

August 06, 2024

**BSE Limited**

Corporate Relationship Department,  
PhirozeJeebhoy Towers,  
Dalal Street,  
Mumbai – 400 001.

**SCRIP CODE: 503960**

**National Stock Exchange of India Limited**

Listing Department,  
Exchange Plaza,  
BandraKurla Complex, Bandra (E),  
Mumbai – 400 051

**SCRIP CODE: BBL**

Dear Sir / Madam,

**Sub.: Submission of Business Responsibility and Sustainability Report, for the Financial Year 2023-2024**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report, for the Financial Year 2023-2024, which forms an integral part of the Annual Report of the Company, for the Financial Year 2023-2024.

You are requested to take the same on your record.

Thanking You,

Yours sincerely,

For **Bharat Bijlee Limited**

**Durgesh N. Nagarkar**

**Company Secretary & Senior General Manager,  
Legal**

Encl.: a/a

# Bharat Bijlee



# AWARDS AND ACCOLADES



Bharat Bijlee won in the 'Excellence in Innovation' category at the 11th Manufacturing Today Awards

Bharat Bijlee won 'First Appreciation Award for the Best Display of Products' amongst Electrical & Electronics Category at the Dahej Industrial Expo 2023, Gujarat



Our presentation, "Eliminating Hazards in Brazing Operation" secured a Platinum-level recognition in the Workplace Safety category at the 11th CII-IQ National Excellence Practice Competition 2023

# WHAT WE DO!



Bharat Bijlee has a state-of-the-art plant with a production capacity of 18,000 MVA and a full-fledged testing laboratory that was NABL accredited in 2014. It offers upto 200MVA, 200kV, 3 phase transformers and caters to State Electricity Boards, Utilities, PSUs, Industries and overseas customers. It specializes in manufacturing Power Transformers, Generator Transformers, Unit Auxiliary Transformers and Special Application Transformers.



Bharat Bijlee provides turnkey solutions for EHV switchyards, HV and MV substations, Electrical Balance of Plant, Industrial Power Distribution and Illumination Systems. Its services encompass:

- Design and engineering
- Supply of equipment and materials
- Installation, testing and commissioning
- Liaison with statutory bodies
- After sales service



Bharat Bijlee started manufacturing Motors in 1958 in technical collaboration with Siemens. It offers a complete range of motors from 0.12kW to 1250kW that are used across industries and applications. It also has a full range of hazardous area motors in conformance with IS:5572:2009. Besides the standard range, Bharat Bijlee manufactures customized motors for special applications as well as MV motors upto 1000 kW. It serves customers across India through a wide dealer and service network.



Bharat Bijlee has partnered with KEB of Germany for the distribution of their Variable Frequency Drives. KEB's AC Variable Drives up to 900 kW are also manufactured at its plant. In addition, the company provides DC Drives, Servo system solutions, and an entire gamut of industrial automation solutions for enhanced precision, productivity and efficiency. Servo systems serve various applications in Plastics, Textiles, Metals, Packaging, Wind Energy and Machine Tools.



Bharat Bijlee started the manufacture and installation of the well-known Olympus brand of elevators in 1973. In 2004 this business was divested to a subsidiary of Kone Elevators. Building on its experience in motors and automation, it re-entered the elevator systems business in 2008.

It is the first Indian manufacturer of gearless Permanent Magnet Synchronous Motors (PMSM) for elevators. This technology for the first time enabled elevators without a machine room. They save upto 30% energy and are relatively maintenance free.

# OUR STAKEHOLDERS

ELEVATING VISIONS, EMPOWERING FUTURES:  
UNITING STAKEHOLDERS FOR SHARED SUCCESS.

	<p>Shareholders fuel Bharat Bijlee Limited's growth with essential capital and steer strategic decisions, fostering a synergistic relationship for mutual success.</p>
	<p>Employees are the heartbeat of Bharat Bijlee Limited, driving innovation and operational excellence to fuel the company's success.</p>
	<p>Workers at Bharat Bijlee Limited are the backbone, contributing their skills and commitment to ensure operational efficiency and the company's overall success.</p>
	<p>Value chain partners are pivotal stakeholders for Bharat Bijlee, contributing synergies that amplify operational efficiency and bolster the company's end-to-end competitiveness.</p>
	<p>The community is a vital stakeholder for Bharat Bijlee, as the company values social responsibility, actively engaging in initiatives that uplift and contribute to the well-being of the local community.</p>
	<p>Regulatory bodies serve as crucial stakeholders for Bharat Bijlee, ensuring compliance with industry standards and regulations, fostering a transparent and ethical business environment.</p>
	<p>Customers are paramount stakeholders for Bharat Bijlee, driving product demand and satisfaction, shaping the company's market presence and success.</p>



# Section A

## General Disclosures

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

[Regulation 34(2)(f)]

Bharat Bijlee Limited's (hereinafter referred to as – 'Company', 'Bharat Bijlee', 'BBL', 'We' or 'Our') Business Responsibility and Sustainability Report (BRSR) is a comprehensive account of its business performance and impacts from a non-financial perspective. It is aligned with the NGRBC (National Guidelines on Responsible Business Conduct) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs. The BRSR is in accordance with Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, and the Company being in top 1000 listed companies as per the market capitalization as on 31<sup>st</sup> March, 2024 – is statutorily required to present this report as a part of Board Report. The Company's business performance and impacts are disclosed based on the 9 Principles as mentioned in the NGRBC, reflecting Bharat Bijlee's unwavering commitment to responsible and sustainable business practices. The number in this year's report is rationalized, wherever required.

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity:

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L31300MH1946PLC005017	
2.	<b>Name of the Listed Entity</b>	Bharat Bijlee Limited	
3.	<b>Year of incorporation</b>	1946	
4.	<b>Registered office address</b>	Electric Mansion, 6th Floor, Appasaheb Marathe Marg, Prabhadevi, Mumbai 40025	
5.	<b>Corporate address</b>	Electric Mansion, 6th Floor, Appasaheb Marathe Marg, Prabhadevi, Mumbai 40025	
6.	<b>E-mail</b>	bbllcorporate@bharatbijlee.com	
7.	<b>Telephone</b>	022-4614 1414	
8.	<b>Website</b>	<a href="https://www.bharatbijlee.com/">https://www.bharatbijlee.com/</a>	
9.	<b>Financial year for which reporting is being done</b>	2023-2024	
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	<b>Name of the Exchange</b>	<b>Stock Code</b>
		NSE	BBL
		BSE	503960
11.	<b>Paid-up Capital</b>	INR 5,65,15,600	
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Durgesh N. Nagarkar Email: durgesh.nagarkar@bharatbijlee.com Contact No.: 9821519311	
13.	<b>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).</b>	The disclosures made under this report are made on a standalone basis for Bharat Bijlee Limited (BBL).	
14.	<b>Name of the assurance provider</b>	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.	
15.	<b>Type of assurance obtained</b>	Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.	

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Motor	Electrical Engineering	37.45%
2.	Transformer	Electrical Engineering	49.19%
3.	Magnet Technology Machines	Electrical Engineering	2.64%
4.	Drives & Servo Systems	Electrical Engineering	3.07%
5.	DC	Electrical Engineering	0.19%

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Motors	27103	37.45
2.	Transformers	27102	49.19
3.	Magnet Technology Machines	27900	2.64
4.	Drives and Servo Systems	27900	3.07

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

Location	Number of plants	Number of offices	Total
National	1	15	16
International		0	

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

Locations	Number
National (No. of States & UTs)	28 States and 8 UTs
International (No. of Countries)	0

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

The contribution of exports as a percentage of the total turnover of the entity is 0.82%.

**c. A brief on types of customers:**

The Company has two operating segments, namely, Power and Industrial Segment. The type of customers varies across these segments, ranging from large Government companies to Original Equipment Manufacturers and Industrial Customers etc. The Company operates exclusively into B2B segment.



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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	636	558	87.74	78	12.26
2.	Other than Permanent (E)	19	19	100.00	0	0.00
3.	<b>Total employees (D + E)</b>	655	577	88.10	78	11.90
<b>WORKERS</b>						
4.	Permanent (F)	416	415	99.76	1	0.24
5.	Other than Permanent (G)	889	881	99.10	8	0.90
6.	<b>Total workers (F + G)</b>	1305	1296	99.31	9	0.69

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	<b>Total differently abled employees (D + E)</b>	2	2	100.00	0	0.00
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	1	1	100.00	0	0.00
6.	<b>Total differently abled workers (F + G)</b>	1	1	100.00	0	0.00

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50
Key Management Personnel	5	0	0.00

**22. Turnover rate for permanent employees and workers (in percent)**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	14.14	10.67	13.71	16.59	15.28	15.93	12.31	16.22	12.79
<b>Permanent Workers</b>	0.48	0.00	0.48	1.54	0.00	1.54	1.92	0.00	1.92

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Not Applicable. The Company does not have any holding/ subsidiary/ associate companies/ joint ventures.				

**VI. CSR Details**
**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

(ii) Turnover (in Rs.) – 1872, 47, 82,778

(iii) Net worth (in Rs.) – 684, 41, 40,101

**VII. Transparency and Disclosures Compliances**
**25. Complaints/Grievance 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	<i>(If Yes, then provide web-link for grievance redress policy)</i> Yes, a register is maintained at the factory gate for any member of society to put up their grievance.	0	0	Nil	0	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)*  <i>(If Yes, then provide web-link for grievance redress policy)</i>	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
Investors (other than shareholders)		NA					
Shareholders	Yes. SEBI prescribed mechanism is being followed and Complaints can be lodged at <a href="https://scores.gov.in/">https://scores.gov.in/</a>	2	0	Nil	2	0	Nil
Employees and workers	Yes. A grievance redressal policy is maintained on the intranet of the Company.	0	0	Nil	0	0	Nil
Customers	Yes. We have a dedicated Service line system where in customer can raise a complaint on the phone numbers and emails provided.	9773	401	The majority of received concerns pertain to product servicing. Same were resolved promptly.	9271	517	The majority of received concerns pertain to product servicing. Same were resolved promptly.
Value Chain Partners	Yes	0	0	Nil	0	0	Derived from an annual Vendor Perception survey.

**26. Overview of the entity's material responsible business conduct 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.<sup>1</sup>**

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.	Workforce health & safety	Opportunity	Investing in measures to safeguard workforce and ensure its well-being, BBL stands to gain significant benefits. Enhanced productivity emerges as a key advantage, stemming from reduced absenteeism due to illness or injury. Moreover, a workplace culture that prioritizes health and safety fosters higher morale among employees, leading to increased job satisfaction and retention rates. Additionally, cost savings can accrue from preventing workplace accidents and illnesses, mitigating expenses related to medical treatment, insurance premiums, and worker compensation claims. The Company, in furtherance of this objective, has implemented various measures to ensure employee health and safety, including training sessions, hazard identification, ISO 45001:2018 certification, medical insurance provision and supplying personal protective equipment (PPE).	NA	Positive

<sup>1</sup> Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022.

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)
2.	Energy Management	Risk	Energy management is a significant risk for Bharat Bijlee Limited due to potential increased operational costs from inefficient energy use. Dependence on non-renewable energy sources exposes the company to supply volatility and price fluctuations, while high energy consumption can lead to adverse environmental impacts, damaging the company's reputation. Inefficient energy management can also hinder the company's ability to achieve its sustainability goals and commitments.	To mitigate these risks, Bharat Bijlee Limited has implemented several energy management strategies. Investing in energy-efficient technologies and processes has also helped reduce operational costs and improve compliance with regulatory standards.	Negative  *No such instance has occurred in the reporting year.
3.	Supply chain	Risk	For BBL, dependence on a limited pool of suppliers can raise risk regarding their reliability in delivering materials promptly and meeting quality standards, and can directly impact its sustainability efforts. Ensuring compliance with various regulations, spanning environmental and labor laws, adds complexity and expense. Additionally, fluctuations in raw material prices can directly impact production costs and overall profitability. Moreover, any instances of non-compliance or unethical practices among suppliers can tarnish the Company's reputation and trigger legal repercussions.	To overcome this risk, the Company implements a stringent onboarding and evaluation process for its supply chain partners. Before being on boarded, partners undergo rigorous assessments to ensure alignment with the Company's standards and requirements. Once approved, they are bound by clearly defined terms of agreement, outlining expectations and responsibilities. This approach helps to mitigate risks associated with supplier reliability, compliance and reputation, fostering a more robust and transparent supply chain ecosystem.	Negative  *No such instance has occurred in the reporting year.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Product responsibility	Opportunity	Product responsibility offers several strategic opportunities for Bharat Bijlee. By prioritizing the safety, reliability and sustainability of their products, the Company can enhance its brand reputation, differentiate itself in the market and attract socially conscious consumers. Moreover, investing in product innovation and compliance with regulations can mitigate legal risks, drive market growth and foster customer loyalty. To achieve this, BBL places a strong emphasis on product safety and quality across the entire product lifecycle. This entails rigorous testing, stringent quality control measures, clear labelling, comprehensive warnings and instructions, as well as continuous monitoring of product performance. Additionally, the Company conducts life cycle assessments for its five major services and takes proactive measures to address any identified risks.	NA	Positive
5.	GHG Emissions	Risk	Efforts to reduce emissions may require significant capital investment in cleaner technologies and energy sources, potentially raising operational costs. Additionally, high GHG emissions can harm the Company's reputation and market position, as stakeholders increasingly prioritize environmental responsibility.	The Company has adopted measures to reduce its GHG emissions, as detailed under Principle 6 of this report.	Negative.  *No such instance has occurred in the reporting year.



# **Section B**

## **Management & Process Disclosures**

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, most of the policies have been approved by the Board. The policies pertaining to local legislations and systems are approved by relevant senior management personnel.								
c. Web Link of the Policies, if available									
Sr. No.	Name of policy	Link to Policy						Which Principles each policies goes into	
1	Whistleblower Policy & Vigil mechanism	<a href="https://www.bharatbijlee.com/media/15062/bbl_whistle-blower-policy.pdf">https://www.bharatbijlee.com/media/15062/bbl_whistle-blower-policy.pdf</a>						P1, P5	
2	CSR Policy	<a href="https://www.bharatbijlee.com/media/19986/bbl_csr-policy_11032021.pdf">https://www.bharatbijlee.com/media/19986/bbl_csr-policy_11032021.pdf</a>						P4, P8	
3	Policy on Related Party Transactions	<a href="https://www.bharatbijlee.com/media/21035/bbl_related-party-transactions-policy.pdf">https://www.bharatbijlee.com/media/21035/bbl_related-party-transactions-policy.pdf</a>						P1, P4, P7	
4	EOHS Policy	<a href="https://www.bharatbijlee.com/company/investor-relations/policies/eohs-policy/">https://www.bharatbijlee.com/company/investor-relations/policies/eohs-policy/</a>						P2, P6, P9	
5	Familiarization Programme for Independent Directors	<a href="https://www.bharatbijlee.com/media/13462/familiarisation-programme-for-independent-directors.pdf">https://www.bharatbijlee.com/media/13462/familiarisation-programme-for-independent-directors.pdf</a>						P1	
6	Archival Policy	<a href="https://www.bharatbijlee.com/media/1203/bbl_archival_policy_lodr_2015.pdf">https://www.bharatbijlee.com/media/1203/bbl_archival_policy_lodr_2015.pdf</a>						P1	
7	Policy on determination of materiality of events	<a href="https://www.bharatbijlee.com/media/16304/bbl_policy-on-determination-of-materiality-of-events.pdf">https://www.bharatbijlee.com/media/16304/bbl_policy-on-determination-of-materiality-of-events.pdf</a>						P1, P4	
8	Policy on preservation of documents	<a href="https://www.bharatbijlee.com/media/1205/bbl_policy_on_preservation_of_documents_lodr_2016.pdf">https://www.bharatbijlee.com/media/1205/bbl_policy_on_preservation_of_documents_lodr_2016.pdf</a>						P1	
9	Risk management policy	<a href="https://www.bharatbijlee.com/media/1206/bbl_risk-management-policy_04082021.pdf">https://www.bharatbijlee.com/media/1206/bbl_risk-management-policy_04082021.pdf</a>						P1, P2	
10	Policy on board diversity	<a href="https://www.bharatbijlee.com/media/1207/policy-on-board-diversity.pdf">https://www.bharatbijlee.com/media/1207/policy-on-board-diversity.pdf</a>						P1, P8	
11	Nomination and Remuneration policy	<a href="https://www.bharatbijlee.com/media/1208/bbl_nomination-and-remuneration-policy_27052021.pdf">https://www.bharatbijlee.com/media/1208/bbl_nomination-and-remuneration-policy_27052021.pdf</a>						P3, P4	



Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Sr. No.	Name of policy	Link to Policy							Which Principles each policies goes into	
12	Policy and Procedure for Enquiry in Case of Leak of UPSI or Suspected Leak of UPSI	<a href="https://www.bharatbijlee.com/media/16061/bbl_policy-on-leak-on-upsi_pit-regulations-2015_01042019.pdf">https://www.bharatbijlee.com/media/16061/bbl_policy-on-leak-on-upsi_pit-regulations-2015_01042019.pdf</a>							P1	
13	Dividend distribution policy	<a href="https://www.bharatbijlee.com/media/20440/bbl_div-dist-policy_04082021.pdf">https://www.bharatbijlee.com/media/20440/bbl_div-dist-policy_04082021.pdf</a>							P3, P4	
14	Code of Conduct for Board of Directors	<a href="https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf">https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf</a>							P1	
15	Code of Conduct for Regulating, Monitoring and Reporting of Trading by Designated Persons and immediate relatives of Designated Persons	<a href="https://www.bharatbijlee.com/media/13459/bll_code-of-conduct_pit-regulations-2015_revised_feb-2021_final.pdf">https://www.bharatbijlee.com/media/13459/bll_code-of-conduct_pit-regulations-2015_revised_feb-2021_final.pdf</a>							P1	
16	Code of Practices and Procedure for Fair Disclosure of Unpublished Price Sensitive Information	<a href="https://www.bharatbijlee.com/media/13460/bll_principles-of-fair-disclosure-of-upsi_01042019.pdf">https://www.bharatbijlee.com/media/13460/bll_principles-of-fair-disclosure-of-upsi_01042019.pdf</a>							P1	
<p>Additionally, the Company maintains multiple policies on its intranet that is accessible to the employees i.e., HR Manual, Grievance Redressal etc.</p>										
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)		No, the value chain partners at BBL are bound by agreements. However, the Company will look at the relevance of extending the policies to our value chain partners and take it up accordingly.								
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.		<p>ISO: 9001:2015-   P1, P8, P9- Specifies requirements for a quality management system, taken for Airoli.</p> <p>ISO: 14001:2015   P2, P6- Specifies the requirements for an environmental management system, taken for Airoli.</p> <p>ISO 45001:2018   P3, P5 - Specifies requirements for an occupational health and safety (OH&amp;S) management system, taken for Airoli.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG Journey, BBL looks forward to set short, medium and long term targets in coming years, for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p><i>It is my privilege to share our commitments and our strides in the environmental, social and governance realms. The path to sustainability and responsible business practices is paved with challenges, yet it is one that we at Bharat Bijlee embrace with unwavering commitment.</i></p> <p><i>In the past year, our journey has been marked by targeted actions to minimize environmental impact, pursue social equity, and uphold the highest standards of governance. We have encountered challenges such as integrating sustainable practices into all levels of our operations. However, these challenges are catalysts for innovation, driving us to set ambitious ESG targets that contribute to a greener, more equitable, and more resilient future.</i></p> <p><i>We aim to reduce our carbon footprint, enhance energy efficiency, and manage resources judiciously to safeguard our environment. Socially, our goal is to nurture inclusive growth and empower communities where we operate. From a governance perspective, integrity, transparency and accountability remain the cornerstones of our corporate ethos.</i></p> <p><i>Among our achievements, we are proud to have implemented energy-saving measures across our operations, invested in community development programs that promote education and health, and adhered to ethical business practices that have earned us the trust of our partners and stakeholders.</i></p> <p><i>As we move forward, Bharat Bijlee will continue to uphold these values, striving not only to meet our targets but to exceed them, laying the groundwork for a legacy of responsible business that supports the well-being of our planet and its inhabitants. Our ESG journey is a continuous one, and we remain dedicated to adapting, improving and leading by example in the realm of business responsibility.</i></p> <p><i>-Mr. Nikhil J. Danani</i></p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr. Nikhil J. Danani  Vice Chairman and Managing Director  Contact No.: +91 22 2430 6237  Email: bblcorporate@bharatbijlee.com</p>								
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.	<p>The Company has established dedicated committees as statutorily required and maintains sufficient internal controls to oversee review and implementation of the policies aforementioned. However, a formal committee for sustainability related issue is not constituted as yet.</p>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was under taken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Board of Directors, Nomination and Remuneration Committee, Risk Management Committee and Audit Committee, as applicable, conduct reviews of the Company's performance against the aforementioned policies. These reviews occur annually, once every two to three years, or whenever updates are necessary due to changes in relevant laws. This comprehensive evaluation ensures that the Company remains aligned with its policies and can adapt to evolving legal requirements.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	There are no significant instances of non-compliance. Operational issues are continually being addressed as they arise. The Company monitors and ensures timely completion of all required compliances.																	
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	Dhir & Dhir Associates, a Law Firm, has assessed the operationalization and effectiveness of our policies. This evaluation specifically focused on the efficacy of the policies in practice. Additionally, department heads and business leaders conduct periodic assessments of the policies, and any updates are approved by the management or board. While internal auditors may scrutinize processes and compliances, regulatory compliance is also subject to examination as applicable. This comprehensive approach ensures that our policies remain effective, up-to-date, and compliant with both internal and external standards.																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									



# Principle 1

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

**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.**

<b>Essential Indicators</b>
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**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	0	Nil	0.00
Key Managerial Personnel	3	Intellectual Property Rights	40.00
Employees other than BoD and KMPs	12	Electrical safety Training, Electrical safety Awareness, ISO Training, POSH Training Skill Upgradation, Customer Complaint Training	100.00
Workers	61	Safe working practices, Material Handling, Environment management, Constructive leadership, Team building, Stress Management, Electrical Safety, Customer Centricity	92.60

**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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Penalty/ Fine</b>	Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
<b>Settlement</b>					
<b>Compounding Fee</b>					
Non-Monetary					
<b>Imprisonment</b>	Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.				
<b>Punishment</b>					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable, as the response to Question 2 is Nil.	

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

Yes, Bharat Bijlee upholds the utmost standards of corporate governance, recognizing that ethical business practices are integral to effective governance. The Company's Board of Directors has endorsed a Code of Conduct for Directors and Senior Management, emphasizing honesty, integrity and compliance with relevant laws, regulations and standards. Anti-bribery and anti-corruption measures are fundamental components of the Company's code of conduct, reflecting BBL's commitment to ethical conduct in all facets of its operations.

Web link: [https://www.bharatbijlee.com/media/13550/bbl\\_code\\_of\\_conduct\\_for\\_board\\_members\\_final\\_11112014.pdf](https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf)

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

	FY 2023-24	FY 2022-23
<b>Directors</b>	Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/ KMPs/ Employees/ Workers in the reporting year.	Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/ KMPs/ Employees/ Workers in the reporting year.
<b>KMPs</b>		
<b>Employees</b>		
<b>Workers</b>		

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

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

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, as there were no complaints of this nature raised during the reporting year.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	43	46

**9. Open-ness of Business**

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

Parameter	Metrics	FY 2023-24	FY 2022-23
<b>Concentration of Purchases</b>	a. Purchases from Trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases and made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
<b>Concentration of Sales</b>	a. Sales to dealers/distributors as % of total sales	24.56%	32.01%
	b. Number of dealers/distributors to whom sales are made	473	491
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	27.93%	28.71%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties/Total Purchases)	0.19%	0.24%
	b. Sales (Sales to related parties/Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

**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	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
7	<ul style="list-style-type: none"> <li>• Waste management</li> <li>• Electrical safety</li> <li>• Emergency preparedness</li> <li>• EOHS management system</li> <li>• Health &amp; Safety Training</li> <li>• Energy and water conservation</li> </ul>	100%

**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.**

The Company's policy on the Code of Conduct for Board members and senior management comprehensively addresses the elements of conflict of interest. This policy provides a detailed explanation of the concept of conflict of interest and outlines specific activities that directors and senior management personnel should refrain from engaging in. By doing so, it establishes clear guidelines and expectations to prevent and manage conflicts of interest within the Board and senior management roles.

Link - [https://www.bharatbijlee.com/media/13550/bbl\\_code\\_of\\_conduct\\_for\\_board\\_members\\_final\\_11112014.pdf](https://www.bharatbijlee.com/media/13550/bbl_code_of_conduct_for_board_members_final_11112014.pdf)



## Principle 2

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



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

<b>Essential Indicators</b>
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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.**

	2023-24	2022-23	Details of Improvements in environmental and social impacts
R&D	0.00	0.00	NA
Capex	7.61	9.68	The improvements made are as follows: <ol style="list-style-type: none"> <li>1. Design optimization to reduce material content and product efficiency and/or performance</li> <li>2. CNC Machine replaces conventional machine thereby reducing rejections &amp; power consumption and improving overall productivity</li> <li>3. To automate material handling thereby reducing manual efforts</li> </ol>

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

Yes, the Company follows a meticulous approach in procuring products and services, ensuring that they exclusively engage with business partners and suppliers who undergo a thorough on boarding process and due diligence. New vendors undergo a comprehensive evaluation process, which includes the completion of a vendor due diligence form. Preference is given to vendors who hold ISO 14001 or ISO 45001 certification, with ISO 14001 focusing on environmental management systems and ISO 45001 addressing occupational health and safety management systems. Notably, key suppliers contributing to approximately 80% of the annual procurement value for CRGO, Copper and Oils are certified under ISO 14001 and ISO 45001. For vendors involved in chemical-related products (e.g., Coated steel, Paints, Resins, Varnish, Copper wire), compliance with the Restriction of Hazardous Substances Directive (RoHS) is mandatory.

Additionally, the Company adopts an environmentally friendly approach in storing finished products. Vendor-managed warehouses are equipped with material handling equipment that operates with zero carbon emissions, utilizing battery-operated systems. This commitment underscores the Company's dedication to sustainability and responsible business practices throughout its supply chain.

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

The Company is committed towards ensuring the efficacy in procurement of goods and the suppliers are required to adhere to the SOP of the Company including guidelines as defined in various statutes. BBL's key suppliers of CRGO/ Copper / Oils that constitute almost 80% of annual procurement value are ISO 14001/ ISO 45001 certified.

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

The Company incorporates End-of-Life (EOL) disposal procedures within its product brochures. To guide end-users on appropriate disposal methods and applicable areas, disposal signs are prominently marked on the products. Furthermore, the Company conducts end-of-life assessments for its products, systematically evaluating their environmental impact.

BBL is committed to environmental stewardship and takes its Extended Producer Responsibility obligations with utmost importance. The Company has formed an alliance with a renowned recycling organization to tackle plastic waste

problems effectively. Through this partnership, BBL guarantees that the plastic waste resulting from their products is recycled proficiently, aiding in the decrease of plastic contamination. Moreover, to manage the disposal of other waste forms, the Company works in cooperation with vendors authorized by the government.

- a) Plastic waste – Through EPR
- b) E-waste – Disposal through registered vendors
- c) Hazardous waste - Disposal through registered vendors
- d) Paper and everyday waste – Disposed through municipal collectors
- e) Metal waste- Disposal through registered vendors

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

Yes, the Company adheres to Extended Producer Responsibility (EPR) as it pertains to its activities. The registration for EPR has been initiated with the Central Pollution Control Board (CPCB). The Company has meticulously devised a collection plan and has been assigned potential targets. In response, a comprehensive action plan has been formulated and submitted, outlining the strategies and measures to achieve the specified targets for Extended Producer Responsibility. This proactive approach underscores the Company's commitment to environmental stewardship and compliance with responsible waste management practices.

**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)? If yes, provide details in the following format?**

NIC Code	Name of Product/ Service	% of total Turnover Contributed (for FY 23-24)	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
27103	Motors	37.45	Cradle to grave	No, within the organization	Yes, included in the product brochures
27102	Transformers	49.19	Cradle to grave	No, within the organization	Yes, included in the product brochures
27900	Magnet Technology Machines	2.64	Cradle to grave	No, within the organization	Yes, included in the product brochures
27900	Servo Motors	0.84	Cradle to grave	No, within the organization	Yes, included in the product brochures
27900	Drives	1.61	Cradle to grave	No, within the organization	Yes, included in the product brochures

The Company has undertaken a Life Cycle Assessment (LCA) for its five key products. The LCA model adopted by the Company follows a cradle-to-grave system, providing a holistic evaluation of the environmental impacts and resource consumption associated with the products throughout their entire life cycle. This approach considers each stage, commencing with raw material extraction, encompassing manufacturing, distribution & usage and concluding with product disposal or end-of-life considerations.

At BBL, the services undergo a detailed aspect impact study. This study delves into various aspects such as procurement, transportation, manufacturing processes, waste generation and waste disposal. Each aspect is thoroughly analysed and a significant rating is assigned, ensuring a comprehensive understanding of the environmental footprint associated with the Company's services.

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.

Name of Product/ Service	Description of the risk/ concern	Action Taken
Motors	Waste generation	<ul style="list-style-type: none"> <li>• Metal waste is sent to authorize vendors specializing in recycling, ensuring responsible disposal practices.</li> <li>• We actively seek environmentally friendly materials for our production processes, aiming to enhance the sustainability of our products.</li> <li>• In our product brochures, we provide information on disposal methods, guiding users on proper and eco-friendly ways to manage the end-of-life phase for our products.</li> </ul>
Transformers		
Servo Motors		
Drives		
Magnet Technology Machines		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
This data is currently not quantified for the reporting year.		

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			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	46 MT	0 MT	Nil	10.00 MT	0 MT
E-waste		0 MT	0 MT		1.00 MT	0 MT
Hazardous Waste**		27.09 MT	36.95 MT		36.43 MT	37.42 MT
Other waste***		623.5 MT	0 MT		501.99 MT	0 MT

\*\* MT stands for Metric Tonnes.

\*\* Hazardous waste is paint, sludge, waste oil and waste paint thinner

\*\*\* The category of "Other waste" encompasses materials such as packing wood, metal scraps, and cardboard boxes.

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

Indicate product category	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**

**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:**

% 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)
<b>Permanent Employees</b>											
Male	558	558	100.00	558	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Female	78	78	100.00	78	100.00	78	100.00	0.00	0.00	78	100.00
<b>Total</b>	<b>636</b>	<b>636</b>	<b>100.00</b>	<b>636</b>	<b>100.00</b>	<b>78</b>	<b>100.00*</b>	<b>0.00</b>	<b>0.00</b>	<b>78</b>	<b>12.26</b>
<b>Other than Permanent Employees</b>											
Male	19	0.00	0.00	19	100	0.00	0.00	0.00	0.00	0.00	0.00
Female	0	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	<b>19</b>	<b>0.00</b>	<b>0.00</b>	<b>19</b>	<b>100</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

\* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female employees.

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

% of workers 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)
<b>Permanent Workers</b>											
Male	415	415	100.00	415	100.00	0	0.00	0	0.00	415	100.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	1	100.00
<b>Total</b>	<b>416</b>	<b>416</b>	<b>100.00</b>	<b>416</b>	<b>100.00</b>	<b>1</b>	<b>100.00*</b>	<b>0</b>	<b>0.00</b>	<b>416</b>	<b>100.00</b>
<b>Other than Permanent Workers</b>											
Male	881	883	100.00	883	100.00	0	0.00	0	0.00	883	100.00
Female	8	8	100.00	8	100.00	8	100.00	0	0.00	8	100.00
<b>Total</b>	<b>889</b>	<b>891</b>	<b>100.00</b>	<b>891</b>	<b>100.00</b>	<b>8</b>	<b>0.90</b>	<b>0</b>	<b>0.00</b>	<b>891</b>	<b>100.00</b>

\* Percentage of (D) – maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dt. May 10, 2024 as it is computed as percentage of only female workers.

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.49	0.64

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Yes
Gratuity	100.00	100.00	NA	100.00	100.00	Yes
ESI	100.00	68.00	Y	100.00	62.00	Yes
Family Pension Fund	100.00	100.00	Y	100.00	100.00	Yes
NPS	100.00	7.00	Y	100.00	7.00	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? If not, whether any steps are being taken by the entity in this regard.**

Yes, BBL recognizes the significance of fostering inclusivity and diversity in the workplace through accessibility measures. By making accommodations for individuals with disabilities, the Company aims to establish an environment where everyone, regardless of their abilities, has equal opportunities to engage and contribute. This commitment cultivates a culture marked by respect, equality and diversity, ultimately enhancing teamwork, boosting employee morale and improving overall productivity.

As part of these efforts, the Company has implemented features such as stairs with railings, walkways, elevators, ramps and separate washrooms within the premises, catering to the needs of differently-abled employees, workers and visitors.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, ensuring equal opportunity in the workplace is paramount for fostering fairness, diversity and inclusion. This practice not only attracts and retains top talent but also enhances organizational performance, ensures compliance with legal and ethical obligations, and improves the overall reputation of the Company. By establishing a level playing field for all employees, organizations create a conducive work environment where individuals can thrive, contribute their best and reach their full potential.

In alignment with this commitment, BBL has incorporated the principle of equal opportunity into its HR Policy manual. The Company is dedicated to treating job applicants and employees fairly, regardless of factors such as color, creed, race, nationality or ethnic origin, sex, marital status, disability or age.

Furthermore, the Employee Code of Conduct Policy serves as a guide for employees, emphasizing the importance of honest and ethical conduct. It promotes a corporate climate that values and promotes the integrity and dignity of each individual, ensuring compliance with laws, rules and regulations governing the organization's business activities.

These policies are accessible to all employees through the Company's intranet, reaffirming BBL's commitment to transparency and providing a framework that supports a workplace characterized by integrity, equality, and ethical behavior.

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA			
Female	100%	100%	Nil*	
<b>Total</b>	100%	100%		

\* No women worker availed maternity leave in the reporting year.

**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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

The significance of grievance redressal within an organization cannot be overstated. A well-established grievance redressal system ensures that employees have a fair and efficient means to address their concerns, conflicts, and grievances. It serves as a vital platform for employees to express their grievances, which is essential for nurturing a positive work environment and promoting employee satisfaction and well-being. By promptly and transparently handling grievances, organizations demonstrate their dedication to equitable treatment, respect, and the protection of employee rights. This, in turn, fosters trust, boosts employee morale and minimizes workplace conflicts. Overall, a robust grievance redressal system is indispensable for organizational success, fostering employee engagement and cultivating a harmonious work culture.

At BBL, we prioritize the reporting and resolution of grievances. To support this commitment, we have established a works committee dedicated to discussing and addressing the grievances and related issues of our employees and workers. Additionally, for management staff, we have implemented a comprehensive Grievance Redressal Policy equipped with a structured mechanism, including the establishment of a grievance committee. This policy is easily accessible to all employees through the Company's intranet, reaffirming our dedication to transparency and providing a framework that upholds fair treatment and employee well-being.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	636	0	0.00	NIL		
Male	558	0	0.00			
Female	78	0	0.00			
<b>Total Permanent Worker</b>	416	416	100.00	418	363	86.84
Male	415	415	100.00	417	362	86.81
Female	1	1	100.00	1	1	100.00

**8. Details of training given to employees and workers:**

	FY 2023-24					FY 2022-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	577	319	55.29	414	71.75	537	198	36.87	269	50.09
Female	78	34	43.59	62	79.49	73	22	30.13	22	30.13
<b>Total</b>	655	353	53.89	476	72.67	610	220	36.07	291	47.70
<b>Workers</b>										
Male	1298	1291	99.46	290	22.34	1095	780	71.23	232	21.19
Female	9	9	100.00	6	66.67	3	3	100.00	2	66.67
<b>Total</b>	1307	1300	99.46	296	22.65	1098	783	71.31	234	21.31

**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)
<b>Employees</b>						
Male	577	454	78.68	537	454	84.54
Female	78	64	82.05	73	64	87.67
<b>Total</b>	655	518	79.08	610	518	84.92
<b>Workers</b>						
Male	1298	881	67.87	1095	679	62.01
Female	9	8	88.89	3	3	100.00
<b>Total</b>	1307	889	68.02	1098	682	62.11



**10. Health and safety management system:**

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

A robust occupational health and safety management system advocates for a proactive stance in recognizing and mitigating workplace hazards. It emphasizes the promotion of preventive measures and the ongoing enhancement of health and safety practices.

The Company has established a clearly defined occupational health and safety management system, with its facility in Airoli, Navi Mumbai holding ISO 45001 OHSMS (Occupational Health and Safety Management System) certification. Additionally, BBL actively implements a Safety & Occupational Health Policy across its operations. Adequate fire equipment are strategically placed throughout its premises to ensure preparedness for any potential emergencies. Moreover, BBL incorporates a safety system in all its projects, featuring a dedicated safety resource to uphold and prioritize occupational health and safety standards. This comprehensive approach underscores the Company's commitment to maintaining a secure and healthy work environment for its employees and stakeholders.

- 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 process of risk assessment plays a pivotal role in recognizing and evaluating potential hazards and risks within an organization. This systematic approach involves a comprehensive examination of activities, processes and operations to ascertain the likelihood and potential impact of various risks. Through a meticulous risk assessment, the Company proactively identifies areas of concern, comprehends the potential consequences associated with different risks and formulates effective strategies to mitigate them.

At BBL, Hazard Identification & Risk Assessment (HIRA) is systematically conducted in adherence to procedures designed and developed by the Company. All routine and non-routine activities undergo thorough assessment for HIRA, resulting in the categorization of hazards as either acceptable or non-acceptable based on the identified risks. This commitment to risk assessment ensures that potential hazards are addressed, promoting a safer work environment and enhancing the overall risk management framework within the organization.

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

Yes, the workers have the opportunity to report work-related hazards through safety committee meetings. All hazards brought to attention are diligently monitored and addressed by the Safety Committee. Additionally, a culture of reporting near-miss incidents is fostered among workers, encouraging them to report unsafe conditions and actions. This proactive approach enhances the overall safety culture within the organization, ensuring that potential risks and hazards are promptly identified, reported and addressed to maintain a secure work environment.

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

Yes, BBL extends a mediclaim policy to all its employees and workers, encompassing coverage for themselves, their spouses and up to two children. This policy demonstrates the Company's commitment to the health and well-being of its workforce by providing comprehensive medical coverage for both employees and their immediate family members.

**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	0.00	0.00
	Workers	1.89	2.51
Total recordable work-related injuries	Employees	0	0
	Workers	6	5
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.**

Ensuring a secure and healthy work environment is imperative for ethical, practical and legal considerations. It not only improves employee well-being, productivity and engagement but also shields the organization from potential legal liabilities. Prioritizing workplace safety creates a mutually beneficial situation for both employees and the entire organization.

The Company has implemented and rigorously enforces robust health and safety policies and procedures that align with pertinent laws and regulations. This involves regularly conducting risk assessments for both new and existing activities to identify potential hazards, followed by proactive measures to mitigate these risks. The Company is dedicated to providing comprehensive training and education programs for employees, covering safety protocols, emergency procedures, and the correct usage of equipment and machinery.

Furthermore, the Company conducts routine inspections and maintenance of workplace facilities and equipment through internal safety audits, annual electrical safety audits, and safety audits performed by external agencies. The establishment of designated safety committees fosters a culture of open communication and reporting, encouraging employees to proactively report incidents, near misses, and potential hazards.

In terms of equipment and facility management, the Company ensures the provision of Personal Protective Equipment (PPE) for employees and contractors. It maintains a contractor management system, and a work permit system, implements Lockout Tagout procedures for working on energized equipment, and employs engineering controls for high-risk activities. These comprehensive measures showcase the Company's commitment to ensuring a safe and healthy work environment through proactive policies, continuous training, and diligent safety practices.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	5	2	On the shop floor, water leakage and overflow occur during heavy rains. Additionally, the ETP treated water used for gardening had an unpleasant smell. This issue has been addressed by revisiting and making necessary corrections to the STP operations.	6	0	In the workers' dining hall area of the canteen, the temperature was high. To address this, a turbo ventilator system was installed on the roof. As on date of this report, the Complaints stand resolved
Health & Safety	26	5	Complaints were pertaining to BOPT operations in the TMV area, dust generation from the grinding operations and other routing safety issues	45	5	Ongoing Majority of the complaints stand resolved. The Company is promptly working on resolving the remaining ones.

**14. Assessments for the year:**

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

\*\*BBL's facility located in Airoli, Navi Mumbai, holds ISO 45001 certification.

**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.**

Following the evaluations of health and safety practices and working conditions, there are ongoing initiatives to enhance safety measures. This includes the implementation of a fire alarm system for critical installations, development of safety induction modules for visitors, and the ongoing effort to eliminate fall hazards in relevant processes.

<b>Leadership Indicators</b>
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**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, employees are covered by both Personal Accident Cover and Term Life policies, while workers are covered by a Personal Accident policy. These insurance provisions contribute to the overall well-being and financial security of both workers and employees in case of unforeseen events.

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

We employ several measures to ensure that statutory dues are deducted and deposited by our value chain partners:

**a. Standard Operating Procedure (SOP) for Contract Labour Management:**

We have established a comprehensive SOP for managing contract labour. This standardized procedure outlines the steps and protocols to ensure that statutory dues are appropriately deducted and deposited.

**b. Verification of Legal Compliances:**

Before engaging with a contractor, we verify that they possess all the necessary legal registrations, such as Employee Provident Fund (EPF) and Employees' State Insurance Scheme (ESIS). This proactive step ensures that our partners are compliant with statutory requirements.

**c. Regular Compliance Checks:**

We have implemented a systematic process to regularly check and confirm the compliance of minimum wages, as well as the remittance of ESI and EPF on a monthly basis. This ongoing monitoring helps to ensure that statutory dues are consistently met and adhered to by our value chain partners.

By implementing these measures, we aim to uphold legal and ethical standards throughout our value chain, ensuring that statutory dues are deducted and deposited in accordance with the relevant regulations.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	0	0
Workers	6	5	6	5

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)

No, at present, the Company does not offer transition assistance programs. However, the Company plans to evaluate the relevance of such programs in the coming years and will address them accordingly based on the assessment.

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	10%
Working Conditions	10%

\*\* The BBL team conducts annual audits for its value chain partners, assessing their performance in terms of quality, safety and environmental practices. Ratings are assigned based on the audit results, providing a systematic evaluation of the partners' adherence to established standards in these critical areas. This proactive approach not only ensures that value chain partners meet the Company's expectations but also fosters a culture of continuous improvement and accountability throughout the supply chain.

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.

- a) **Training & Awareness for Contractors in High-Risk Activities:** Providing comprehensive training and awareness programs to all contractors engaged in high-risk activities. This ensures that they are equipped with the necessary knowledge and skills to safely carry out their tasks.
- b) **Risk Assessment:** Conducting thorough risk assessments to identify potential hazards and risks associated with various activities. This proactive measure allows for the implementation of effective strategies to mitigate risks and enhance overall safety.
- c) **Availability of Personal Protective Equipment (PPE):** Ensuring the ready availability of Personal Protective Equipment (PPE) for all personnel involved in different tasks. This includes providing necessary gear such as helmets, safety glasses, gloves and other protective equipment to minimize the risk of injury to the value chain partners that are visiting the facility, wherever required.
- d) **Standard Operating Procedures (SOPs):** Implementing and adhering to Standard Operating Procedures (SOPs) that outline standardized processes for different activities. Following SOPs ensures consistency in operations and promotes a safe working environment by establishing best practices and guidelines.



## Principle 4

**Businesses should respect the interests of and be responsive to all its stakeholders**

**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.**

Our approach to stakeholder engagement is a systematic process that begins with the identification of key internal and external stakeholders. Following this, we analyse to understand the impact that each stakeholder group has on our business and vice versa. This allows us to prioritize our key stakeholders, enabling a deeper understanding of their expectations and concerns.

By regularly interacting with our stakeholders through various channels, we have successfully strengthened our relationships and enriched our organizational strategy. This engagement not only fosters transparency and trust but also ensures that our business decisions align with the expectations and considerations of our key stakeholders. Overall, this proactive and inclusive approach to stakeholder engagement contributes significantly to the success and sustainability of our organization.

**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
Customers	No	Website, Pamphlets Newspaper, Email, SMS	Ongoing	Product pricing, Customer relationship management, Innovation, Transparency
Regulatory Bodies	No	Website, newspaper, Email	Need based	Fair and ethical business practices and Transparency in disclosures.
Employees	No	Meetings, Notice boards, Email, SMS, Internal Employee Portal, Website, House Magazine, WhatsApp	Frequently, need based	Health information, Knowledge Sharing, Benefits information Sharing, Company Information, Financial Planning, Rewards & Recognition, Learning & Development, Employee wellbeing, health awareness (both psychological and physical).
Shareholders	No	Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website	Quarterly	Company Financials.
Community	Yes	Newspaper, Website, Pamphlets, Advertisements	Ongoing	Community development and Financial inclusion.

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**Leadership Indicators**

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

The Company places great importance on stakeholder feedback. When an issue is raised, the Company engages in thorough consultations with the relevant stakeholders, including board-level discussions if necessary. The goal is to implement changes that provide mutual benefits for all parties involved.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

At present, BBL does not engage in consultation with its stakeholders to recognize and address environmental and social concerns. Nevertheless, the Company has pledged to integrate this process into its operations in the upcoming years, in accordance with regulatory demands. This means that BBL plans to actively involve its stakeholders in identifying and managing environmental and social issues, demonstrating a commitment to responsible business practices and sustainability. By doing so, BBL aims to enhance transparency, accountability and responsiveness to the needs and expectations of its stakeholders and the broader community.

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

The Company's CSR initiatives are designed to benefit those who are disadvantaged, vulnerable and marginalized in society. All CSR projects conform to the Company's CSR Policy. Even though there were no such instance in the reporting period, in the past years' decisions based on such discussion were taken.



## Principle 5

Businesses should respect and promote human rights



**PRINCIPLE 5: Businesses should respect and promote human rights**
**Essentials 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)
<b>Employees</b>						
Permanent	636	173	27.20	592.00	29.00	4.90%
Other than permanent	19	0	0.00	18.00	0.00	0.00
<b>Total Employees</b>	<b>655</b>	<b>173</b>	<b>26.41</b>	<b>610.00</b>	<b>29.00</b>	<b>4.75%</b>
<b>Workers</b>						
Permanent	416	416	100.00	418	418	100.00
Other than permanent	889	889	100.00	680	680	100.00
<b>Total Workers</b>	<b>1307</b>	<b>1307</b>	<b>100.00</b>	<b>1098</b>	<b>1098</b>	<b>100.00</b>

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

Category	FY 2023-24					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)
<b>Employees</b>										
Permanent	636	0	0.00	636	100.00	592	0	0.00	592	100.00
Male	558	0	0.00	558	100.00	520	0	0.00	520	100.00
Female	78	0	0.00	78	100.00	72	0	0.00	72	100.00
<b>Other than Permanent</b>	<b>19</b>	<b>0</b>	<b>0.00</b>	<b>19</b>	<b>100.00</b>	<b>18</b>	<b>0</b>	<b>0.00</b>	<b>18</b>	<b>100.00</b>
Male	19	0	0.00	19	100.00	17	0	0.00	17	100.00
Female	0	0	0.00	0	100.00	1	0	0.00	1	100.00
<b>Workers</b>										
Permanent	416	0	0.00	416	100.00	418	0	0.00	418	100.00
Male	415	0	0.00	415	100.00	417	0	0.00	417	100.00
Female	1	0	0.00	1	100.00	1	0	0.00	1	100.00
<b>Other than Permanent</b>	<b>889</b>	<b>766</b>	<b>86.16</b>	<b>125</b>	<b>14.06</b>	<b>680</b>	<b>210</b>	<b>30.88</b>	<b>470</b>	<b>69.12</b>
Male	881	758	86.04	125	14.19	678	210	30.97	468	69.03
Female	8	8	100.00	0	0.00	2	0	0.00	2	100.00

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (INR Per Annum)	Number	Median remuneration/ Salary/ Wages of respective category (INR Per Annum)
<b>Board of Directors (BoD)</b>	3*	73092300.00	1	200000.00
<b>Key Managerial Personnel</b>	2	6582329.77	0	0.00
<b>Employees other than BoD and KMP</b>	574	965836.29	78	914088.00
<b>Workers</b>	415	531046.00	1	375742.00

\* The median for BoDs does not include the ones being given sitting fees.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	0.17*	0.18

\* The percentage has decreased from the last year because the number of male employees have increased.

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

Yes, the Company's HR head is the focal point for addressing human rights impacts or issues.

Additionally, the Company has implemented a Whistle blower Policy aimed at promoting a culture where employees feel empowered to report concerns without fearing retaliation, discrimination or adverse consequences. This policy establishes a structured mechanism for employees to raise their concerns, directing them to specific individuals or committees through designated channels. Additionally, the Prevention of Sexual Harassment (POSH) Members serve as the primary contact point, either as individuals or a committee, tasked with addressing issues related to sexual discrimination or any form of discrimination that may be influenced or caused by the Company's operations.

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

The Company is dedicated to preventing any form of discrimination, retaliation or harassment against employees who utilize the Vigil Mechanism to report concerns or actively participate in investigations. This commitment is reinforced by the Whistle blower Policy, Code of Conduct and Grievance Policy, all of which strongly emphasize the protection of the complainant's identity and the maintenance of confidentiality throughout the entire investigative process.

To ensure compliance with statutory requirements, the Company has established an Internal Complaints Committee. This committee is specifically designed to address and resolve issues arising from sexual harassment. Simultaneously, a Works committee has been formed to handle complaints related to working conditions, safety concerns and similar matters. Additionally, the Grievance Redressal Policy serves as a comprehensive mechanism for reporting and resolving various employee grievances. These initiatives collectively underscore the Company's commitment to fostering a secure, respectful and responsive workplace environment for all employees.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
<b>Sexual harassment</b>	Nil. No complaints were filed on the mentioned parameter in the reporting year.			Nil. No complaints were filed on the mentioned parameter in the reporting year.		
<b>Discrimination at workplace</b>						
<b>Child Labour</b>						
<b>Forced Labour/ Involuntary Labour</b>						
<b>Wages</b>						
<b>Other Human Rights related issues</b>						

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company is unwavering in its commitment to prevent any discrimination, retaliation or harassment directed at employees who utilize the Vigil Mechanism to report concerns or actively engage in investigations. This commitment is reinforced by the Whistle blower Policy, Code of Conduct and Grievance Policy, all of which strongly emphasize the safeguarding of the complainant's identity and the preservation of confidentiality at every stage of the investigative process.

In alignment with statutory requirements, the Company has established an Internal Complaints Committee. This committee is specifically designed to address and resolve issues stemming from sexual harassment. Simultaneously, a works committee has been instituted to handle complaints related to working conditions, safety issues, and similar matters. Moreover, the Grievance Redressal Policy serves as a comprehensive mechanism for reporting and resolving various employee grievances. These measures collectively underscore the Company's dedication to cultivating a secure, respectful, and responsive workplace environment, prioritizing the well-being and rights of all employees.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes, compliance with human rights standards is integrated into our business agreements and contracts.

**10. Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
<b>Child Labour</b>	100.00
<b>Forced/involuntary labour</b>	100.00
<b>Sexual Harassment</b>	100.00
<b>Discrimination at workplace</b>	100.00
<b>Wages</b>	100.00

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

The evaluation conducted at Question 10 has not revealed any negative comments or criticisms. There are no adverse remarks or unfavourable findings associated with the assessment at this stage.

<b>Leadership Indicators</b>
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**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints**

The Company expresses a dedication to adapting its processes whenever necessary and maintains an open-door policy for all employees and stakeholders. Despite this commitment, there hasn't been any compelling scenario or urgent need that has emerged to necessitate modifications to the existing processes. As of now, the Company has not encountered circumstances that mandate immediate changes, and the open-door policy serves as an avenue for continuous communication and feedback from employees and stakeholders, fostering a proactive approach to potential improvements.

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

At present, the Company does not engage in Human Rights due diligence. Nevertheless, it expresses a willingness to evaluate the significance of such diligence and is open to incorporating it into its operations in the coming years.

**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?**

BBL firmly believes in the importance of workplace accessibility as a cornerstone for promoting inclusivity and diversity. Recognizing that accommodating individuals with disabilities is essential, our Company strives to create an environment where everyone, regardless of their abilities, has equal opportunities to participate and contribute. This commitment is integral to fostering a culture characterized by respect, equality, and diversity, ultimately contributing to enhanced teamwork, elevated employee morale, and improved overall productivity.

To actively support this belief, BBL has implemented a range of accessibility features within its premises. These include the provision of stairs, walkways, ramps, elevators and separate washrooms specifically designed for differently-abled employees, workers and visitors. These measures not only comply with regulatory requirements but also embody the Company's dedication to creating a physical environment that reflects its commitment to inclusivity, ensuring that individuals of all abilities can engage in the workplace with comfort and equality.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Sexual Harassment</b>	The Company considers the preservation of Human Rights as a fundamental aspect of its business operations. A rigorous internal vigilance framework is in place to actively prevent instances of discrimination and to conduct all operations with a commitment to fairness and transparency. This commitment extends to aligning the Company's practices with both national and international Human Rights standards.
<b>Discrimination at workplace</b>	
<b>Child Labour</b>	
<b>Forced Labour / Involuntary Labour</b>	
<b>Wages</b>	
<b>Others</b>	In an effort to ensure accountability and transparency, the Company has pledged to provide information on the assessment of its value chain partners. This information will be made available starting from subsequent financial years, underscoring the Company's dedication to ongoing evaluation and improvement in the realm of Human Rights within its operations and broader business relationships.

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

The Company is dedicated to offering comprehensive information regarding the assessment of its value chain partners. This commitment involves disclosing pertinent details about the evaluation process and outcomes concerning these partners. Such information will be made accessible from subsequent financial years. This pledge underscores the Company's transparency and accountability in scrutinizing its value chain relationships and ensuring alignment with its standards and principles. By providing these details, the Company aims to enhance stakeholder understanding and confidence in its commitment to responsible business practices throughout its value chain.



# Principle 6

**Businesses should respect and make efforts to protect and restore the environment**

**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 (In Megajoules)	FY 2022-23 (In Megajoules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
<b>Total Energy consumption from renewable sources (A+B+C)</b>	0.00	0.00
<b>From non-renewable sources</b>		
Total electricity consumption (D)	3,37,90,896.00	2,99,46,132.00
Total fuel consumption (E)	2,04,77,109.46	1,84,45,074.56
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	5,42,68,005.46	4,83,91,206.56
<b>Total energy consumed (A+B+C+D+E+F)</b>	5,42,68,005.46	4,83,91,206.56
Energy intensity per rupee of turnover ( <i>Total energy consumption/ Revenue from Operations</i> )	0.0029	0.0037
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ( <i>Total energy consumed / Revenue from operations adjusted for PPP</i> )	0.064	0.076
Energy intensity in terms of physical output	183.74	Not ascertainable
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	–	–

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No 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? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any**

Not Applicable. The Company does not come under the PAT scheme.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	71,322.00	36,644.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	71,322.00	36,644.00
<b>Total volume of water consumption (in kilolitres)</b>	71,322.00	36,644.00
Water intensity per lakh of rupee of turnover ( <b>Water consumed in kilolitres / Revenue from operations</b> )	0.0000039	0.0000028
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ( <b>Total water consumption / Revenue from operations adjusted for PPP</b> )	0.00009	0.00006
Water intensity in terms of physical output	0.24	Not ascertainable
Water intensity ( <b>optional</b> ) – <b>the relevant metric may be selected by the entity</b>	–	–

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



**4. Provide the following details related to water discharged**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	The Company has a Zero Liquid Discharge mechanism at its plant. No water is being discharged.	
– No treatment		
– With treatment – please specify level of treatment		
(ii) To Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
(iii) To Seawater		
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Recognizing the importance of water conservation for the well-being of future generations and addressing water scarcity concerns, our Company has taken proactive measures. Specifically, in our unit at Airoli, Navi Mumbai, we have implemented a Zero Liquid Discharge system.

Under this initiative, wastewater resulting from industrial processes and domestic use undergoes treatment in both a Sewage Treatment Plant (STP) and an Effluent Treatment Plant (ETP). This treatment process ensures that the water is purified and meets environmental standards. Importantly, the treated water is then repurposed for gardening activities, showcasing a commitment to sustainable water management.

By adopting these practices, our Company not only contributes to water conservation but also demonstrates responsible environmental stewardship, aligning with global efforts to address the challenges of water scarcity and promote a more sustainable and resilient future.

**6. 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	Kg/year	36,017.09	11,368.00
SOx	Kg/year	7,257.25	675.00
Particulate matter (PM)	Kg/year	21,496.34	5,552.19
Persistent organic pollutants (POP)	Kg/year	0.00	0.00
Volatile organic compounds (VOC)	Kg/year	Cannot be quantified	Cannot be quantified
Hazardous air pollutants (HAP)	Kg/year	0.00	0.00
Others – CO	Kg/year	3,940.03	0.00

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

Yes, the Company has taken the proactive step of appointing an external agency, namely M/s Gadark Lab Pvt. Ltd., to monitor environmental emissions at the BBL Airoli Unit in Navi Mumbai. This external agency plays a crucial role in conducting assessments and evaluations to ensure compliance with environmental regulations and standards.

By outsourcing this monitoring responsibility to a specialized agency, the Company demonstrates its commitment to transparency, environmental accountability, and adherence to regulatory requirements. The involvement of an external agency adds an extra layer of objectivity and expertise to the evaluation process, contributing to the overall credibility of the Company's environmental management practices. This approach aligns with industry best practices and emphasizes the importance of external validation in ensuring the environmental sustainability of the Company's operations.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	1,231.44	2,364.64
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	7,696.82	6,737.88
<b>Total Scope 1 and Scope 2 emissions</b> per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<i>Metric tonnes of CO<sub>2</sub> equivalent per rupees</i>	0.00000048	0.00000069
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	<i>Metric tonnes of CO<sub>2</sub> equivalent per rupees</i>	0.000011	0.000010
<b>Total Scope 1 and Scope 2 emissions</b> intensity in terms of physical output		0.027	Not ascertainable
<b>Total Scope 1 and Scope 2 emission</b> intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	—	—	—

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

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

BBL recognizes the critical importance of reducing greenhouse gas (GHG) emissions for a multitude of reasons, including mitigating climate change, preserving the environment, fostering sustainable development, improving public health, ensuring energy security, creating economic opportunities, and fulfilling international commitments. Acknowledging the collective responsibility shared by individuals, businesses, governments, and global collaborations, the Company is committed to contributing to this effort by implementing changes and additions in its operational processes to minimize GHG emissions. Here are some of the initiatives undertaken:

- a. Transition to Induction Ovens:** The Company has replaced old ovens with new induction ovens to reduce energy consumption, promoting efficiency and lower carbon footprint in its operations.
- b. Optimization of Raw Material Use:** BBL encourages the optimal use of raw materials, aiming to minimize waste and enhance resource efficiency in its production processes.

- c. **Waste Recycling:** Nearly 90% of the waste generated by the Company is recycled, demonstrating a commitment to responsible waste management practices and reducing overall environmental impact.
- d. **Emphasis on Rechargeable Battery-Operated Machinery:** The procurement of new machinery focuses on the use of rechargeable batteries, contributing to a more sustainable and energy-efficient operational framework.
- e. **Afforestation Efforts:** The Company has planted around 500 trees within its premises over the last five years, actively participating in afforestation initiatives to sequester carbon and promote environmental health.
- f. **Solar-Based Water Heating Systems:** BBL is considering the adoption of solar-based water heating systems, indicating a future commitment to harnessing renewable energy sources and further reducing its carbon footprint.
- g. **Installation of RCD on the DG sets:** Pollution control devices as per the CPCB.

These comprehensive measures collectively underscore the Company's dedication to sustainable and environmentally responsible practices, aligning with broader global goals for climate action and environmental conservation.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	16.45	21.00
E-waste (B)	0.01	2.53
Bio-medical waste (C)	0.0005	0.0007
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	1.04	0.11
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please Specify, if any. (G)	62.83	74.58
1. Waste oil		
2. Resin hardener		
3. Paint Sludge		
4. Residue from waste water		
<b>Other Non-hazardous waste generated (H). Please specify, if any.</b>	554.67	512.78
1. Thermacol scrap		
2. Copper/ Aluminium scrap		
3. Wood scrap		
4. Corrugated box		
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>635.0005</b>	<b>611.0007</b>
Waste intensity per rupee of turnover ( <b>Total waste generated / Revenue from operations</b> )	0.00000034	0.00000047
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ( <b>Total waste generated / Revenue from operations adjusted for PPP</b> )	0.00000077	0.00000093
Waste intensity in terms of physical output	0.0021	Not ascertainable
Waste intensity (optional) - the relevant metric may be selected by the entity	—	—
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled (Oil and Plastic)	578.26	566.50
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
<b>Total</b>	<b>578.26</b>	<b>566.50</b>

Parameter	FY 2023-24	FY 2022-23
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	39.24	33.71
(ii) Landfilling	0.00	1.2
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>39.24</b>	<b>34.91</b>

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

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

Effective waste management in a factory is not only essential for environmental sustainability but also crucial for ensuring the well-being of employees and surrounding communities. BBL recognizes the significance of waste reduction and adopts strategies to integrate efficient production processes and sustainable practices. Central to these efforts is the emphasis on waste segregation, continuous monitoring, and regular evaluations to enhance waste management practices and comply with environmental regulations.

BBL has implemented several strategies for effective waste management, including:

- a. Waste Segregation and Disposal Procedures: The establishment of clear waste segregation and disposal procedures ensures that different types of waste are managed appropriately, minimizing environmental impact.
- b. Employee Training: Employees undergo training to enhance their understanding of waste segregation and the environmental consequences of waste generation. This empowers them to actively participate in responsible waste management practices.
- c. Recycling of PPEs and Paint Booth Upgrades: Waste reduction is achieved through the recycling of personal protective equipment (PPEs) and the replacement of old paint booths with new, dry-type paint booths. This upgrade reduces paint sludge in the painting process.
- d. Reduction in Nonstandard Paint Containers: Efforts have been made to reduce the usage of nonstandard paint containers, minimizing waste resulting from the non-utilization of paint.
- e. Centralized Paint Management System: Implementing a centralized paint management system streamlines processes and helps in the efficient management of paint-related waste.
- f. Process Improvements in Vacuum Pressure Impregnation (VPI): Enhancements in the VPI process aim to reduce waste generated during this specific operation, showcasing a commitment to continuous improvement in waste management practices.

By adopting these strategies, BBL demonstrates a proactive approach to waste management, emphasizing not only compliance with environmental standards but also a commitment to minimizing its environmental footprint. This comprehensive waste management framework aligns with global efforts toward sustainable and responsible industrial practices.

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

S. No.	Location of operations/offices	Types 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.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. No projects attracting EIA were undertaken in the reporting year.					

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

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective taken, if any action
<p>Yes, the Company affirms its compliance with all relevant environmental laws, regulations, and guidelines in India. BBL ensures that emissions and waste generated at its various units are maintained within permissible limits as defined by regulatory standards &amp; consents. The Company follows a robust monitoring and review process internally to consistently assess its environmental performance.</p> <p>Additionally, BBL adheres to reporting obligations stipulated by regulatory bodies such as the Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCB). Regular reporting to these authorities is done as per the prescribed requirements, reflecting the Company's commitment to transparency and accountability in environmental matters.</p>				

**Leadership Indicators**
**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity		

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.	NA. The Company does not withdraw, consume, and discharge water in areas of water stress.
– No treatment		
– With treatment – please specify level of treatment		
(ii) Into Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
(iii) Into Seawater		
– No treatment		
– With treatment – please specify level of treatment		
(iv) Sent to third-parties		
– No treatment		
– With treatment – please specify level of treatment		
(v) Others		
– No treatment		
– With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	The Company did not measure its Scope 3 emissions in the reporting year. However, it is working towards providing the relevant data in the upcoming years	The Company did not measure its Scope 3 emissions in the reporting year. However, it is working towards providing the relevant data in the upcoming years
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not applicable. The Company does not have any operations or offices situated in or around ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative ( <i>Web-link, if any, may be provided along-with summary</i> )	Outcome of the initiative
1.	Replacement of old light fittings to LED fittings	The Company is swapping out existing office and plant light fixtures with modern, energy-saving LED fittings.	A decrease in the need for energy.
2.	Provision of Centralised Paint crib & mixing stations in Motors	The paint preparation process, involving the mixing of paint thinner, paint, and hardener at individual booths, has been replaced with a centralized paint management system.	Diminished generation of hazardous waste attributed to the disposal of unused paint.
3.	Replacement of old air circulators with HVLS Fans in motors shop floor	Energy-intensive air circulators have been substituted with energy-efficient HVLS (High Volume, Low Speed) fans.	Decrease in the demand for energy.
4.	Conversion of wet type paint booth to dry type of paint booth	The existing water-based paint booth has been replaced with a new dry-type paint booth. A total of 9 such paint booths have undergone this transformation.	A decrease in the consumption of fresh water during the process and a reduction in the generation of hazardous waste from paint booths.
5.	Reusing (washing) of used gloves	Started reusing (washing) of used gloves (contaminated gloves ) having grease and oil contamination which earlier used to go in hazardous waste	Reduction of Hazardous Waste

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

BBL recognizes the crucial importance of a robust disaster management plan in mitigating the repercussions of emergencies and facilitating a rapid, well-coordinated response. This involves the identification of potential risks, the establishment of protocols, the provision of training and a focus on recovery and resilience. Such a plan is instrumental in safeguarding lives, assets, and the environment during crisis situations. It not only promotes public safety but also enhances community resilience, contributing to the overall welfare of society.

In alignment with these principles, BBL has developed and put into operation a comprehensive Disaster Management plan. This plan encompasses a thorough set of strategies and procedures designed to respond effectively to both natural and man-made disasters. The goal is to ensure a swift and well-coordinated response, emphasizing the Company's commitment to proactive measures for the safety and well-being of all stakeholders in times of adversity.

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

The operations of the entity have not resulted in any notable adverse effects on the environment throughout its value chain.

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

In the reporting year, 10% of our value chain partners (by value of business done with value chain partners) underwent assessments to evaluate their environmental impacts. Through these assessments, we aim to promote sustainable practices and foster environmental responsibility throughout our value chain.



## Principle 7

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



**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 number of affiliations with trade and industry chambers/ associations are six (6).
  - b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Elevator & Escalators Manufacturers of India	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Indian Merchants' Chamber	National
4	Indo German Chamber of Commerce	National
5	Thane-Belapur Industries' Association	State
6	Bombay Chamber of Commerce and Industry	State

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

Name of authority	Brief of the case	Corrective active taken
There have been no instances of anti-competitive conduct by the entity.		

**Leadership Indicators**

1. **Details of public policy positions advocated by the entity:**

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, If available
The Company did not engage in any public policy advocacy during the reporting year.					



## Principle 8

Businesses should promote inclusive growth and equitable development

**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.**

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
No Social Impact Assessment (SIA) projects were undertaken by the Company during the reporting year.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable. No project attracting R&R was undertaken by the Company in the reporting year.						

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

BBL acknowledges the critical importance of safeguarding the lives of communities residing in and around its operational areas. Recognizing this commitment, BBL has established a grievances register to effectively address concerns raised by community members. The register is regularly reviewed to ensure prompt and appropriate resolution of grievances. This demonstrates BBL's proactive approach to community engagement and its commitment to fostering positive relationships with local stakeholders by addressing their concerns in a timely and responsive manner.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	32.88%	33.30%
Sourced directly from within India	95.61%	96.58%

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

Location	FY 2023-24	FY 2022-23
Rural	0.00	0.00
Semi-Urban	0.22	0.20
Urban	5.57	5.05
Metropolitan	94.21	94.75

**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):**

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Gujarat	Dahod	40,00,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

At present, the Company does not have specific initiatives in place to encourage the on boarding of suppliers from marginalized or vulnerable groups. However, there is an acknowledgment of the potential importance of such initiatives. The Company expresses a commitment to assessing the need for these initiatives and undertaking them accordingly in the future.

- (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:

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

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.

Name of authority	Brief of the case	Corrective Action taken
Not applicable for Bharat Bijlee		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	CareerAware: Enabling Aspirational Career pathways Programme	9001	Not ascertained
2	Career Leadership with Intersectional Marginalized youth	1266	100%
3	Livelihood opportunities for tribal women in Gujarat	300	100%
4	Sar-La Education Trust's LMTI Project for vocational training of youth	107	Not ascertained
5	Magic Bus Adolescent Education Program, Airoli, Navi Mumbai (three year ongoing program that ended in FY 23-24)	964	Not ascertained



## Principle 9

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

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

<b>Essential Indicators</b>
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**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

We maintain a specialized Service Line system that allows customers to lodge complaints through provided phone numbers and emails. Once a complaint is received, it is documented, registered, and then assigned to the relevant business unit. A distinctive notification number is generated for each complaint, and it is shared with the customer for future reference and tracking purposes. To ensure timely resolution, specific Turnaround Times (TAT) are established for different complaint categories, and efforts are made to address and resolve them within the stipulated TAT. This structured process ensures efficient complaint handling, transparency, and adherence to defined timelines in addressing customer concerns.

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

	As a percentage to total turnover
<b>Environmental and social parameters relevant to the product</b>	Our Company does not furnish specific information regarding environmental or social parameters to customers. This implies that detailed data or disclosures related to environmental impact, sustainability practices, or social responsibility measures are not actively communicated to customers and BBL would work on this aspect.
<b>Safe and responsible usage</b>	100%
<b>Recycling and/or safe disposal</b>	100%

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

	FY 2023-24			FY 2022-23		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
<b>Data Privacy</b>	Nil			Nil		
<b>Advertising</b>						
<b>Cyber-security</b>						
<b>Delivery of essential services</b>						
<b>Restrictive Trade Practices</b>						
<b>Unfair Trade Practices</b>						
<b>Other</b>						
<b>Total</b>						

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

	Number	Reasons for recall
<b>Voluntary recalls</b>	Nil. No recalls in the reporting year on account of safety issues.	
<b>Forced recalls</b>		

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

Yes, the Company has an IT policy in place. This policy is accessible to all employees as it is made available on the Company's intranet. This ensures that all members of the organization have ready access to the guidelines and regulations outlined in the IT policy, promoting awareness and adherence to established standards for information technology usage within the Company.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not Applicable.

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches**

Nil

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

Nil

**c. Impact, if any, of the data breaches**

Nil

### Leadership Indicators

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

The details about the Company's products and services can be found on our official website and social media handles. For direct access, please refer to the following links:

Website- <https://www.bharatbijlee.com/>

LinkedIn: <https://in.linkedin.com/company/bharat-bijlee-ltd>

This information dissemination approach ensures that stakeholders and the public can easily access comprehensive information about the Company's offerings through online platforms.

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

Through our training initiatives, we ensure that our consumers acquire the knowledge and skills necessary for the safe utilization of our products and services. Qualified experts conduct these training programs, delivering comprehensive guidance and demonstrations. These sessions emphasize crucial safety precautions and best practices, encouraging active participation and addressing any queries or concerns raised by the participants.

Complementing our training programs, we develop user manuals as valuable resources for our consumers. These manuals are designed to be user-friendly, offering detailed instructions on product or service usage, maintenance, and safety guidelines. To enhance comprehension, we incorporate clear illustrations, diagrams, and warning labels, emphasizing critical safety information. This multi-faceted approach aims to empower consumers with the necessary tools and understanding to use our products and services safely and effectively.

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

BBL is not a provider of Essential Services; however, our consumers & also the regulators are notified of any potential risks of disruption or discontinuation of essential services through various communication channels, including the Company's website, social media platforms, phone calls, emails, and messages. This comprehensive communication strategy ensures that consumers receive timely and accessible information about any potential impact on essential services.

**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)**

No.

# ALIGNMENT WITH SDGS



For Bharat Bijlee, a leading player in the electrical engineering industry in India, aligning with the Sustainable Development Goals serves as a critical framework for driving responsible corporate behavior and sustainable business practices. This alignment not only positions Bharat Bijlee as a conscientious market leader but also catalyzes innovations that address pressing global challenges like climate change, energy efficiency, and responsible consumption. Commitment to the SDGs provides a roadmap for the company to contribute positively to social and environmental progress while securing long-term business viability. Bharat Bijlee demonstrates a forward-thinking approach, playing its part in the collective pursuit of a sustainable future and signaling its dedication to making a lasting impact on society and the environment.



## Energy conservation and GHG reduction

Bharat Bijlee is taking significant strides towards energy conservation and climate action through several strategic initiatives that dovetail with Sustainable Development Goals 7 and 13. The modernization of its facilities with energy-efficient technologies is evident from:

1. Retrofitting existing lighting with LEDs to reduce electrical consumption.
2. Introducing HVLS fans for better air circulation, thereby lowering energy use.
3. Upgrading to induction ovens, harnessing energy-efficient cooking methods to cut down on power usage.
4. Exploring the integration of solar-based water heating systems in the future, showcasing a commitment to renewable energy adoption and greenhouse gas reduction.

These initiatives represent Bharat Bijlee's proactive measures to enhance energy efficiency and to embrace renewable energy solutions, markedly reducing reliance on non-renewable energy sources and decreasing carbon emissions. The collective impact of these actions firmly places Bharat Bijlee on a path toward sustainable growth, reflective of its commitment to global environmental goals.



## Emphasis on Rechargeable Battery-Operated Machinery

The move to acquire machinery powered by rechargeable batteries contributes to Sustainable Development Goal 9. It highlights BBL's commitment to innovative and sustainable industrial solutions that are less reliant on fossil fuels and more energy efficient.



## Afforestation Efforts

Planting 500 trees within its premises enhances BBL's alignment with Sustainable Development Goal 15. These efforts contribute to carbon sequestration, biodiversity, and the establishment of greener corporate environs, reinforcing the company's role in combating climate change and promoting ecosystems' health.




**Waste Management and recycling**

BBL underscores the importance of advancing environmental sustainability and safeguarding both employee well-being and community health through effective waste management in its factory operations. Concerted strategies are deployed to refine production processes and embed sustainability into the core of its practices, focusing on waste segregation, meticulous monitoring, and iterative improvement evaluations. Initiatives like detailed waste segregation and disposal systems, employee education on environmental impacts, recycling of personal protective equipment, optimization of paint process management, and process improvements in Vacuum Pressure Impregnation are indicative of BBL's dedication to diminishing its ecological footprint. These measures are in alignment with Sustainable Development Goals, particularly Goal 12 for responsible consumption and production, reflecting BBL's holistic approach to environmental stewardship and sustainable industry practices.

Additionally, BBL's success in recycling approximately 90% of its waste strongly supports Sustainable Development Goal 11 and Goal 12.


**Optimization of Raw Material Use**

The focus on optimal raw material usage aligns with Sustainable Development Goal 12. BBL's initiatives to reduce waste reflect a commitment to more efficient production processes and dovetail with global efforts to enhance sustainability across manufacturing operations.


**Sustainable Operations**

Bharat Bijlee has taken significant steps to enhance its sustainability practices through the establishment of a centralized paint management system for motors and the conversion of traditional wet type paint booths to more efficient dry types. The centralized system streamlines the paint preparation process, leading to a decrease in hazardous waste from unused paint materials. Likewise, transforming nine paint booths from wet to dry has resulted not only in a substantial reduction of fresh water usage but also in fewer hazardous wastes generated from these operations. These environmental initiatives contribute to Sustainable Development Goal 6, ensuring the availability and sustainable management of water and sanitation for all, and Goal 12, which promotes responsible consumption and production, reflecting Bharat Bijlee's ongoing efforts to operate in an environmentally responsible and resource-efficient manner.


**Zero Liquid Discharge**

Our company acknowledges the critical need for water conservation in light of the escalating demands of a burgeoning global population and the pressing issue of water scarcity. In response, we have instituted a Zero Liquid Discharge system at our facility in Airoli, Navi Mumbai. This system treats wastewater from industrial and domestic origins using both a Sewage Treatment Plant and an Effluent Treatment Plant, ensuring that water is purified to environmental standards before being reused for gardening, thereby closing the loop on our water usage. This sustainable water management practice not only underscores our dedication to conserving water but also aligns with Sustainable Development Goal 6, which seeks to ensure availability and sustainable management of water and sanitation for all, while upholding our responsibility towards the environment and contributing to a sustainable, water-secure future.


**Blood Donation Camp**

Bharat Bijlee orchestrated a blood donation camp to inspire participation and raise awareness of the critical importance of donating blood. The endeavor closely aligns with Sustainable Development Goal 3, which promotes good health and well-being, as it directly supports life-saving measures and highlights Bharat Bijlee's integral role in addressing healthcare needs within the wider community.

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# OUR INITIATIVES

Bharat Bijlee has committed to fostering a culture of engagement and welfare among its employees through a series of carefully curated initiatives. These programs are designed not just to enhance the working environment but to also instill a sense of shared responsibility and community within the workforce. By focusing on the holistic well-being of its staff, BBL ensures a motivated, safe, and cohesive organizational climate

- **Safety Week:** A week-long event that cultivates safety awareness through activities such as quizzes and rallies, culminating in recognitions for exceptional safety practices.
- **Swachh Bharat Bijlee Week Competition:** A cleanliness initiative aimed at enhancing workplace productivity and safety through nationwide cleanliness drives and inter-department competitions.
- **Bharat Ke Ratn Excellence Awards:** A reward and recognition program that celebrates outstanding contributions and achievements of employees.
- **Company-wide Cricket Tournament:** An engaging sports event that promotes teamwork and camaraderie among employees through friendly cricket matches.
- **Engineer's Day Celebration:** An observance of Engineer's Day with participation in contests by industry forums like the Young Managers Contest to showcase and develop professional skills.
- **Dussehra Celebration:** An occasion marked with the Neat Workman contest, Traditional Day competition, and Rangoli competition, celebrating culture and diligence.
- **Employee's Children Merit Award Function:** An event that recognizes the academic achievements of employees' children, reinforcing the value of education.
- **No Car Day:** An initiative aimed at reducing carbon footprint and promoting sustainable transportation options among employees.
- **Health Camps:** Organized events providing health check-ups and medical consultations to ensure the well-being of employees.
- **High-Five Buddy Scheme:** A peer recognition program that encourages employees to appreciate and acknowledge each other's contributions and efforts.
- **Women's Day Celebration:** An event to honor the achievements of women in the workplace and promotes gender equality. A special talk by Mr. Swapnil Pange, Psychologist, on Empowering Yourself – Self Love was conducted at the Airoli factory, and was attended by all women employees.

# A GLIMPSE INTO OUR INITIATIVES



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The Abbreviations & SDG details are to be used as follows –

#### UNSDGs

Goal	Goal statement
Goal 1 : No Poverty	An aim to eradicate poverty in totality
Goal 2 : Zero Hunger	Eliminate starvation and deprivation; set foot towards nutritional health and promote viable
Goal 3 : Good Health & Well Being	Promotes a better and a healthy lifestyle along with well being
Goal 4 : Quality Education	Goal to achieve quality learning, that is open to everyone so that they can have a better future
Goal 5 : Gender Equality	Ensures no bar with respect to gender and focuses upon women/girl empowerment
Goal 6 : Clean Water & Sanitation	Validates water availability in all areas along with sanitation and utmost cleanliness
Goal 7 : Affordable & Clean Energy	Ensure access to affordable, reliable, sustainable and modern energy for all
Goal 8 : Decent Work & Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
Goal 9 : Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Goal 10 : Reduced Inequality	Reduce inequality within and among countries
Goal 11 : Sustainable Cities & Communities	Make cities and human settlements inclusive, safe, resilient and sustainable
Goal 12 : Responsible Consumption & Production	Ensure sustainable consumption and production patterns
Goal 13 : Climate Action	Take urgent action to combat climate change and its impacts
Goal 14 : Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
Goal 15 : Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
Goal 16 : Peace & Justice Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
Goal 17 : Partnerships to achieve the Goal	Strengthen the means of implementation and revitalize the global partnership for sustainable development

#### Abbreviations

Sr. No.	Particulars
1.	ESG: Environmental, Social and Governance
2.	SDG: Sustainable Development Goals
3.	SASB: Sustainability Accounting Standards Board
4.	SEBI: Securities and Exchange Board of India
5.	BRSR: Business Responsibility & Sustainability Reporting