratic, transparent and equal opportunity culture.</p> <p>The Company measures employee alignment and employee engagement at regular intervals to take corrective action.</p>	
			<p>This aligns our company with SDG # 8 – Decent work and economic growth.</p> <p>The Company has implemented the following:</p> <ol style="list-style-type: none"> 1. Enterprise Risk Management. 2. Employee Benefits and Compensation which are reviewed annually. 3. Code of Conduct. 		

Sr. 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)
				<p>4. Fraud detection strategies.</p> <p>5. Internal Controls which are reviewed and improved periodically.</p> <p>6. Safe Working Conditions for all employees.</p>	
4.	Governance	Opportunity- Environment & Social	<p>Opportunity:</p> <p>Environment Social Governance: Operational Cost saving/reduction Lower energy & water consumption Reduce resource waste Innovation Improve brand value</p> <p>Opportunity:</p> <p>Corporate Governance: The Company ensures highest level of corporate governance and compliances with the statutory authorities</p> <p>This aligns our company with SDG # 8 – Decent work and economic growth & SDG # 13 - Climate action.</p>	-	<p>Positive:</p> <ul style="list-style-type: none"> - Cost saving/efficiency - Increase in production - Gain investor confidence - Earn customer loyalty
5.	Digitization	Opportunity- Environment & Social	<p>Opportunity:</p> <p>Carbon Footprint: waste management, greener workplaces, greener ecosystem, reduction of fuel consumption.</p> <p>Digital ERP driven business processes and inventory management.</p> <p>Enhances Transparency and Traceability.</p> <p>The Company has made investments in technology and established a strong digital infrastructure within the organization, with the aim of minimizing the use of paper-based transactions and communications, improving social development and governance, and improving sustainable development and streamlining/improving organizational processes.</p> <p>This aligns our company with SDG # 8 – Decent work and economic growth & 9 – Industry, Innovation & Infrastructure.</p>	Not a risk	<p>Positive:</p> <ul style="list-style-type: none"> Cost efficiency Simplifies business processes <p>Better customer reach through digital operations</p> <p>Competitive edge</p>

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.

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 their 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)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes
c. Web Link of the Policies, if available	The Corporate policies of the Company can be viewed at web link https://www.asianstargroup.com/wp-content/themes/appway-child/pdfs/cg/246Business%20Responsibility%20Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company is committed to providing a safe, healthy and harassment free work environment to all its employees. The Company has adopted employee oriented policies covering areas such as Human Rights Policy, Diversity, Equity and Inclusion Policy, employee benefits and prevention of sexual harassment at workplace, which endeavours to provide an environment of care, nurturance and opportunity to accomplish professional aspirations. The Code of Conduct and Business Ethics ("the code") and other policies of the Company are in line with the general laws and regulations, sound ethical practices and professional standards followed nationally and internationally. The Company has Anti Bribery and Anti-Corruption Policy, Policy on Related Party Transactions, Anti Money Laundering and Combating Financing of Terrorism Policy (Asian Star Group) and the								

	Whistle Blower Policy. The Whistle Blower policy confirms to the requirements as stipulated by the Companies Act, 2013 and the rules thereunder and of the applicable securities laws and regulations. The Company complies with regulations governing its products and services. The Company follows ISO 9001:2015 certification standard for the Quality Management System since 1998. The Company is certified for Responsible Jewellery Council (RJC), Best Practice Principles (BPP) and Pipeline Integrity (PI) including Forevermark (FM), an initiative of De Beers and carry their exclusive Site-holder status.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Asian Star Company Limited provides equal opportunity to employer with zero tolerance for discrimination based on gender, religion, caste or class. We have procedures in place to track key parameters like customer satisfaction surveys, employee satisfaction surveys, consumption of resources like water, paper, and electricity consumption. We uphold the culture of an inclusive environment and are committed to promoting the diversity of our workforce and also the Company is committed to adopt best in class environment-friendly practices for reducing energy consumption, conserving water and ensure responsible waste management to support the respective Sustainable Development Goals (SDGs) of United Nations. Going forward, we shall increase the share of green energy in our overall energy consumption with renewable energy to support SDG 7 and work on reducing our greenhouse gas emissions (GHG) footprint to support SDG 13.</p> <p>We continue to focus on environment related initiatives which are based on the ethos of responsible consumption and recycling wherever possible. Our Company has implemented "Green energy" at major offices in Mumbai to reduce the GHG footprint. Additionally, we have appointed Growlity Private Limited as our ESG & Sustainability partner for Carbon Footprint (CFP) framework set-up, verification and assurance. The aim is to disclose our CFP in BRSR in subsequent years and lay down a sustainable roadmap to achieve carbon neutrality and finally reach up to Net Zero.</p>
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Our Company firmly believes that good corporate governance is one of the essential requirements for long-term sustainable growth. We have a strong governance framework that ensures the highest standards of integrity, transparency, accountability, and ethics in all business matters.</p> <p>To ensure that all our stakeholders feel valued, respected, and supported, we have implemented various policies such as equal opportunity, risk management, prevention of sexual harassment (POSH), whistle-blower, and human rights. In the past year, we have taken various green initiatives such as switching to energy-efficient lighting and conducting tree plantation drives. As part of our efforts to reduce the use of single-use plastic, we provide metal water bottles, paper straws, and ceramic coffee cups to all our employees.</p> <p>We also prioritize the betterment of local communities, particularly in education and healthcare, through our CSR Policy. We acknowledge that climate change, growing energy demand, and employee retention are some of the key challenges faced by us.</p> <p>To address these challenges, we have established a "Risk Management Committee" that will create a framework for identifying internal and external risks, including ESG risks which will guide our long-term business strategy. Lastly, we believe that ESG considerations are critical to the success of our business, and we are committed to enhancing our performance in this area.</p>

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name- Mr. Jaykant Rathod Designation - Compliance Coordinator									
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No).	Mr. Vipul Shah, CEO and Managing Director (DIN: 00004746) oversees and periodically reviews Business Responsibility and Sustainability Initiatives of the Company.									
· P1 - Code of Conduct, Anti-Corruption and Anti Bribery policy. Whistle Blower Policy & Board Diversity Policy.										
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									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	<ul style="list-style-type: none"> HR Department along with functional heads and senior management, review the Company's Business Responsibility and Sustainability Policies periodically. They assess the effectiveness of the policies, procedures and internal controls and implement necessary changes based on their evaluation. Policies wherever stated have been approved by the Board/ Committee of the Senior Management of the Company or as required by extant regulations. 									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee	The Company has a well-defined process in place which ensures the Compliance status from each department. The summary of all compliances and statutory compliance updates on applicable laws is reported to Board every quarter.									
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.	No. The Company has not conducted an independent assessment by external agencies. However, all Company's policies are regularly audited and reported by external agencies during annual ISO, BPP, RJC & PI including FM audits to ensure the smooth functioning of the Company and thereafter approved by the Board wherever required by law. The summary of policies' decisions is informed to the Board, if required.									
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)	-	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	-	-	-	-

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: Accountable.

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	7	1. Updates on SEBI (Listing Regulations & Disclosure Requirements) Regulations, 2015 2. Information of Business Structure 3. Company Policies	100
Key Managerial Personnel	21	1. Employee Engagement 2. Organizational Culture and Values 3. Statutory compliances and amendment in the acts, rules, and regulations of statutory authorities 4. Social Compliances	100
Employees other than BoD and KMPs	10	1. Employee Engagement 2. Organizational Culture and Values 3. Organizational Performance 4. Customer Centricity 5. Customer Communication 6. Presentation Skills 7. Team Building 8. Compliance Programs 9. Fire Safety Mock Drills 10. Safety Training Programs	100
Workers			

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					
Principals	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	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

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

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.

NA

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes. The Company has the policy and it is made available at <https://www.asianstargroup.com/wp-content/themes/appway-child/pdfs/2024/cg/BPP-RJC-Policy-March-2024.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:

Particulars	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2023-24		FY 2022-23	
	Numbers	Remarks	Numbers	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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

NA

LEADERSHIP INDICATORS

1. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same:

Yes, the company has implemented a Code of Ethics that applies to the Board of Directors, Key Managerial Personnel, and other members of Senior Management. This code provides clear guidelines for identifying, avoiding, and disclosing any actual or potential conflicts of interest that may arise with the company. To ensure transparency and compliance, the company obtains an annual declaration from the aforementioned individuals regarding their interests in other entities that could give rise to conflicts of interest. This allows the company to assess and address any potential conflicts in a timely manner. Furthermore, the company ensures that all necessary approvals required by applicable laws are obtained before engaging in transactions with any related entities. This proactive approach helps demonstrate the company's commitment to upholding legal and regulatory requirements while safeguarding the interests of its stakeholders.

PRINCIPLE 2

Businesses should provide Goods and Services in a manner that is Sustainable and Safe

ESSENTIAL INDICATORS

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

Particulars	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

The Company has not made any investments in R&D and Capital Expenditure in specific technologies in the reporting year.

However, the Company is collecting and recording the data for consumption of fuel, CNG, water, electricity, gas and refrigerants to calculate the GHG Emission.

2. a. Does the entity have procedures in place for sustainable sourcing?

Yes. The company ethically sources natural rough diamonds from mines that are in compliance with strict law of land and environment regulations. The company sources natural rough diamonds from the companies where diamonds are mined, processed, and graded in environmentally responsible and socially conscious manner.

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

The Company sourced Diamonds - 70% from the Primary Market i.e. Mines and balance 30% from the Secondary market i.e. traded. Moreover, the company ensures the integrity of natural rough diamonds for its origin.

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)- As part of Extended Producer's Responsibility (EPR), the Company has partnered with third party organizations for fulfillment of EPR Targets.

b. E-waste- Sent to Authorized Recyclers

c. Hazardous waste- Sent to Authorized Recyclers

d. Other waste- Sent to Authorized Recyclers and some processed wastes are reused/recycled internally by the Company.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes, EPR is applicable to the Company. The Company is registered with PCB. The Company has initiated waste management with Third party vendors as a part of EPR, wherever applicable, to ensure safe disposal of waste.

PRINCIPLE 3

Businesses should respect and promote the well-being of all Employees, including those in their Value Chains

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	520	163	31.35	0	0	0	0	0	0	0	0
Female	156	42	26.92	0	0	3	1.92	0	0	0	0
Total	676	205	30.33	0	0	3	0.44	0	0	0	0
Other than Permanent employees											
Male	30	5	16.67	0	0	0	0	0	0	0	0
Female	10	4	40.00	0	0	0	0	0	0	0	0
Total	40	9	22.50	0	0	0	0	0	0	0	0

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	246	233	94.72	0	0	0	0	0	0	0	0
Female	36	34	94.44	0	0	0	0	0	0	0	0
Total	282	267	94.68	0	0	0	0	0	0	0	0
Other than Permanent workers											
Male	108	71	65.74	0	0	0	0	0	0	0	0
Female	9	6	66.67	0	0	0	0	0	0	0	0
Total	117	77	65.81	0	0	0	0	0	0	0	0

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	96.02	60.00	Y	97	98	Y
Gratuity	99.21	40.00	N	100	100	N.A.
ESI	8.87	18.62	Y	28	29	N.A.

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?

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes, the Company has an Equal Opportunity policy in place which is also published on the Company's website

If so, provide a web-link to the policy.

<https://www.asianstargroup.com/wp-content/themes/appway-child/pdfs/2024/cg/BPP-RJC-Policy-March-2024.pdf>

The policy ensures fair hiring practices, prevents harassment or discrimination at work, and provides equal opportunities to all individuals irrespective of race, ethnicity, gender, age, disability, religion, or sexual orientation.

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	The Company has implemented a Whistleblower Mechanism to facilitate the resolution of grievances and promote the reporting of unethical behavior, incidents, fraud, or violations.
Permanent Employees Other than Permanent Employees	The Company also has established POSH Committee and it's rigorous implementation. To enable direct communication with the POSH Committee, Chairman or Members of the POSH Committee, a dedicated email ID has been created for employees to use. Additionally, the Company adopts an open-door policy, allowing employees and workers to express their concerns to their immediate superiors or the location wise Human Resource Department. This approach emphasizes the importance of effective communication and ensures that employees have multiple channels through which they can report any issues or grievances. Through these initiatives, the Company actively encourages transparency, accountability, and the prompt resolution of misconduct. By fostering an environment that values integrity, employees are empowered to come forward with their concerns, knowing that they will be addressed without fear of reprisal. A POSH Committee is set up and a Suggestion Box has been placed appropriately in all our offices and plants to register the employees' grievances without disclosing their identities.

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

No. There is no such employee association that is officially recognized by the Company

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	0	0	0	0	0	0
Female	0	0	0	0	0	0
Others	0	0	0	0	0	0
Total Permanent Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Others	0	0	0	0	0	0

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)	% (D)	No. (F)	% (F/D)
Employees										
Male	550	548	99.64	10	1.82	505	505	100	45	0
Female	166	166	100.00	1	0.60	142	142	100	61	43
Others	0	0	0	0	0	0	0	0	0	0
Total	716	714	99.72	11	1.54	647	647	100	106	16
Workers										
Male	354	354	100	11	3.11	287	287	100	0	0
Female	45	45	100	9	20.00	132	132	100	0	0
Others	0	0	0	0	0	0	0	0	0	0
Total	399	399	100	20	5.01	419	419	100	0	0

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	550	515	94	490	435	89
Female	166	139	84	143	125	87
Others	0	0	0	-	-	-
Total	716	654	91	633	560	88
Workers						
Male	354	333	94	264	245	93
Female	45	38	84	39	34	87
Others	0	0	0	-	-	-
Total	399	371	93	303	279	92

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes, Company has recognized the importance of health and safety management and has established a Health & Safety Policy for its all employees.

The Company has several processes in place to identify work-related hazards and assess risks on a routine and non-routine basis, including:

- i. Fire Safety Guidelines that cover various rules, such as those related to fire-fighting equipment, emergency exits, fire drills, and other safety measures for maintaining office facilities.
- ii. Incident Reporting by employees: We have established a dedicated platform that caters to the physical, mental, emotional, and financial wellness needs of all its employees.
- iii. We have a wellness calendar in place to promote employee and family health.
- iv. We regularly conduct health checkups and health awareness sessions to address issues arising from a sedentary lifestyle and stress. The annual refreshing training is provided to the First Aiders and First Aid Kits are placed appropriately in all our offices and plants.
- v. We have made provisions for a Doctor and an Ambulance at our Surat Factory as per The Factory Act, 1948.

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

The Company has standard operating procedure to inspect and review the work and workplace of its employees periodically. The likely work related hazards are identified and risk assessment is analyzed and documented. Mitigation and control processes are adopted to ensure health and safety of employees.

The Company provides appropriate Safety instruments and PPE (Personal Protective Equipment) to all concerned workers.

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

The work related hazards can be reported verbally, in writing or electronically directly to immediate supervisor or Health & Safety Officer / Committee.

The Company provides trainings on Health & Safety Awareness Program and equips its workers with safety instruments and PPE (Personal Protective Equipment) wherever appropriate as a precautionary health and safety measure. However, there are no major work related hazards and therefore removal of themselves from such risks is not applicable.

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

Yes

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

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

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

Creating a safe and healthy workplace has been a primary focus for our Company. We recognize the significance of ensuring safety, particularly within each of our manufacturing plant and office workplace. To achieve this, we have implemented various measures to address physical health and safety requirements, to adhere to statutory regulations, and to promote a strong safety culture. Some of the measures we have taken are as below:

Establishing and Implementing Safety Policies: The Company has developed and communicated clear safety policies that outline expectations, rules, and procedures for maintaining a safe work environment. These policies broadly cover areas such as hazard identification, emergency response protocols, and safety training requirements. The Company provides First Aid Kits in all its offices and plants. The Company has made provisions for a Doctor and an Ambulance at its Surat Factory as per The Factory Act, 1948.

Conducting Risk Assessments: The Company regularly assesses workplace hazards and risks to identify potential sources of harm or danger. This involves conducting thorough inspections, engaging employees in hazard identification, and utilizing risk assessment techniques. The findings are used to implement appropriate controls and mitigation measures.

Providing Safety Training and Education: The Company ensures that all employees receive proper safety training and education relevant to their roles and the specific hazards they may encounter. This includes training on safe work practices, proper equipment usage, emergency procedures, and any specific regulations or standards applicable to the industry. The Company also provides an annual refreshing training to its First Aiders.

Maintaining Proper Safety Equipment and Facilities: The Company maintains appropriate safety equipment, tools, and personal protective equipment (PPE) necessary for employees to perform their work safely. It also ensures that safety equipment is regularly inspected, maintained, and replaced when necessary. Additionally, the company strives to keep the workplace clean, organized, and free from potential hazards.

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

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

14. Assessments for the year:

Particulars	% 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.

Currently, no safety related incidents have occurred. However, as a procedure, in order to address safety-related incidents, a thorough root-cause analysis is conducted by a dedicated team. This analysis is closely monitored and reviewed by the health and safety team. Based on the identified root causes, appropriate corrective measures are implemented, such as eliminating man-machine interaction or improving inadequate guarding or improving handling procedure. To ensure that these corrective actions are effectively implemented across all manufacturing locations and office workplaces, a horizontal deployment approach is adopted. This means that the corrective measures and their implementation guidelines are shared horizontally with all manufacturing locations. This allows for a comprehensive assessment of the proposed actions and facilitates their implementation in a consistent manner throughout the organization. By employing this approach, the company aims to ensure that the identified safety issues are addressed effectively, promoting a safer working environment across all manufacturing locations.

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.

Asian Star Company Limited has broadly identified six groups covering both internal and external stakeholders as follows:

- Employees
- Local communities
- Regulatory authorities
- Customers
- Shareholders
- Dealers, Suppliers and other business partners

Asian Star Company Limited undertakes its CSR for overall betterment of the community with special emphasis on activities for the benefit of the poor and the needy segments of the society. Asian Star Company Limited has also initiated training programs for employees to enhance their skills. Asian Star Company Limited endeavors to maintain a healthy stakeholder engagement, allow participation wherever possible and promote a collective decision-making process.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Direct Contact, Social Intranet, Calls, E-mail, Team engagement, In-house Newsletter	Periodically	- Cultural Event - Awareness & Training Program - Performance evaluation and recognition
Local Communities	Yes	Website	Ongoing	Community development programmes through CSR initiatives
Regulatory Authorities	No	Meetings with key regulatory bodies as and when required, Written communications - representations through Industry associations. E-mails	Ongoing	- Compliance with rules and regulations - Timely reporting through various compliance-based forms

Customers	No	Interaction through digital Media; E-mail; Meetings, website.	Ongoing	- Consistent supply as per latest market requirements - Easy access to products. - Exchange of market related information - Customer Feedback
Shareholders	No	Website, Email, Notices, Annual Report, News Paper, AGM	Quarterly/Annually	- Corporate Governance - Regulatory Compliances - Overall Company Performance, Key Business Decisions
Dealers, Suppliers and other Business partners	No	E-mail, Meetings	Ongoing	- Pricing and favorable terms of payment - Suppliers Engagements

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. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	660	660	100	633	633	100
Other than permanent	35	35	100	42	42	100
Total Employees	695	695	100	675	675	100
Workers						
Permanent	255	255	100	303	303	100
Other than permanent	108	108	100	220	220	100
Total Workers	363	363	100	523	523	100

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (D)	No. (F)	% (F/D)
Employees										
Permanent	659	15	2.28	644	97.72	633	7	1	626	99
Male	509	6	1.18	503	98.82	487	7	1	480	99
Female	150	9	6.00	141	94.00	146	0	0	146	100
Others	0	0	0.00	0	0	0	0	0	0	0
Other than permanent	44	12	27.27	32	72.73	42	0	0	42	100
Male	36	10	27.78	26	72.22	34	0	0	34	100
Female	8	2	25.00	6	75.00	8	0	0	8	100
Others	0	0	0.00	0	0.00	0	0	0	0	0

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (D)	No. (F)	% (F/D)
Workers										
Permanent	255	31	12.16	224	87.84	303	0	0	303	100
Male	225	18	8.00	207	92.00	264	0	0	264	100
Female	30	13	43.33	17	56.67	39	0	0	39	100
Others	0	0	0.00	0	0.00	0	0	0	0	0
Other than permanent	108	33	30.56	0	0.00	220	27	12.27	193	87.73
Male	99	30	30.30	0	0.00	202	26	12.87	176	87.13
Female	9	3	33.33	0	0.00	18	1	5.56	17	94.44
Others	0	0	0.00	0	0.00	0	0	0	0	0

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

Particulars	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	*14	65000	1	40000
*Key Managerial Personnel	2	12812505	1	941600
**Employees other than BoD and KMP	854	418598	190	487866

* As of May 17, 2024, 4 (four) independent directors have retired from the position w.e.f May 20, 2024, and 2 independent directors have been appointed w.e.f. May 17, 2024, as an Additional Director (Independent Director). KMP also include the Managing Director who is part of the BoD.

** Considered only those employees who have worked for 12 months in the Company

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)

The In-charge of Human Resources who is responsible for the human resources function shall oversee and address any issue arising from any human rights impacts or issues caused or contributed to by the business.

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

Any grievance regarding to human rights are reported through direct verbal communication or HR email ID. The HR Team validates the grievance and discusses with respective department for consideration of further action. Then HR Team and respective departments resolve the grievance within timeline as per the procedure in the Employment Policy.

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

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

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

The Company maintains a culture of open communication that fosters a respectful and harassment-free environment. The Whistleblower Policy serves as a guideline and mechanism for protecting individuals who raise complaints or act as whistleblowers. Any complaints or disclosures made by whistleblowers are thoroughly investigated, ensuring strict confidentiality and protection against retaliation.

The Company takes all necessary precautions to safeguard the identity of the complainant or whistleblower. This includes treating the investigation process with utmost confidentiality and implementing measures to withhold their identity. The Company provides necessary safeguards to whistleblowers, allowing them to make protected disclosures in good faith regarding various areas outlined in the Code of Conduct. In relation to sexual harassment, the Company strictly adheres to the principles of Prohibition, Prevention, and Redressal, as outlined in the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH) and the corresponding Rules. The Company ensures that the investigation procedure maintains strict confidentiality and safeguards the identity of the complainant. The Company has established a POSH committee in compliance with the provisions of the Act.

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

Yes

9. Assessments for the year:

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

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

No significant risks / concerns reported during the above assessments.

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	Please specify unit	FY 2023-24	FY 2022-23
Total electricity consumption (A)	Gigajoules	16,867.19	16,229.67
Total fuel consumption (B)	Gigajoules	1,426.54	908.53
Energy consumption through other sources (C)	Gigajoules	-	-
Total energy consumption (A+B+C)	Gigajoules	18,293.73	17,138.20
Energy intensity per rupee of turnover (Total energy consumption/turnover in Crore rupees)	Gigajoules	5.15	3.83
Energy intensity (optional) - the relevant metric may be selected by the entity	Gigajoules	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, data verification for FY 2022-2023 has been carried out by an external agency.

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)

Not Applicable

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	Kilolitres	-	-
(ii) Groundwater	Kilolitres	22,800	22,800
(iii) Third party water	Kilolitres	34,559	33,250
(iv) Seawater / desalinated water	Kilolitres	-	-
(v) Others	Kilolitres	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Kilolitres	57,359	56,050
Total volume of water consumption (in kilolitres)	Kilolitres	57,359	56,050
Water intensity per rupee of turnover (Water consumed / Crore Rs. turnover)	Kilolitres	16.15	12.52
Water intensity (optional) - the relevant metric may be selected by the entity	Kilolitres	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

NA

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes. All the manufacturing facilities of the Company has Zero Liquid Discharge facilities. The effluents are treated through dedicated effluent treatment plants (ETP) installed within the facility premises. The treated effluents/water are reused in the facility wherever applicable.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Nox	Micro Gram	Within permissible limits	Within permissible limits
Sox	Micro Gram	Within permissible limits	Within permissible limits
Particulate matter (PM)	Micro Gram	Within permissible limits	Within permissible limits
Persistent organic pollutants (POP)	Micro Gram	N.A.	N.A.
Volatile organic compounds (VOC)	Micro Gram	N.A.	N.A.
Hazardous air pollutants (HAP)	Micro Gram	N.A.	N.A.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

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

The company is currently collecting and calculating the data for the reporting year.

Parameter	Please specify 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	Calculation in process	282.7
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	Calculation in process	3,753.8
Total Scope 1 and Scope 2 emissions per Crore of turnover	tCO ₂ e	Calculation in process	0.9
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes, data verification for FY 2022-2023 has been carried out by an external agency.

If yes, name of the external agency.

SCS Global Services

7. Does the entity have any project related to reducing Green House Gas emission?

Yes, Company has taken the following projects as an effort to reduce Green House Gas (GHG) emissions:

- (i) To reduce carbon footprint, the Company has initiated implementing various measures in its offices such as LED lighting, etc.
- (ii) Also reduced paper usage as a part of its digital transformation efforts, and have taken steps to eliminate single-use plastics in its offices.
- (iii) The Company has installed Wind-mills for the renewable energy since the year 2006.

In principle the company follows conservation of natural resources and paper, electric waste, etc.

Asian Star Co. Ltd. will strategize long-term and short-term goals to manage Greenhouse Gas emissions, emissions reduction targets, and an analysis of performance against those targets.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)			
Plastic waste (A)	metric tonnes	Reuse	Reuse
E-waste (B)	metric tonnes	1.0048	-
Bio-medical waste (C)	metric tonnes	N.A.	-
Construction and demolition waste (D)	metric tonnes	N.A.	-
Battery waste (E)	metric tonnes	Buy Back	-
Radioactive waste (F)	metric tonnes	N.A.	-
Other Hazardous waste. Please specify, if any. (G)	metric tonnes	N.A.	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	metric tonnes	2.6700	-
Total (A+B+C+D+E+F+G+H)	metric tonnes	3.6748	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Category of waste			
(i) Recycled	metric tonnes	N.A.	-
(ii) Re-used	metric tonnes	N.A.	-
(iii) Other recovery operations	metric tonnes	N.A.	-
Total	metric tonnes	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Category of waste			
(i) Incineration	metric tonnes	-	-
(ii) Landfilling	metric tonnes	-	-
(iii) Other disposal operations	metric tonnes	3.6748	-
Total	metric tonnes	3.6748	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

Not Applicable

9. 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.

Waste management and reduction in our operations is one of the key areas of concerns for our organization. The Company has been making consistent efforts to reduce the quantity of waste produced through our operations, by following techniques to reuse and recycle generated waste in an environmentally friendly manner. Water harvesting system is in place wherever applicable.

Company has adopted several wastes management practices in its pan India offices:

- (i) It has implemented an E-waste collection program across its branches throughout India and works with certified E-waste handlers to properly dispose of all the E-Waste.
- (ii) The Company uses local vendors for the disposal/recycle of non-hazardous waste such as paper.
- (iii) The Company has also reduced paper usage as a part of their digital transformation efforts, and have taken steps to eliminate single-use plastics in their offices by providing insulated bottles for their employees to use.
- (iv) ETPs (Effluent Treatment Plants) are installed in our plants for hazardous and toxic chemicals wherever applicable.

10. 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

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

Not Applicable

12. 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).

Yes

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.
 1. The Gem & Jewellery Export Promotion Council
 2. Bharat Diamond Bourse
 3. Responsible Jewellery Council
 4. World Diamond Council
- 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Gem & Jewellery Export Promotion Council	Mumbai, India
2.	Bharat Diamond Bourse	Mumbai, India
3.	Responsible Jewellery Council	London, UK

1. 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.

Not Applicable

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

Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.

The Asian Star Company Ltd has a Whistle Blower policy to redress grievances of the community.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	11%	9%
Sourced directly from within the district and neighboring districts	34%	32%

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.

The Asian Star Company Limited is a Quality Management System (ISO 9001:2015) certified organization. It has a robust mechanism and framework in place to track and respond to customer complaints by performing its root cause analysis.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Not Applicable
3. Number of consumer complaints in respect of the following:

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

None
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes, we have an internal policy for data privacy.

If available, provide a web-link of the policy.

Yes, we have an internal policy for data privacy.
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 / None