



ZF STEERING GEAR (INDIA) LTD.

Regd. Office & Works :

Gat No. 1242/44, Village Vadu BK., Tal. Shirur, Dist. Pune-412 216 (India)

Tel. : 02137-305100, Fax : 02137-305302

Web : www.zfindia.com, Email Id : enquiry@zfindia.com

Corporate Identity Number (CIN) : L29130PN1981PLC023734



August 17, 2024

BSE Limited

25th Floor, P. J. Towers,
Dalal Street, Fort,
Mumbai- 400 001

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

Ref: BSE Scrip Code: 505163

Dear Sir/ Madam,

This is to inform you that pursuant to the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith, Business Responsibility and Sustainability Report (**BRSR**) for the Financial Year 2023-24.

Aforesaid BRSR is also available on the website of the Company, i.e, www.zfindia.com and on website of Central Depository Services (India) Limited at <https://www.cdslindia.com/index.html>

You are requested to take the aforesaid on your record.

Thank You,

Yours faithfully
for **ZF Steering Gear (India) Limited**

Company Secretary

Business Responsibility & Sustainability Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L29130PN1981PLC023734						
2	Name of the Listed Entity	ZF Steering Gear (India) Limited						
3	Year of incorporation	21-01-1981						
4	Registered office address	Gat No. 1242/44, Village Vadu Bk., Tal. Shirur, Dist. Pune - 412 216						
5	Corporate address	Pride Parmar Galaxy, 3rd Floor, C + E Wing at CTS No: 10+10A, Connaught Road, Sadhu Vaswani Chowk, Pune 411-001.						
6	E-mail	investor@zfindia.com						
7	Telephone	020-67289900						
8	Website	www.zfindia.com						
9	Financial year for which reporting is being done	Start date	End date					
		Current Financial Year	01	04	2023	31	03	2024
		Previous Financial Year	01	04	2022	31	03	2023
		Prior to Previous Financial year	01	04	2021	31	03	2022
10	Name of the Stock Exchange(s) where shares are listed	BSE						
11	Paid-up Capital (In Rs)	90733000.00						
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	Mr. Jinendra Jain					
		Contact	020-67289900					
		E mail	investor@zfindia.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				

II. Products/ services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sale of Auto Components	Manufacture/ Sale of Auto Components viz. Power and Mechanical Steering Gears requisite spares for Steering Gears.	92.23%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Sale of Steering Gears (Power and Mechanical) and requisite spares for Steering Gears.	29301	92.23%

NIC Code list link: https://www.ncs.gov.in/Documents/NIC_Sector.pdf

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	6	1	7
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	0

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

2.56%

c. A brief on types of customers:

ZF Steering Gear (India) Limited is manufacturer and supplier of Power and Mechanical Steering Gears for Light Commercial Vehicles, Medium and Heavy Commercial Vehicles (M&HCV) and tractors.

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		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	398	376	94.47%	22	5.53%	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total employees(D + E)	398	376	94.47%	22	5.53%	0	0.00%
WORKERS								
4	Permanent (F)	1	1	100.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	1090	1028	94.31%	62	5.69%	0	0.00%
6	Total workers (F + G)	1091	1029	94.32%	62	5.68%	0	0.00%

B. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	0	0	0.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0	0.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%	0	0.00%
6	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%	0	0.00%

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	4	0	0.00%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	Turnover rate in current FY (2023-24)				Turnover rate in previous FY (2022-23)				Turnover rate in the year prior to the previous FY (2021-22)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	52.10%	2.35%	0.00%	52.21%	56.40%	2.94%	0.00%	54.74%	41.17%	0.00%	0.00%	41.17%
Permanent Workers	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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	DriveSys Systems Private Limited	Subsidiary	100.00%	No
2	NexSteer Systems Private Limited	Subsidiary	100.00%	No
3	Metacast Auto Private Limited	Subsidiary	51.00%	No

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

(ii) Turnover (in Rs.) 4778200000.00

(iii) Net worth (in Rs.) 4631400000.00

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/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2023-24)			PY (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	http://www.zfindia.com/policies-codes.php	0	0	Not Applicable	0	0	Not Applicable
Investors (other than shareholders)	Yes	http://www.zfindia.com/policies-codes.php	0	0	Not Applicable	0	0	Not Applicable
Shareholders	Yes	http://www.zfindia.com/policies-codes.php	9	0	All the Complaints were resolved to the satisfaction of shareholders	6	0	All the Complaints were resolved to the satisfaction of shareholders
Employees and workers	Yes	http://www.zfindia.com/policies-codes.php	0	0	Not Applicable	0	0	Not Applicable
Customers	Yes	http://www.zfindia.com/policies-codes.php	0	0	Not Applicable	0	0	Not Applicable
Value Chain Partners	Yes	http://www.zfindia.com/policies-codes.php	0	0	Not Applicable	0	0	Not Applicable

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

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	Handling Hazardous Material/ Waste	R	Handling hazardous material/ waste in business operations with care to avoid any threats posed to the health and well-being of our employees and to our surrounding environment.	<ol style="list-style-type: none"> 1. Adherence to standards pertaining to Occupational Health and Safety and highest operational standards. 2. The Company's Pithampur Plant is Zero Water Pollutants discharge plant, meaning there is no pollutants discharged from that plant. 3. The hazardous wastes generated at the Vadu Budruk plant are being disposed as per the Maharashtra Pollution Control Board (MPCB) approved sources. 	Negative Implications
2	Safety Risk	R	The manufacturing operations of the Company requires its employees to interact with plant, machinery and material handling equipment, all of which carry an inherent risk of injury.	<ol style="list-style-type: none"> 1. Adherence to the optimum safety standards for minimizing adverse impact. 2. Periodic Training to the employees to observe basic precautions in order to prevent fatal accidents 	Negative Implications
3	Environmental (Regulatory) Risk	R	Changes in existing regulations/ emerging regulations impacting sourcing of materials, missions, waste generation, storage and use of material or quality of finished goods	<ol style="list-style-type: none"> 1. The Company continues to monitor all emerging regulations, incidents, developments and map it for compliance. 2. The Company has an established structure for carrying out various facets of manufacturing functions as per business process defined by ISO 14001 and 45001 and IATF: 16949" 	Positive Implications
4	Labour Unrest	R	Disruption in manufacturing due to labour unrest	<ol style="list-style-type: none"> 1. Implementing alternative settlements in the plants – productivity measure changed from norm based output to output/ group based output in many plants; 2. Knowledge sharing sessions on labour laws, situations based learnings, employee life cycle documentation, regular management and Contract Labour management; 	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/ No)	Since all the policies are not required to be approved by the Board of Directors, the approval of the Board has been obtained wherever it is mandatory								
c. Web Link of the Policies, if available	www.zfindia.com								
2. Whether the entity has translated the policy into procedures. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Internal stakeholders are made aware of the policies. External stakeholders are communicated to the extent applicable								
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.	The Company has an established structure for carrying out various facets of manufacturing functions as per business process defined by ISO 14001 and 45001 and IATF: 16949.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually and specific commitments are set periodically. Specific sustainability targets have been identified and timelines for achieving carbon neutrality are being defined.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	For all identified Key Performance Indicators, performance reviews are conducted on an annual basis by the Top Management in Board Meetings.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: ZF India is committed to inclusive growth objectives and as a responsible corporate citizen continues to strive for improving its performance towards environmental and social impacts while maintaining focus on economic development.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Utkarsh Munot – Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	The Board of Directors of the Company provides direction to the management and exercises oversight on the implementation of ESG guidelines across the various business operations of the Company.								

10. Details of Review of National Guidelines for Responsible Business Conduct (NGRBC) by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half-yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Business Responsibility Policies of the Company are reviewed annually. During the evaluation, effective implementation of the policies is assessed and changes, if any, are carried out in the said policies								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with all the applicable statutory requirements.									Quarterly- through statutory compliance report placed before the Board.								

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 and/ 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

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

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	13	1. Updates and awareness related to regulatory Changes Topics covered includes: Corporate Governance, Companies Act, SEBI Listing Regulations etc. 2. Familiarization Programmes for Independent Directors	100.00%
Key Managerial Personnel	13	Updates and awareness related to regulatory Changes Topics covered includes: Corporate Governance, Companies Act, SEBI Listing Regulations etc.	100.00%
Employees other than BoD and KMPs	10	1. Industrial Safety-EOHS & Emergency preparedness plan 2. Communication & Presentation skill 3. Team Work and Time Management & Personality Development 4. Product knowledge, Steering Gear System & advantage of power steering & Basic Product Knowledge on hydraulic Power steering & Mechanical Steering System 5. ZFI QA process with QMS system, IATF, EMS(14001), EHS (45001) 6. ZFI Maintenance process, Preventive maintenance, Predictive maintenance & Timebase maintenance 7. Leadership Skills 8. Lean Six Sigma 9. Product Safety 10. Basic SAP for PP, SD, QC, Maint. Team, MM	100.00%
Workers	18	1. Basic introduction of rubber/ Plastic process and Inspection 2. Types of material used in ZF, Heat Treatment Process, Metallurgical Inspection & Traceability process 3. Store, Dispatch Management & Inventory Management 4. Fire Fighting 5. MSDS - Hazardous Waste Management Training	100.00%

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	
Penalty/ Fine	NIL
Settlement	
Compounding fee	
Non- Monetary	
Imprisonment	NIL
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

Not Applicable

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

The existing policies like Vigil Mechanism (including Code of Conduct), rules and regulations adopted by the Company are in conformity with the legal and statutory framework on anti-bribery and anti-corruption legislation prevalent in India.

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

There were no instances of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/ KMPs/ employees/ workers.

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

	FY (2023-24)		PY (2022-23)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Not Applicable	0	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Not Applicable	0	Not Applicable

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

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:		
Total number of awareness programmes held	Topics/ principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

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

Yes, the Company has a Code of Conduct for Board of Directors and senior management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with each entities.

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

ESSENTIAL INDICATORS

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

	FY (2023-24)	PY (2022-23)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	NA
Capex	0.00%	0.00%	NA
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)			Yes
b. If yes, what percentage of inputs were sourced sustainably?			100.00%
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)	All Plastic & Packaging material is recycling product which we are disposing to authorised recycler. Supplier Name- BABA Metal.		
(b) E-waste	For the Company's Pune Plant, All Types of hazardous waste we sending it for the incineartion to authorised Vendor. E-WASTE- ADINATH RECYCLOTRONIX PVT LTD. E- waste was not generated as well as disposed in FY 2022-23 & 2023-24 for the Pithampur Planyt. this is also recycling product, can be disposed to only authorised recycler.		

(c) Hazardous waste	<p>For Pune Plant-All Types of hazardous waste we sending it for the incineartion to authorised Vendor. hazardous waste recycling category waste Generation are as below.</p> <ol style="list-style-type: none"> 1. Grinding Dust- Vrranch Enterprises/MEPL. 2. Used Oil -AL Hind Lubricants. <p>This both disposed to Authorised hazardous waste recycler only. hazardous waste inceneration category waste Generation are as below</p> <ol style="list-style-type: none"> 1. Cotton rags-MEPL 2. Chemical Sludge- MEPL 3. Process Waste Residues- Paintnetic Paint. <p>For Pithampur Plant:-All Types of hazardous waste we sending it for the incineartion to authorised Vendor Pithampur waste Management (Pithampur DHAR) hazardous waste recycling category waste Generation are as below.</p> <ol style="list-style-type: none"> 1. Discarded Container. 2. Used Oil. <p>Both are disposed to Authorised hazardous waste recycler only.</p> <p>Hazardous waste inceneration category waste Generation are as below</p> <ol style="list-style-type: none"> 1. Waste Residues & Containing Oil. 2. Cotton rags 3. Chemical Sludge. 4. Process Waste Residues.
(d) other waste	<p>Other Waste details are as below this also we disposed to authorised Recycler only.</p> <ol style="list-style-type: none"> 1. Corrugated Box. 2. MS Turning Chips & Material. 3. Wooden. Supplier Name-BABA Metal.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).	Yes
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Yes

LEADERSHIP INDICATORS

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**
No

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

Sr. No.	Name of Product/Service	Description of the risk/ concern	Action Taken
1	Generation of Hazardous waste in whole plant area are as below... 1. Assembly Shop. 2. Machine Shop. 3. Paint Shop & Lab 4. ETP/STP. 5. Quality Milipore Lab.	Land Contamination. Health Hazard. Water Pollution.	1) Separate Hazardous waste stored area. 2) Authorised person for Handling Hazardous waste. 3) Medical Health checkup once in year. 4) Zero discharge of Water at outside. 5) Seprate Non-Hazardous waste Stored area.
2	Paint Shop	Genartion of process Waste & Paint. Uses of chemical. Discharge of Paint. Genration of Hazardous waste.	1) For Disposal of Hazardous waste we had Membership with Authorised Party for disposition which is authorised from MPCB. 2) We have ETP/STP plant for Treatment of Process water. 3) Chemical is stored with Secondary Containtment.
3	Posibility of Oil & Iekages	Land Contamination	Secondary Contentment provided
4	DG Yard	Stack Air Emission monitoring DG gensets.	To monitor the Stack Air Emission we have registered NABL Accredited lab to measure the Air Emission on quaterly basis as per MPCB CTO requirement.
5	Paint Shop	Genartion of process Waste & Paint. Uses of chemical. Discharge of Paint. Genration of Hazardous waste. Stack Air Emission. DG gensets.	1) For Disposal of Hazardous waste we had Membership with Authorised Party for disposition which is authorised from MPPCB. 2) We have ETP/STP plant for Treatment of Process water. 3) To monitor the Stack Air Emission we have registered NABL Accredited lab to measure the Air Emission on quaterly basis as per MPPCB CTO requirement. 4) Chemical is stored with Secondary Containtment.
6	Generation of Hazardous waste in whole plant area are as below... 1. Assembly Shop. 2. Machine Shop. 3. Paint Shop & Lab 4. ETP/STP. 5. Quality Milipore Lab.	Land Contamination. Health Hazard. Water Pollution.	1) Separte Hazardous waste stored area. 2) Authorised person for Handling Hazardous waste. 3) Medical Health checkup once in year. 4) Zero discharge of Water at outside. 5) Seprate Non-Hazardous waste Stored area.
7	Posibility of Oil & Iekages	Land Contamination	1) Secondary Contentment.

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

Sr. No.	Indicate input material	Recycled or re-used input material to total material	
		FY (2023-24)	PY (2022-23)
1	Corrugated Box	100.00%	100.00%
2	MS barrel	100.00%	100.00%
3	MS Turning Chips	100.00%	100.00%
4	Plastic barrel	100.00%	100.00%
5	Plastic Polythene Scrap	100.00%	100.00%
6	Wooden Scrap	100.00%	100.00%

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

	FY (2023-24)			PY (2022-23)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.00	10.92	0.00	0.00	16.57	0.00
E waste	0.00	0.00	0.00	0.00	0.00	0.00
Hazardous waste	0.00	0.00	56.42	0.00	0.00	69.28

Details Other waste

Sr. No.	Name Of Other Waste	FY (2023-24)			PY (2022-23)		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
1	Corrugated Box	0.00	9320.00	0.00	0.00	20770.00	0.00
2	Ms Barrel	0.00	1450.00	0.00	0.00	3464.00	0.00
3	MS Turning Chips	0.00	7350.00	0.00	0.00	11700.00	0.00
4	Plastic Barrel	0.00	851.00	0.00	0.00	5343.00	0.00
5	Plastic polythene Scrap	0.00	10920.00	0.00	0.00	16570.00	0.00
6	Wooden Scrap	0.00	9280.00	0.00	0.00	29230.00	0.00

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

NIL

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	268	226	84.33%	251	93.66%	0	0.00%	0	0.00%	0	0.00%
Female	50	8	16.00%	12	24.00%	2	4.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	318	234	73.58%	263	82.70%	2	0.63%	0	0.00%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1	1	100.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1	1	100.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Benefits	FY (2023-24)			PY (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	98.00%	100.00%	Yes	98.00%	0.00%	Yes
Gratuity	98.00%	100.00%	NA	93.00%	100.00%	NA
ESI	32.00%	0.00%	Yes	35.00%	0.00%	Yes

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

Yes

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	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	0.00
Total	0.00	0.00	0.00	0.00

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

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The Company has a mechanism which is well communicated to the Employees and workers. Concerns are reported to firstly to the concerned head of the departments, subsequently to the HR department and if the same is not resolved it is escalated to the senior management of the Company.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY (2024-23)		PY (2023-24)			
	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	0	0	0.00%	0	0	0.00%
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	1	1	100.00%	1	1	100.00%
Male	1	1	100.00%	1	1	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%

8. Details of training given to employees and workers:

Category	FY (2023-24)					PY (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	319	319	100.00%	222	69.59%	368	368	100.00%	263	71.47%
Female	20	20	100.00%	12	60.00%	13	13	100.00%	9	69.23%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	339	339	100.00%	234	69.03%	381	381	100.00%	272	71.39%
Workers										
Male	1036	1036	100.00%	946	91.31%	1008	1008	100.00%	1124	93.59%
Female	45	45	100.00%	40	88.89%	77	77	100.00%	55	71.43%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	1081	1081	100.00%	986	91.21%	1085	1085	100.00%	1179	92.25%

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

Category	FY (2023-24)			PY (2022-23)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	319	319	100.00%	368	368	100.00%
Female	20	20	100.00%	13	13	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	339	339	100.00%	381	381	100.00%
Workers						
Male	1036	1036	100.00%	1201	1201	100.00%
Female	45	45	100.00%	77	77	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	1081	1081	100.00%	1278	1278	100.00%

10. Health and safety management system:

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

Yes

If yes, the coverage such system?

We are certified entity with respect to ISO14001:2015 & ISO 45001 :2018 As per both standard requirement we adhere the norms & regulations related Environment, Helath & Safety.

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

Hazard Identification & Risk Assesment- This is live document to measure the risk & Placed the controls againts Unsafe conditions at Pune and Pithampur plants.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY (2023-24)	PY (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.

Evaluation and action for improvement of the EOSH management system. The employer should ensure, as appropriate, the establishment and efficient functioning of a safety and health committee and the recognition of workers' safety and health representatives, in accordance with national laws and practice. This section provides information on what employers need to consider when managing health and safety and assessing the risks in healthy work place. shown above. In this section: EOHS Policy Organizing safety programme for employees Planning and implementation Evaluation and monitoring Action for Improvement for unsafe condition mitigation of Controlling the risks Accidents and Investigations and reporting Multi-employer workspaces Deciding who can help employers with their duties Consulting and participation workers Providing training and information Providing supervision First aid Safety signs etc.

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

	FY (2023-24)			PY (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	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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	100.00%
Working Conditions	100.00%

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.

Not Applicable

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) No

(B) Workers (Y/N) No

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

The Company does not undertake evaluation pertaining to the payment of statutory dues by value chain partners.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2023-24)	PY (2022-23)	FY (2023-24)	PY (2022-23)
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No/ NA)

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0.00%
Working Conditions	0.00%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

NIL

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.

The Company has categorised the stakeholders in following groups:

Shareholders play a significant role in the functioning of our entity, providing both financial and non-financial inputs.

Employees and workers are vital stakeholders as they share our goal and are instrumental in helping us become industry leaders

Dealers, distributors, vendors, suppliers, and alliance partners are critical players that help us satisfy our logistical demands on schedule.

Communities help us become a better corporate citizens as we strive for their all round development

Central, State, and Local Government and Various Statutory and Regulatory Bodies are also salient stakeholders for the Company, as it is guided by the laws and regulations, helping in the ethical conduct of business, with transparency and accountability.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Shareholders	No	Other	1. Physical and virtual meetings (AGM/ EGM) 2. Email 3. Newspaper 4. Digital Platforms 5. Disclosures to Stock Exchange	Others – please specify	Annual/ as per requirement	Financial and Non-financial Report sharing/ Dividend/ IEPF related matters, Sustainable performance, Stability and reputation
2	Employees and Workers	No	Other	1. Email 2. Meetings 3. Digital Platforms	Others – please specify	As per requirement	Sharing Policies, Welfare Schemes, Appraisals, Career Development, Health & Safety, Learning & Development
3	Dealers and Distributors	No	Other	1. Email 2. Meetings 3. Digital Platforms	Others – please specify	As per requirement	Sales plan, Sales meeting, Order, Payment, Grievances, Business value, Innovation
4	Vendors/ suppliers and alliance partners	No	Other	1. Email 2. Meetings 3. Digital Platforms	Others – please specify	As per requirement	Production plans, Invoices, Bill payments, Grievances, Long term relationship
5	Communities	Yes	Other	1. Newspaper 2. Advertisements 3. Digital Platforms 4. Disclosures to Stock Exchange	Others – please specify	As per requirement	Education, Health, Employability, Empowerment, Environment
6	Central, State and Local Governments and various Statutory and Regulatory Bodies	No	Other	1. Email 2. E - Filings 3. Website	Others – please specify	As per requirement	Compliance

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)			PY (2022-23)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	319	319	100.00%	368	368	100.00%
Other than permanent	20	20	100.00%	13	13	100.00%
Total Employees	339	339	100.00%	381	381	100.00%
Workers						
Permanent	0	0	0.00%	1	1	0.00%
Other than permanent	1081	1081	100.00%	1084	1084	100.00%
Total Workers	1081	1081	100.00%	1085	1085	100.00%

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

Category	FY (2023-24)					PY (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										
Male	319	20	6.27%	295	92.48%	297	60	20.20%	296	99.66%
Female	20	0	0.00%	20	100.00%	21	0	0.00%	13	61.90%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total Permanent Employees	339	20	5.90%	315	92.92%	318	60	18.87%	309	97.17%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total Other than Permanent Employees	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Category	FY (2023-24)					PY (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)
Workers										
Male	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total Permanent Employees	1	0	0.00%	1	100.00%	1	0	0.00%	1	100.00%
Male	1036	787	75.97%	249	24.03%	1008	760	75.40%	248	24.60%
Female	45	45	100.00%	0	0.00%	77	40	51.95%	37	48.05%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total Other than Permanent Employees	1081	832	76.97%	249	23.03%	1085	800	73.73%	285	26.27%

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

Particulars	Male		Female		Other	Median remuneration/ salary/ wages of respective category
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	
Board of Directors (BoD)	5	3,30,000	1	4,30,000	0	0
Key Managerial Personnel (KMP)	4	2,45,50,000	0	0	0	0
Employees other than BoD and KMP	259	8,80,31,528	19	52,35,044	0	0
Workers	1036	2,29,35,960	45	1,08,00, 405	0	0

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

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

Yes, the Company has formulated mechanism to address the concerns pertaining to Human rights to deal with the following:

1. HR Operational Issues: benefits, remuneration, overtime etc.
2. Compliance concerns: Fraud, Theft, Corruption, Conflict of Interest, Breach of Code of Conduct/ Policy, Harassment, Bullying or Discrimination.

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

	FY (2023-24)			PY (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 concerns pertaining to discrimination and harassment are addressed by the Company's HR Function. Since there have been no issues as highlighted in Question 9, no corrective actions were required. To address the risks and concerns, the Company has created organisation-wide awareness of all aspects mentioned above.

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

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

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

To address the risks and concerns, the Company has created organisation-wide awareness of all aspects mentioned above. Since there have been no issues as highlighted.

LEADERSHIP INDICATORS

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

No business processes have been modified or introduced for addressing human rights grievances/ complaints.

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

Company is committed to protecting and respecting Human Rights and remedying rights violations in case they are identified; for example, issues relating to human trafficking, forced labour, child labour, freedom of association, right to collective bargaining.

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%

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

To address the risks and concerns, the Company has created organisation-wide awareness of all aspects.

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)	PY (2022-23)
Total electricity consumption (A)	18711107.00	18568727.00
Total fuel consumption (B)	104606.00	76297.00
Energy consumption through other sources ©	31476.00	57009.00
Total energy consumption (A+B+C)	18847189.00	18702033.00
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	144384613.80	149695127.00
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	No	

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?

No

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

Parameter	FY (2023-24)	PY (2022-23)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	30062760.00	24921394.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	30062760.00	24921394.00
Total volume of water consumption (in kilolitres)	29394.27	24921.39
Water intensity per rupee of turnover (Water consumed / turnover)	862558374.55	716780980.47
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes

If yes, name of the external agency.

- For Pune Plant:** M/s.GREENENVIRO Plot No.-7, Wireless Colony S. No. - 167/2B & 168/2B, Aundh, Pune 411 007
- For Pithampur Plant:** Madhya Pradesh Industrial Development Corporation, RO-Indore. First Floor, Atulya IT Park, Khandwa Road Indore Pin: 452010

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

Yes

If yes, provide details of its coverage and implementation.

For both the Plants: We have inhouse water treatment facility as a ETP/STP implementation. Treatment Plant.

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)	PY (2022-23)
NOx	Mg/NM3	44.44	40.92
SOx	Kg/day	40.03	50.63
Particulate matter (PM)	Mg/NM3	101.02	170.23
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)	Ppm	1.548	2.093
Hazardous air pollutants (HAP)	NIL	NIL	NIL

Others – please specify				
Sr. No.	Name of other air emission	Please specify unit	FY (2023-24)	PY (2022-23)
1	PM10	mg/m ³	131.72	70.93
2	PM2.5	mg/m ³	67.61	35.20
3	SO2	mg/m ³	33.66	17.50
4	NO2	mg/m ³	42.57	23.60
5	Ammonia	mg/m ³	20.00	20.00
6	CO	mg/m ³	0.19	0.10
7	LEAD as PD	mg/m ³	0.10	0.10
8	Benzene	mg/m ³	4.00	4.00
9	Arsenic	mg/m ³	5.00	5.00
10	Nickel	mg/m ³	5.00	5.00
11	OZONE	mg/m ³	20.30	20.30
12	Benzene Plrene	mg/m ³	0.10	0.10

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

If yes, name of the external agency.

1. For Pune Plant: M/s.GREENENVIRO Plot No.-7, Wireless Colony S. No. - 167/2B & 168/2B, Aundh, Pune 411 007

2. For Pithampur Plant: Third party - Science ECO tech he NABL Accredited lab also have authorization from MPPCB.

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

Parameter	Unit	FY (2023-24)	PY (2022-23)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	0	0
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	NA	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	0	0

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

If yes, name of the external agency.

1. For Pune Plant: M/s.GREENENVIRO Plot No.-7, Wireless Colony S. No. - 167/2B & 168/2B, Aundh, Pune

2. For Pithampur Plant: Third party - Science ECO tech he NABL Accredited lab also have authorization from MPPCB.

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

No

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

Parameter	FY (2023-24)	PY (2022-23)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	10920	16570
E-waste (B)	0	1.32
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	23098.38	35824.78
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	18311	40377
Total (A+B + C + D + E + F + G + H)	52329.39	92773.11
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	18409.38	35824.78
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	18409.38	35824.78
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	23014.7	35744.2
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	23014.7	35744.2
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		Yes
If yes, name of the external agency. MEPL AUTHORIZED DISPOSAL AGENCY		

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.

The Company disposes hazardous wastes in line with Maharashtra Pollution Control Board (MPCB) norms

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:

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.
Nil	NA	NA

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

The Company has not undertaken any new projects in FY 2023-24 and it has not conducted any environmental impact assessments of projects.

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/NA).

Yes

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY (2023-24)	PY (2022-23)	
From renewable sources			
Total electricity consumption (A)	0	0	
Total fuel consumption (B)	0	0	
Energy consumption through other sources (C)	3151786	3098953	
Details of Energy consumed from renewable sources			
Sr. No.	Name of other parameter	FY (2023-24)	PY (2022-23)
1	Shop Floor	746739.00	791945.00
2	Cmm Room	52058.40	46006.10
3	Mezzanine Floor	10474.40	8856.20
4	Canteen	5064.00	24816.00
5	Admin Office	36548.70	42680.30
6	Fire Pump Room	21344.70	19968.50
7	ETP/STP	13236.00	12113.80
8	Compressor Room	528161.00	484033.00
9	Paint Shop	461049.90	267034.50
10	Ultrasonic Washing Machine	142125.00	105180.00
11	MLDB	153827.50	183753.50
12	other	80211.40	187047.10
13	HT Plant 1, Air Compressor	900946.00	925519.00
Total energy consumed from renewable sources (A+B+C)		3151786	3098953
From non-renewable sources			
Total electricity consumption (D)	0	0	
Total fuel consumption (E)	0	0	
Energy consumption through other sources (F)	15559321	15469774	
Details of Energy consumed from non renewable sources			
Sr. No.	Name of other parameter	FY (2023-24)	PY (2022-23)
1	Plant 1,2,3, HT, Tool Room, Street light, shop floor light, utility, Paint shop, PSA, Canteen	15559321.00	15469774.00
Total energy consumed from non-renewable sources (D+E+F)		15559321	15469774
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No

2. Provide the following details related to water discharged:

Parameter	FY (2023-24)	PY (2022-23)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	15120760	17122060
No treatment	15120760	17122060
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	15120760	17122060
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		Yes
If yes, name of the external agency.		
M/s.GREENENVIRO Plot No.-7, Wireless Colony S. No. - 167/2B & 168/2B, Aundh, Pune		

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

Not Applicable

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

Parameter	Unit	FY (2023-24)	PY (2022-23)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	0.00	0.00	0.00
Total Scope 3 emissions per rupee of turnover	0.00	0.00	0.00
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00	0.00

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 one affiliation with trade and industry chamber/ associations.

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

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
Automotive Components Manufacturers' Association (ACMA)	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable: Since there was no anti-competitive conduct on part of the Company.		

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.

Currently the Company does not have any Social Impact Assessment (SIA) projects in place.

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

No, the Company does not have any projects for which R&R is being undertaken

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

The Company has devised Vigil Mechanism to address concerns of all the Stakeholders

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

	FY (2023-24)	PY (2022-23)
Directly sourced from MSMEs/ small producers	39.64%	36.00%
Sourced directly from within the district and neighbouring districts	61.33%	55.00%

LEADERSHIP INDICATORS

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

Not Applicable

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

State	Aspirational District	Amount spent (In INR)
Maharashtra	Pune	200000.00

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups?

No, the Company has no preferential procurement policy

- (b) From which marginalized/ vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

The Company has not acquired any Intellectual Property Rights during the Financial Year 2023-24.

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Skill Development under NAPS	91	0.00%

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 Company treats customer complaints with utmost importance and believe that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily. The Company ensures to keep the customer informed throughout the entire process of complaint resolution and focus on resolving retail customer complaints. The Company also maintains multiple points of communication with the customer. Customers can lodge Complaints with the Company's Quality Control Department and the said complaints are resolved in time bound manner on priority basis as well as the nature of Complaints.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

3. Number of consumer complaints in respect of the following

Particulars	FY (2023-24)		Remark	PY (2022-23)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0	Not Applicable	0	0	Not Applicable
Cyber-security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	0	0	Not Applicable	0	0	Not Applicable
Restrictive Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Unfair Trade Practices	0	0	Not Applicable	0	0	Not Applicable
Other	0	0	Not Applicable	0	0	Not Applicable

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

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

No

If available, provide a web-link of the policy

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.

During the Financial Year ended March 31, 2024, no instances were identified on issues relating to advertisement and delivery of essential products, cyber security and data privacy of customers, re-occurrence of instances of product recalls. No penalties were levied or actions taken by any regulatory authorities on safety of products/ services.

LEADERSHIP INDICATORS

1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if available) also available on website of the co. www.zfindia.com:

The platforms used for the information are Website, Integrated Annual Report and Media advertisement/ publications also available on the website of the Company at www.zfindia.com

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

Yes, the Company ensures that all the information as required to be displayed on the product labels as per the applicable rules and regulations are properly displayed.

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

Customers are informed through emails, telecommunications, further the Company also informs to the stock exchange in case there is disruption/ temporary closure of operations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No):

Not Applicable

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact:

The Company has not had any known incident of data breach during the Financial Year 2023-24.

b. Percentage of data breaches involving personally identifiable information of customers:

Not Applicable