

CG Power and Industrial Solutions Limited

Registered Office:

CG House, 6th Floor, Dr Annie Besant Road, Worli, Mumbai 400 030, India

T: +91 22 2423 7777 F: +91 22 2423 7733 W: www.cgglobal.com

Corporate Identity Number: L99999MH1937PLC002641



Smart solutions.
Strong relationships.

Our Ref: COSEC/073/2024-2025

29th June, 2024

By Portal

The Corporate Relationship Department

BSE Limited

1st Floor, New Trading Ring

Rotunda Building,

Phiroze Jeejeebhoy Towers

Dalal Street, Mumbai 400 001

Scrip Code : 500093

The Assistant Manager – Listing

National Stock Exchange of India Ltd.

Exchange Plaza, Bandra-Kurla Complex

Bandra (East)

Mumbai 400 051

Scrip Id : CGPOWER

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year ended 31st March, 2024.

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed the Business Responsibility and Sustainability Report (“**BRSR**”) along with Independent Limited/Reasonable Assurance Report provided by M/s. C N K & Associates LLP, Chartered Accountants for the Financial Year 2023-24.

The BRSR also forms the part of the Annual Report for the Financial Year 2023-24, submitted to the stock exchanges vide letter dated 29th June, 2024.

Request you to kindly take the above information on record.

Thanking you,

Yours faithfully,

For CG Power and Industrial Solutions Limited

Sanjay Kumar Chowdhary

Company Secretary and Compliance Officer

Encl: as above

The image features a central graphic of a globe. The globe is constructed from a complex network of blue gears of various sizes, interconnected by circuit-like lines and nodes. The background is a light blue gradient with faint, larger-scale versions of the gear and circuit patterns. The text 'Business Responsibility & Sustainability Report' is centered on the globe in a clean, blue, sans-serif font.

Business
Responsibility
& Sustainability
Report

Business Responsibility & Sustainability Report FY 2023-24

SECTION A: GENERAL DISCLOSURES

Aim of Business Responsibility and Sustainability Reporting:

This is Business Responsibility & Sustainability ("BRSR") report for the financial year ended 31 March, 2024, in which the Company has endeavored to disclose all the relevant financial, non-financial and Environment, Social and Governance ("ESG") disclosures required by SEBI in line with the National Guidelines on Responsible Business Conduct ("NGRBC"). The Report offers to all CG's stakeholders a comprehensive perspective and insight of the Company's initiatives around the business, environment and society, as a commitment to shared value creation for all with sustainable development. To suit the needs of CG's investors and other stakeholders, the Report continues to enhance CG's disclosures on ESG practices with strategic approaches to create value for all the stakeholders while managing risks in the external environment.

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999MH1937PLC002641
2. Name of the Listed Entity	CG Power and Industrial Solutions Limited (" the Company " or " CG ")
3. Year of incorporation	1937
4. Registered office address	CG House, 6 th Floor, Dr. Annie Besant Road, Worli, Mumbai - 400 030, Maharashtra, India
5. Corporate address	CG House, 6 th Floor, Dr. Annie Besant Road, Worli, Mumbai - 400 030, Maharashtra, India
6. E-mail	investorservices@cgglobal.com
7. Telephone	+91 22 2423 7777
8. Website	www.cgglobal.com
9. Financial year for which reporting is being done	1 April, 2023 to 31 March, 2024
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11. Paid-up Capital	₹ 305.47 crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Ramesh Kumar N Ramesh.kumar@cgglobal.com , +91-24237878
13. Reporting boundary - Are the disclosures under this Report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this Report are on a standalone basis and pertain to CG Power and Industrial Solutions Limited (CG)
14. Name of Assurance Provider	CNK & Associates LLP
15. Type of Assurance provided	Reasonable assurance for BRSR Core and Limited assurance for rest of the BRSR

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	Manufacturing	Electrical equipment, general purpose and special purpose machinery & equipment, transport equipment.	100%

CG Power and Industrial Solutions Limited is an engineering conglomerate headquartered in Mumbai, India. The Company is a leader in the Electrical Engineering Industry and has two business lines—Industrial Systems and Power Systems. It manufactures Traction Motors, Propulsion systems, Signaling Relays etc., for the Indian Railways, and wide range of Induction Motors, Drives, Transformers, Switchgears, and other allied products for the Industrial and Power sectors. Recently, the Company also made a foray into the business of Consumer Appliances such as Fans, Pumps, and Water Heaters.

The Company has world-class manufacturing plants across 9 locations in India, and a Pan India network of 5 Regional and 14 Branch offices, with 3113 on-roll employees including white collars and blue collars. The Company continues to excel and maintain its leadership position across its businesses, backed by its outstanding expertise, customer-centric approach, and enhanced focus on innovation and sustainability. Since November 2020, the Company has become a part of the renowned Murugappa Group.

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

S. no.	Product/service	NIC Code	% of total Turnover contributed
1	Low Tension Motors & Alternators, Large Motors & Alternators and Traction motors	27103	52%
2	Power Transformers & Reactors	27102	17%
3	Switchgears	27104	16%
4	Traction Converters Signaling Equipment	30205	8%

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	17	19	36
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Numbers
National (No. of States)	27 States
International (No. of Countries)	The Company is catering to a large customer base in more than 50 countries across Europe, America, Asia Pacific, Africa and Middle East.

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

Exports contributes to 7% of the total turnover of CG.

c. A brief on types of customers –

CG is in the business of products, solutions and services for Power and Industrial equipment and solutions. Its major type of customers are Channel Partners, Original Equipment Manufacturers (OEMs), State, Central and Private Utilities, Indian Railways. Our product portfolio includes motors, drives and consumer products, rolling stocks and signaling products, transformers and switchgears.

IV. Employees

20. Details as at the end of Financial Year: 31 March, 2024

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	1871	1747	93%	124	7%
2.	Other than Permanent (E)	442	367	83%	75	17%
3.	Total Employees (D+E)	2313	2114	91%	199	9%
Workers						
1.	Permanent (D)	1242	1222	98%	20	2%
2.	Other than Permanent (E)	3270	3138	96%	132	4%
3.	Total Workers (D+E)	4512	4360	97%	152	3%

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B / A)	No. (C)	%(C / A)
Employees						
1	Permanent (D)	2	1	50%	1	50%
2	Other than Permanent (E)	0	0	-	0	-
3	Total Differently abled employees (D + E)	2	1	50%	1	50%
Workers						
1	Permanent (D)	2	2	100%	-	-
2	Other than Permanent (E)	0	0	-	-	-
3	Total Differently abled workers (D + E)	2	2	100%	-	-

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	3	0	0%

Key Management Personnel comprises of the Managing Director, Chief Financial Officer and Company Secretary.

22. Turnover rate for permanent employees and workers

	Turnover rate in FY 2023-24			Turnover rate in FY 2022-23			Turnover rate in FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	28%	18.3%	15%	41%	16%	38%	42%	39%
Permanent Workers	4%	0%	5.1%	8%	0%	8%	6%	0%	6%

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 as on 31 March, 2024	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tube Investments of India Limited	Holding Company	58.04%	No. CG is reporting on Business Responsibility and Sustainability Reporting on Standalone basis.
2	CG Power Equipments Limited	Subsidiary	100%	
3	CG Adhesive Products Limited (Formerly CG-PPI Adhesive Products Limited)	Subsidiary	83.59%	
4	CG Semi Private Limited	Subsidiary	100%	
5	CG International Holdings Singapore PTE Ltd. (Proposed for voluntary winding up)	Subsidiary	100%	
6	CG Sales Network Malaysia SDN BHD (Under Voluntary Liquidation)	Subsidiary	100%	
7	PT Crompton Prima Switchgear Indonesia (Proposed the sale of the stake)	Subsidiary	51%	
8	CG International B.V.	Subsidiary	100%	
9	CG Power Americas, LLC	Subsidiary	100%	
10	CG DE Sub, LLC (formerly known as QEI LLC)	Subsidiary	100%	
11	CG Holdings Belgium NV (CG Belgium) (under Bankruptcy)	Subsidiary	100%	
12	CG Power Systems Belgium NV (under Bankruptcy)	Subsidiary	100%	
13	CG Sales Networks France SA (Subsidiary of CG Belgium whose bankruptcy procedure is ongoing)	Subsidiary	100%	
14	CG Power Solutions Saudi Arabia Co. (Subsidiary of CG Belgium whose bankruptcy procedure is ongoing)	Subsidiary	100%	
15	CG Electric Systems Hungary Zrt. (declared insolvent)	Subsidiary	100%	
16	CG Power Systems Canada Inc. (under liquidation)	Subsidiary	100%	
17	CG Industrial Holdings Sweden AB	Subsidiary	100%	
18	CG Drives & Automation Sweden AB	Subsidiary	100%	
19	CG Drives & Automation Germany GmbH	Subsidiary	100%	
20	CG Drives & Automation Netherlands B.V.	Subsidiary	100%	

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No): Yes, CSR is applicable.
- (ii) Turnover (in ₹) ₹ 7,609.91 crores
- (iii) Net worth (in ₹) ₹ 3,245.44 crores

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 (GRM) in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		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	No	-	-	-	-	-	-
Investors (other than shareholders)	Whistleblower Policy https://www.cgglobal.com/assets/pdf_files/Whistleblower_Policy.pdf	-	-	-	-	-	-
Shareholders	Whistleblower Policy https://www.cgglobal.com/assets/pdf_files/Whistleblower_Policy.pdf Scores Portal	16	1	-	28	NIL	-
Employees and workers	Human Resource Policy, Occupational Health and Safety(OHS) Policy, Human Rights Policy https://www.cgglobal.com/policy	-	-	-	-	-	-
Customers	Customer Care Policy https://www.cgglobal.com/policy	45726	544	Pending grievances as on 31 March, 2024 were service centric	115243	311	Pending grievances as on 31 March, 2023 were service centric
Value Chain Partners	CG Vendor Portal	-	-	-	-	-	-
Other (please specify)	Other stakeholders may raise their grievances on the Company's Grievance Portal help@cgglobal.com						

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

The organization has conducted its first materiality assessment during the financial year ended 31 March, 2023. This materiality assessment enabled it to align its sustainability and business objectives with societal needs and expectations, thereby ensuring long-term sustainability and enhancement of stakeholder value. The below table depicts material responsible business conduct and sustainability issues pertaining to environmental and social matters.

The Company has assessed its material issues as a risk or an opportunity with a holistic approach to take appropriate measures and mitigate risks along with financial implications.

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/ Negative Implications)
1	Climate Action	Risk	Climate change is one of the major risks identified across the globe. It has transitional impacts on supply chain, sourcing and overall business strategy.	The Company is proactively working on the emissions and resource management by creating local procurement ambience, adding renewable energy to its energy portfolio, with energy efficiency initiatives across the manufacturing facilities.	It might have negative implications on the Company. Hence, it is planning to conduct Climate Risk Assessment to assess and mitigate the impacts of the risk arising from Climate Change.
2	Corporate Governance	Opportunity	Transparent Board structure, effectiveness, diversity with presence of an effective risk management system to identify and mitigate business risks (including ESG risks) and maintaining positive stakeholder relations (customers, suppliers, community, shareholders, employees, trade associations, NGOs, etc.) that supports business sustainability.	The Company’s Code of Conduct and Business Practices includes guidelines for ethical behavior, anti-bribery and corruption that is applicable to all the employees, Directors of CG and all the Subsidiaries of the Company. All suppliers, services providers and related entities are bound by CG’s Supplier Code of Conduct and are required to commit to the provisions contained in this Code. Acknowledgement to the provisions of these Codes is a prerequisite for any employment contract or business relationship with the Company.	It can have a positive impact on CG as it provides the opportunity to improve its relations with all stakeholders



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/ Negative Implications)
3	Human Capital Development	Opportunity	The Company believes in effective employee engagement to create a shared value for business and its workforce by adopting practices such as learning, development, robust health and safety practices and employee benefits.	Ensuring the highest standards of health and safety of employees by undertaking initiatives to reduce accidents on shop floor by improved training ensuring wellbeing of employees through varied programs, and conducting internal and external safety audits and performance disclosures.	It can have a positive impact on CG.
4	Human Rights	Risk	Managing human rights related issues like no discrimination, laws against child labour are significant to business.	The Company is creating awareness on human rights in context to health and safety, safe working conditions, prohibition of child labour, equal opportunity and grievance redressal mechanism. Vendors and suppliers are required to comply with "CG Supplier code of conduct".	This might have a negative impact on CG. Hence, it has conducted third party audit for compliance to labor laws at all of its sites in the reporting year by an external agency to identify the issues if any.
5	Product Stewardship	Opportunity	Opportunity to make products and provide services with respect to environmental and social aspects to address issues around resource conservation, energy and climate change.	Investing in research and development, complying with the regulatory guidelines and global standards on product developments.	It can have a positive impact on the CG.
6	Innovation Management	Opportunity	Innovation management involves the process of enhancing the Company's ability to adapt with the evolving technologies by devising and implementing the business strategy to cater to the evolving market expectations.	The Company is developing a culture of innovation by developing effective learning and through development of modules to upskill the workforce to enable them to generate quality ideas by investing in new technologies.	It can have a positive impact on CG.

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/ Negative Implications)
7	Responsible Supply Chain	Risk	Supply chain disruption with focus on localization and evolving regulatory guidance to assess value chain partners on ESG risks and parameters.	<p>Focus on reducing negative environment impact due to the logistics.</p> <p>Focus on identifying and assessing local suppliers on Environment Management System, Quality Management System, Environment Health and Safety.</p>	It might have a negative impact on CG. Hence, it has implemented Sustainable Supply chain policy to promote local and sustainable sourcing.
8	Customer Relationship Management	Opportunity	Customer centricity with regular engagement with customers enables the Company to assess the customer's expectations with evolving demands.	The Company customizes its products as per client's product specifications and requirements with regular engagement and an effective customer grievance management.	It can have a positive impact on CG.
9	Responsible Investment Practices	Opportunity	Considering the uncertain economic ambience, climate change, supply chain disruptions with changing business landscape in the digital era has severe impacts on the business. As a responsible investor there is need to build a resilient and transparent business ecosystem.	The Company is considering the sustainability criteria in its investment decisions to create a shared value for its stakeholders with long term perspective.	It can have a positive impact on CG.
10	Community Relations	Opportunity	<p>Strong community relations and effective communication helps business to create a shared value with social license to operate.</p> <p>Maintaining positive community relations in areas where the Company operates results in a positive impact on living conditions, contributing towards community welfare through CSR activities.</p>	Engaging with communities on Community development, Healthcare, and education through the Company's CSR activities.	It can have a positive impact on CG.

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. CG's goal in this section is to highlight how the NGRBC Principle and its Core Elements have been adopted through the structures, policies and procedures that have been put in place.

S. No.	Principle Description
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions											
Policy and management processes			P1	P2	P3	P4	P5	P6	P7	P8	P9
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available*	https://www.cgglobal.com/policy								
2.		Whether the entity has translated the policy into procedures. (Yes / No)	Yes. CG has translated the policy into procedures and are in process of developing the procedures into SOPs.								
3.		Do the enlisted policies extend to your value chain partners? (Yes/ No)	All policies are extended to the Company's value chain partners with respect to the clauses related to code of conduct, anti-bribery, anti-corruption, conflict of interest, fair practice etc.								
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.	CG measures and reports its sustainability performance in accordance with GRI principles. <ul style="list-style-type: none"> • P3: ISO 45001 Occupational Health and Safety • P6: ISO 14001:2015 – Environmental Management System (EMS), BIS IS1180 Certification for Distribution Transformer • P9: ISO 9001:2015 Quality Management System, BIS IS1180 Certification for Distribution Transformer, International Railway Industry Standard ISO/TS 22163:2017 certification for Railway BU's (TMS & RTTE). 								
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	CG has committed to be Carbon Neutral (for Scope 1 and Scope 2) by the end of 2030.								

Policy and management processes	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
	<p>During the reporting year, CG has conducted a comprehensive roadmap exercise to align our Environmental, Social, and Governance (ESG) objectives with the Company's overarching vision. As part of its commitment to transparency, the Company has proudly released its inaugural Sustainability Report for FY23, which outlines its performance and unwavering dedication to sustainability.</p> <p>Key highlights from its sustainability efforts include:</p> <p>Renewable Energy Consumption: The Company's share of renewable energy consumption relative to total energy usage has increased to 11.84% in FY 2023-24, up from 10.5% in FY 2022-23. This positive trend reflects the Company's commitment to cleaner energy sources and reduced environmental impact.</p> <p>Carbon Footprint Reduction: The company is actively implementing strategies to minimize its carbon footprint such as maximizing our Renewable energy inputs and by switching to less carbon fuel. We have taken the aim to become Carbon Neutral over Scope 1 and Scope 2 by the year 2030 with baseline of 2023.</p> <p>ESG Reporting: The company's first ESG Report (FY 2022-23) has been prepared with reference to Global Reporting Initiative (GRI) standards. Going forward, the Company will continue to communicate its ESG strategy and progress through various channels and platforms.</p> <p>The Company extends heartfelt gratitude to our dedicated team members and all stakeholders for their unwavering support and contributions to our sustainability journey.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).									
	Mr. Natarajan Srinivasan, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.									
	<p>CG has a Risk Management Committee which is currently responsible for reviewing Enterprise Risks including Sustainability related issues. Recommendations of the Risk Management Committee are considered by the Board of Directors, as needed.</p> <p>Along with this, CG also has a Corporate Social Responsibility ("CSR") Committee in line with the provisions of Section 135 of the Act. The CSR Committee recommends, and the Board approves, the CSR expenditure budget and project plan. CSR projects of the Company are approved by the Board based on the recommendation of the CSR Committee. The Committee reviews CSR expenditure, activities undertaken and milestones achieved.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, the policies are reviewed periodically or on a need basis by Senior Leadership Team. During this assessment, the efficacy of the policies are reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	All of company's policies are as per the requirements of the NGRBC guidelines. We are also compliant with legal requirements.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	No, CG has not carried out any independent assessment on the evaluation of policies. However as per the need basis, the Company do evaluate policies internally from time to time and update it if required.								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
The entity does not consider the Principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not applicable																	
It is planned to be done in the next financial year (Yes/No)																		
Any other reason (please specify)																		

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

The first principle of BRSR gives information about the governance structure of the organisation. It shows a bird's-eye view of how the organization's policies are distributed, shared, explained, and put into practice in all of its operations and functions.

ESSENTIAL INDICATORS



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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
Board of Directors (BoDs) and Key Managerial Personnel (KMPs)	Nil	-	-
Employees other than BoD and KMPs	101	Safety at workplace, Functional skills, Behavioral skills, Soft skills, POSH, Code of Conduct	61%
Workers	27	Safety at workplace, Training on 5 S, Technical skills, First aid training	18%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
P1	Metropolitan Magistrate Court House New Delhi	42 crores	Please refer page no. 70 for details.	No
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	

There were no such instances for any non-monetary penalties / punishment / award / compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMPs) levied by the regulators / law enforcement agencies/ judicial institutions.

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

No appeals have been filed.

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, CG has zero tolerance towards bribery and corruption and is committed to abiding by all laws and regulations. The Company has a code of conduct in place which covers all the aspects of anti-corruption or anti-bribery policy. The web link for Code of Conduct is given below:

<https://www.cgglobal.com/policy>

https://www.cgglobal.com/assets/pdf_files/CG_Code_of_Conduct_&Business_Practices.pdf

The Policy reflects the commitment of the Company and its management for maintaining highest ethical standards while undertaking open and fair business practices and culture.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

Particulars	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

Not Applicable

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	89	90

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.51%	0.86%
	b. Number of trading houses where purchases are made from	11	9
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.99%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	40.55%	43.57%
	b. Number of dealers / distributors to whom sales are made	1606	1593
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	18.24%	18.11%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.26%	0.25%
	b. Sales (Sales to related parties / Total Sales)	0.27%	0.25%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.28%	0.26%
	d. Investments (Investments in related parties / Total Investments made)	40.84%	99.78%

LEADERSHIP INDICATORS

1 Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

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

Yes, the Company has in place CG Code of Conduct and Business Practices which deals with the Conflict of Interests.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



The Second Principle is primarily concerned with production and consumption of resources. It focuses on protecting natural resources by responsible consumption and creating those products which reduces negative impact to environment and society throughout its Lifecycle.

CG is deeply committed to enhancing customer satisfaction by providing products that meet high-quality and safety standards. The Company's Product Stewardship Policy reflects this commitment, spanning the entire product lifecycle—from research and development to sourcing, manufacturing, marketing, distribution, and product discontinuation.

Investment in Research & Development remains a top priority for CG, with a focus on embracing new technologies, digitalization, and capacity building for its workforce. Quality objectives are rigorously followed at all levels of the business units, serving as a benchmark to ensure product excellence. Resource efficiency and lead time management receive significant attention.

CG continually assesses opportunities for process and resource improvement, ensuring that its products contribute to sustainability throughout their lifecycle without compromising performance. Adequate labeling, guided by regulatory standards, helps prevent accidents, and clear disposal instructions are provided for all company products.

The Company actively encourages innovative and sustainable product design, emphasizing responsible management during product use and after use to minimize negative impacts. Additionally, CG leverages 6-sigma techniques for quality enhancement and process control, supported by a dedicated team of black belt and green belt employees across its manufacturing units.

ESSENTIAL INDICATORS

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0	0	Employee health and safety, Maintenance and
Capex	1.89%	2.00%	Debottlenecking Capex

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

Yes. CG has "Supplier Code of Conduct" and "Supply Chain Sustainability Policy" which is a guiding instrument for its procurement management. The Company's policies have adequate guidance on complying with the regulatory, social and environment parameters.

In this reporting year, the Company has continued to focus on procurement through local / domestic (Indian) suppliers. There is a strong emphasis on reducing logistics distance which has positive impact on lead time reductions and overall benefits in carbon emissions reduction due to the respective fuel savings.

CG has a digital portal for vendors / suppliers "CG Pulse-vendor portal" which acts as a supplier management system and has significantly reduced the use of paper in the supplier management with 100% online supplier registration to advance shipping notification attributes. Through this portal, the Company monitors supplier performance through regular audits on various parameters such as quality, cost, delivery, and compliances. The Company also encourages its suppliers to have Quality Management System (QMS), Environment Management System (EMS), Process Quality.

The Company places a strong emphasis on environmental considerations and the identification of hazards when acquiring new equipment or raw materials. It also actively works towards reducing the usage of hazardous materials such as chrome, cyanide, lead, and thermocol. Additionally, the Company conducts Supplier Qualification Programme (SQP) Audits, Safety Audits, and organizes EHS drives for its vendors to ensure that they meet the same high standards of environmental sustainability and safety that the Company adheres to internally. These initiatives aim to foster a culture of sustainability and safety across the entire supply chain.

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

Current the Company is not sourcing any of the inputs sustainably. But it is exploring ways to source its materials sustainably.

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.

Given the industry’s nature, the product life cycles at CG typically extend beyond 20-25 years. As a result, the company currently does not reclaim our products at the end of the life. However, the Company is planning to collaborate with our value chain partners in the future to explore a safe and sustainable end of life treatment for its products.

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, EPR is applicable to CG. It has partnered with the authorized recyclers for the plastic waste management and follows the guidelines prescribed by Plastic Waste Management Rules (PWMR, 2016).

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 / Services	% of total Turnover contributed	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.
31102	145 kV CVT (Capacitive Voltage Transformer)	<2%	Cradle to Gate	Yes	No
	170 kV CVT				
	145 kV CT (Current Transformer)				
	170 kV CT				
	145 kV IVT (Inductive Voltage Transformer)				
	170 kV IVT				

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.

There are no significant social or environmental concerns and/or risks arising from production of the Company’s products.



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).

As of now, the Company is not using any type of recycled or reused material in manufacturing of its product.

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:

The company is not reclaiming any of its products at the end of life (including packaging material).

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

Not applicable as the Company is not reclaiming any of its products.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



This principle is focused on equity, dignity and quality of life of the organization's employees as well as employees of value chain partners. Entities must comply with the regulatory and statutory requirements, and further provide equal opportunity to all the employees.

The Company has always believed that the success of an organization is largely dependent on the development and contribution of its employees and thus, it is committed to create and sustain a positive and healthy work culture through improving organizational effectiveness, providing safe and ethical work environment and maintaining stability and sustainability amidst growth and ever-changing business environment. CG promotes equal opportunity and embraces diversity. It treats all its employees with respect and dignity at all levels.

The designation of an employee is decided only on the basis of merits and not by extraneous factors, which is reflected in the Company's value of Performance Excellence.

The Company believes in celebrating individuality and promotes diversity and inclusion. The various policies adopted by the Company have been instrumental in not only safeguarding the interests of the employees but also ensuring their welfare. CG's Code of Conduct, Business Practices and Handbook on Company's policies provides guidelines for employee well-being relating to participation, freedom, equality, good environment and harassment-free workplace. The safety of the women employees of the Company is secured by CG's policy on 'Prevention of Sexual Harassment.' Employee related policies are updated on timely basis in line with the amendments in laws applicable for employee's welfare. At CG, learning is a continuous process and hence training programs, team building sessions, workshops on various subjects were conducted on a regular basis. These initiatives pave a path towards strengthening their capabilities and a positive impact on the attitude of the employees.

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	1747	1747	100%	1747	100%	0	0%	1747	100%	226	13%
Female	124	124	100%	124	100%	124	100%	0	0%	10	8%
Total	1871	1871	100%	1871	100%	124	100%	1747	93%	236	13%
Other than Permanent Employees											
Male	367	367	100%	367	100%	0	0%	0	0%	133	36%
Female	75	75	100%	75	100%	75	100%	0	0%	3	4%
Total	442	442	100%	442	0%	75	100%	0	0%	136	31%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees											
Male	1222	1222	100%	1222	100%	0	0%	0	0%	394	32%
Female	20	20	100%	20	100%	20	100%	0	0%	14	70%
Total	1242	1242	100%	1242	100%	20	2%	1222	98%	408	33%
Other than Permanent Employees											
Male	3138	3138	100%	3138	100%	0	0%	0	0%	1006	32%
Female	132	132	100%	132	100%	132	100%	0	0%	8	6%
Total	3270	3270	100%	3270	100%	132	4%	0	0%	1014	31%

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well being measures as a % of total revenue of the Company	0.10%	0.10%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	0.75%	18.84%	Yes	1.05%	12%	Yes
Others Please Specify	-	-	-	-	-	-

*The data here refers to permanent employees and workers. All contractual employees and workers are covered under PF, ESIC.

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.

The Company's facilities and plants are currently not fully accessible for people with disabilities. However, the Company has implemented signage across its units specifically for employees who are deaf and face hardships in hearing. As part of its ongoing commitment, the Company is actively working to enhance its infrastructure to facilitate easier movement for employees with disabilities, aligning with the provisions outlined in the Rights of Persons with Disabilities Act, 2016.

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

Yes, the Company has human resource policy and diversity inclusion policy in place. CG is committed to create people-centric culture by providing equal opportunity in all the aspects of association and employment regardless of gender, ethnic background, disabilities, age, pregnancy, religion or other beliefs, sexual orientation or any other status as protected by law.

The Company has "Human Resource Policy" and "Human Rights Policy" with a clause on equal opportunity for people with disabilities. For policy, please refer <https://www.cgglobal.com/policy>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	No one availed	No one availed
Female	67%	67%	No one availed	No one availed
Total	99%	99%		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	
Other than Permanent Employees	All employees can raise their grievance through the Company's internal portal (CGHR4U) and all workers can reach out to the Unit HR Heads for all of their grievances.
Permanent Workers	
Other than Permanent Workers	

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1871	0	0%	1631	0	0%
Male	1747	0	0%	1537	0	0%
Female	124	0	0%	94	0	0%
Total Permanent Workers	1242	1085	87%	1140	1041	91%
Male	1222	1071	88%	1120	1021	91%
Female	20	14	70%	20	20	100%

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (D)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
EMPLOYEES										
Male	2114	841	40%	1425	67%	1834	177	10%	878	48%
Female	199	152	76%	100	50%	137	22	16%	67	48%
Total	2313	993	43%	1525	66%	1971	199	10%	945	48%
WORKERS										
Male	4724	4724	100%	927	20%	3852	473	12.85%	182	5%
Female	290	238	82%	290	100%	163	64	44.76%	21	13%
Total	5014	4962	99%	1217	24%	4015	537	14.04%	203	5%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
EMPLOYEES						
Male	1747	1747	100%	1424	1424	100%
Female	124	124	100%	93	93	100%
Total	1871	1871	100%	1517	1517	100%
WORKERS						
Male	0	0		0	0	
Female	0	0		0	0	
Total	0	0		0	0	

10. Health and safety management system:

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

All of the Company's manufacturing facilities are certified with ISO 45001:2018 - Occupational Health & Safety Management System Standard covering the site operations. Occupational Health Centre (OHC) is present at each of the plant locations as per the requirements of the Factories Act and Health and Safety Officer is also designated at each plant location. The Company has Health and Safety Committee across all its facilities consisting of workmen and employees. The Committee conducts monthly meetings to provide regular updates on health and safety aspects.

It also has Event Reporting System (ERS) which is accessible to workmen and employees for health-related hazards and upon receiving the complaint, corrective actions are taken to provide a solution and conclude the complaints in a timely manner. Half-yearly medical checkups are conducted for workmen who work in hazardous intensive processes and annual medical checkup is conducted for the entire workforce to ensure the safety of its people.

Safety audits, cross-functional audits and internal audits are conducted as scheduled. Each of the entity's manufacturing facilities is equipped with the required quantity of fire extinguishers, fire hydrant network, smoke detection and gas detection system. Emergency Preparedness and Response Plan is also available for all its plants on which basis each plant conducts mock drills to ensure its effectiveness and employee participation.

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

Online portal is used for reporting, analysing and assigning the corrective actions against identified hazards. CG has implemented Hazard Identification and Risk Assessment (HIRA) as a part of ISO 45001:2018 and regularly revisits the documents to make it dynamic. CG inspects the workplace for safety and health hazard and information is recorded in the Event Reporting System (ERS). CG has a work-permit system implemented across all factory locations to take care of routine and non-routine activities in a safe manner. In addition, Machine Risk Assessment (MRA) and Job Safety Analysis (JSA) are being performed for new machineries and/or activities.

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

Hazard Identification and Risk Assessment (HIRA) is available to workers and employees. Training is imparted to workers for safe working and evacuation in case of any emergency. Near miss reporting system available in the Event Reporting System (ERS) facilitates the identification of hazards. Subsequent investigation and corrective action are undertaken and the same are reported in the system.

CG has a suggestion scheme for workers which is reviewed and analysed and corrective actions are taken based on the suggestions received. Workers are a part of the Safety Committee, and during the meeting and safety round they bring to the company's notice any unsafe acts or conditions thereby ensuring elimination of unsafe acts or conditions.

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

Yes, as per the ESIC guidelines all eligible employees and workers are covered. In addition, the Company has provided insurance benefits to all the employees who are not covered in ESIC. They can avail such facilities related to non-occupational medical and healthcare services at designated hospitals.

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury (LTI)	Employees	7	1
	Workers	3	9
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.15	0.37
	Workers	0.29	1.98
Total recordable work-related injuries	Employees	24	12
	Workers	144	74
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

This year, CG has experienced an increase in its total recordable injuries. CG has taken this area very seriously and is conducting a comprehensive review to identify the root causes. In the meantime, the Company has also implemented several initiatives to improve workplace safety such as implementing elimination, substitution methods as well as engineering controls such as installation of Guards at rotating parts of Machines, emphasizing on PPE's compliances etc. CG is committed to reduce incident at workplace.

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

Various initiatives are being taken to ensure the mitigation of risk and hazards by the Company. The below hierarchy is followed:

- 1) Elimination
- 2) Substitution
- 3) Engineering control
- 4) Administrative control
- 5) Personal Protective Equipment (PPE)

By following all the above steps, hazards are eliminated wherever possible. Our old machineries are replaced with operator safety-enhanced machines. This helps in eliminating the operator's exposure to rotating parts, flying objects etc.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	NA	-	0	NA	-
Health & Safety	0	NA	-	0	NA	-

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	39% assessed by Statutory Authorities
Working Conditions	47% assessed by third party

Health and Safety practices were assessed by Statutory authorities and working conditions were assessed by a third party at all of CG's plant facilities.

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.

Yes, the Company has event reporting system through which CG is monitoring accidents and taking corrective actions. The system is named as Event Reporting system, which enlists activities arising out of the above mentioned LTA cases. All CAPA are on track.

LEADERSHIP INDICATORS

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, the Company has obtained workmen compensation Policy for all persons engaged in manufacturing.

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

Currently CG doesn't have any measures as such in place.

3. Provide the number of employees / workers having suffered high consequence workrelated 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

Category	What are the Total no. of affected employees/ workers		What is the No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY24	FY23	FY24	FY23
Employees	0	0	0	0
Workers	0	0	0	0
Total	0	0	0	0

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

No, currently CG doesn't provide programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

5. Details on assessment of value chain partners:

	What % of value chain partners (by value of business done with such partners) that were assessed
Health and safety	39.24%
Working conditions	0%

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.

Audit observations are provided to the audited suppliers and based on the observations, the suppliers are suggested to take Corrective and Preventive Actions.

Vendor audits covering basic EHS issues like EHS policy, Hazard identification, Operational Controls, PPEs, Legal Requirements, Monitoring licenses/permits, Hazardous Waste Management, Hazardous Chemical Use and Control. Detailed assessment of EHS issues covering BRSR requirements are being planned to be taken up by CG in forth coming vendor audits.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



According to this principle, organizations must consider the expectations of all parties involved in their business, both internal and external, particularly the affected vulnerable group and Communities.

It has become necessary for CG to continue collecting and disclosing both quantitative and qualitative indicators to demonstrate transparency and effective communication with all its stakeholders and to address sustainability issues that are critical to its business operations. CG is continuously engaging with its stakeholders in order to mitigate concerns of any of the stakeholders.

ESSENTIAL INDICATORS

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

CG maintains a strong stakeholder engagement process, where it meticulously identifies critical stakeholder groups by stringently evaluating each group's impact on the Company's value creation, and conversely, the company's influence on their interests. This comprehensive analysis allows them to engage with a diverse range of internal and external stakeholders, including employees, customers, suppliers, channel partners, communities, and investors.

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
Investors	No	AGM, Financial Information Release, Investor Presentations, Earnings Calls	AGM – Annually Others - Quarterly	To inform on how the Company is currently performing and what it plans to do in the near-term future
Employees	No	Emails, Face to Face Meetings, HR Sessions, Reward and Recognition, Employee Newsletter, Intranet, Team Building Workshops and Employee Grievance Portal	Frequent and as and when required	To keep employees updated on key developments and initiatives undertaken by the Company and also for addressing their grievances.
Customers	No	Email, Quality Business Reviews, Channel Partner Meetings, Regular Operations Reviews and Grievance Portal	Frequent and as and when required	To acquire new customers, service the existing ones and improve customer experience.
Suppliers	No	CG Portal for Suppliers and Vendors	As and when required	Engagement on supply planning, Quality and Supply chain management.

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.

CG has delegated the consultation between the stakeholders and the Board on economic, environmental, and social topics to its Managing Director (MD) to facilitate consultations. The MD, along with the senior leadership team, keeps the Board and its Committees informed through regular updates. These updates occur during dedicated Committee sessions.

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.

Yes, stakeholder consultation is one of the cornerstones of CG's approach to environmental and social responsibility. The insights taken from these consultations, during the Materiality Exercise, have helped in constituting CG's key policies and activities on these critical topics. Building on this valuable feedback, CG is working towards setting up ambitious targets for each material topic and is actively working towards achieving them.

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

CG has carried out some CSR activities in the reporting year where some marginalized stakeholder groups have been benefited.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



The core belief of this principle is based on the idea that every human being has inherent rights that cannot be compromised in any way for the benefit of business. According to the UN Guiding Principles on Business and Human Rights, businesses are also held accountable for any violations of human rights and must take reasonable measures to prevent such violations from occurring as a result of their operations.

ESSENTIAL INDICATORS

The Company strives to create and sustain a discrimination free workplace, by promoting harmony and advocating fair employment opportunities. The Company values and recognizes every individual equally and treats them fairly and with dignity irrespective of their race, color, creed, ancestry, ethnic origin, religion, sex, nationality, age, physical handicap / disability, or marital status. The safety and health of employees are of paramount importance for CG and the Company intends to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
EMPLOYEES						
Permanent	1871	1871	100%	1631	1631	100%
Other than permanent	442	442	100%	340	340	100%
Total	2313	2313	100%	1971	1971	100%
WORKERS						
Permanent	1242	1242	100%	1140	1140	100%
Other than permanent	3270	3270	100%	2875	2875	100%
Total	4512	4512	100%	4015	4015	100%

The Company has provided training on POSH and Health and Safety to all its employees.

The Company has mandated Health and Safety awareness induction for everyone, including workers and employees.

POSH and Health & Safety, are integral components of human rights, aligned with ensuring safe working conditions and fostering a workplace free from discrimination, offering equal opportunities to all.

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (D)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1871	0	0%	1871	100%	1631	0	0%	1631	100%
Male	1747	0	0%	1747	100%	1537	0	0%	1537	100%
Female	124	0	0%	124	100%	94	0	0%	94	100%
Other than Permanent	442	206	47%	236	53%	340	315	93%	25	7%
Male	367	179	49%	188	51%	297	274	92%	23	8%
Female	75	27	36%	48	64%	43	41	95%	2	5%
Workers										
Permanent	1242	0	0%	1242	100%	1140	0	0%	1140	100%
Male	1222	0	0	1222	100%	1120	0	0%	1120	100%
Female	20	0	0	20	100%	20	0	0%	20	100%
Other than Permanent	3270	3152	96%	118	4%	2875	2875	100%	0	0%
Male	3138	3023	96%	115	4%	2732	2732	100%	0	0%
Female	132	129	98%	3	2%	143	143	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	4,60,000	2	4,45,000
Key Managerial Personnel	3	2,58,34,256	0	-
Employees other than BoD and KMP	1744	9,87,168	124	5,96,400
Workers	1222	5,36,700	20	4,14,576

Key Managerial Personnel comprises of the Managing Director, Chief Financial Officer and Company Secretary.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.88%	3.63%

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. At, CG, the Head of Human Resources is responsible for addressing human rights issues caused or contributed by the business. In addition, CG has instituted an Internal Complaints Committee (ICC) across all its manufacturing facilities and sales locations to prevent any form of discrimination and harassment.

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

The company holds the belief that it bears a responsibility to uphold human rights by actively contributing to the well-being of the communities it serves.

CG is committed to provide a platform where the human rights of all stakeholders are protected while engaging with employees, business partners and suppliers as per globally recognized guidelines on Human Rights and is committed to engage with stakeholders in a transparent and appropriate manner to address and resolve human rights related issues concerning our business activities.

A system has been put in place by the human resources department and routinely monitored by an Internal Committee which allows CG to prevent any infringement of human rights and ensure that our human rights policy is adhered to. Addressing concerns relating to human rights falls under the purview of the Head of Human Resources.

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

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

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
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.

CG has instituted an Internal Committee at the Corporate level to monitor and resolve the grievances. In addition, it has appointed a Regional Diversity Taskforce appointed across all manufacturing facilities and sales locations to prevent any form of discrimination and harassment. A panel for of the 'Prevention of Sexual Harassment (POSH) Committee' will be chosen from the Regional Diversity Taskforce to resolve any POSH related complaint.

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

All business agreements and contracts are in line with the regulatory requirements. CG has Human Rights Policy and Code of conduct for supplier as a guiding instrument for the engagement with value chain partners such as suppliers.

10. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% Plants are assessed
Forced/involuntary labor	100% Plants are assessed
Sexual harassment	100% Plants are assessed
Discrimination at workplace	100% Plants are assessed
Wages	100% Plants are assessed
Others – please specify	0%

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

Not Applicable. No such corrective actions have been implemented as we have zero cases with respect to sexual harassment, discrimination at workplace, child labor, forced labor, involuntary labor, wages and other issues pertaining to human rights extended to supply chain partners.

LEADERSHIP INDICATORS

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

As of now, none of such business process has been modified / introduced as a result of addressing human rights grievances/complaints

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

CG is yet to conduct any Human rights due-diligence activity.

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?

Currently some of CG's premises are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others – please specify	0%

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

Not applicable.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



The principle urges organizations to explore and identify the potential environmental impacts arising out of their business operations and supply chain activities carried out in order to deliver, and to address them with adequate mitigating measures. It also encourages organizations to find alternative ways of operating by reducing any negative impacts to the environment that may cause less harm to the environment.

ESSENTIAL INDICATORS

Through initiatives in the areas of Environment, Health, and Safety (EHS), the Company ensures that environmental protection is an essential aspect of its operations. CG has always worked to achieve a fair balance between economic growth and environmental conservation considering it is a manufacturing company. It is made sure that EHS standards at all CG units consistently outpace legal requirements and are measured against the finest global practices. All plants have ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 certifications for their quality management systems, environmental management systems, and occupational health and safety standards, respectively. All units in India have approval from the State Pollution Control Board to operate, as well as all comply with the guidelines specified in that approval.

All business decisions, including those involving product creation, purchasing, selecting plants and machinery, processes, providing customer service, etc., fully embrace and put into practice EHS regulating concepts. In order to benefit the industry and important players in its value chain, the Company promotes the sharing of process and product innovations within the group. The Company is committed to minimizing the negative effects on the environment and the community at large through its Corporate EHS policy and cardinal norms, as well as by ensuring the health and safety of all employees and stakeholders across all factories and establishments. Its “zero-harm culture” aims to develop a significant and lasting value for the environment and the society in which it operates.

The Company has strengthened its commitment to operating its business in a way that is sustainable on all fronts -economically, socially, and environmentally, while taking stakeholder interests into account. In order to reinforce commitments made by both employees and workers to work safely and ensure integration of the environment management system and occupational health and safety through work culture and lifestyle, it also regularly conducts trainings on Environmental awareness, Health and Safety (EHS), and sustainable growth at all its plant locations. The Company has established various programmes to recognize and reward personnel who drive EHS in an effort to encourage them to uphold the highest standards of EHS in their operations. All the numbers mentioned below in this Principle pertains to the data of all manufacturing plants of CG only.

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

(In Giga Joules)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23# (Previous Financial Year)
From Renewable sources		
Total Electricity Consumption (A)	21,843	16,973
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	21,843	16,973
From non-renewable sources		
Total electricity consumption (D)	1,24,830	1,14,073
Total fuel consumption (E) (Diesel, LPG, LDO, Petrol)	37,460	31,948
Energy consumption through other sources (F)	0	0
Total energy consumed from nonrenewable sources (D+E+F)	1,62,290	1,46,021
Total energy consumed (A+B+C+D+E+F)	1,84,133	1,62,994
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	24.19	24.77
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	507.15	519.20

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 assurance has been carried out by any external agency.

2. Does the entity have any sites / facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) 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

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23# (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,308	3,350
(ii) Groundwater	63,311	78,854
(iii) Third party water	2,77,058	2,62,465
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,44,677	3,44,669
Total volume of water consumption (in kilolitres)	3,44,677	3,44,669
Water intensity per rupee of turnover (Water consumed / turnover)	45.29	52.38
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	949.34	1097.91

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 assurance has been carried out by any external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- 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	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(v) Others (Gardening)	-	-
- No treatment	-	-
- With treatment – please specify level of treatment (Primary, Secondary, Tertiary)	59,326	46,759
Total water discharged (in kilolitres)	59,326	46,759

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

The Company has wastewater treatment systems sewage treatment plants (STP) across its manufacturing facilities. Treated wastewater is used for the gardening and job cleaning purpose to reduce any liquid discharge. But currently we haven't implemented any mechanism for Zero Liquid Discharge comprising of Reverse Osmosis (RO) and Multiple Effect Evaporator (MEE) as part of STP/ETP.

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 (Current Financial Year)	FY 2022-23# (Previous Financial Year)
NOx	PPMV	479	479
SOx	Tons	70.99	68.24
Particulate Matter (PM)	Tons	9.17	8.87
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)	PPM	11.56	11.22
Hazardous Air Pollutants (HAP)			

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 assurance has been carried out by any external agency.

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

Parameters	Units	FY 2023-24 (Current Financial Year)	FY 2022-23# (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	2105	1,867
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	27,393	25,033
Total Scope 1 and Scope 2 emission intensity per Crore Rupee of turnover (Total Scope 1 and Total Scope 2 GHG emissions/Revenue from Operations)	Metric Tonnes of CO2 equivalent/Cr. INR Revenue	3.88	4.08
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		81.24	85.68

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 assurance has been carried out by any external agency.

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

CG is actively incorporating the energy efficient options in its manufacturing processes. Please refer Energy Conservation measures in Annexure 1 to the Directors' Report on Pg. no. 72.

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

Parameter (in metric tonnes)	FY 2023-24 (Current Financial Year)	FY 2022-23# (Previous Financial Year)
Total waste generated (in metric tonne)		
(A) Plastic waste	25.57	133.27
(B) E-waste	24.10	12.82
(C) Battery waste	203.68	185.44
(D) Bio-medical waste	1.11	1.02
(E) Construction and demolition waste	0	0
(F) Radioactive waste	0	0
(G) Other Hazardous waste. Please specify, if any (Spent Oil, Paint Sludge, Varnish Cake, ETP Sludge, Waste Residues containing Oil)	246.45	154.91
(H) Other Non-hazardous waste (Food, Paper, Cardboard, Metal Scrap)	16,711.79	29,106.96
Total (A+B + C + D + E + F + G + H)	17,212.70	29,599.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	2.26	4.49
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	47.40	94.28

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonne)

Parameter (in metric tonnes)	FY 2023-24 (Current Financial Year)	FY 2022-23# (Previous Financial Year)
Category of waste		
(i) Recycled (By third party)	17,081.45	29,252.85
(ii) Re-used (By third party)	0	0
(iii) Other recovery operations (Waste oil)	18.04	0
Total	29,252.85	17,099.49

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

Parameter (in metric tonnes)	FY24	FY23
Category of waste disposal		
(i) Incineration	46.63	107.47
(ii) Landfilling	48.94**	0.25
(iii) Other disposal operations	17.64	47.39
Total	113.21	155.11

**The numbers for landfilling of waste has been increased significantly due to the landfilling of Asbestos waste as we are eliminating the use of asbestos from rooftops by replacing it with Galvanized Steel sheets.

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 assurance has been carried out by any external agency.

- 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.**

CG is committed to create a positive impact on the ecosystem by ensuring compliance with the regulatory guidance on waste management as per CPCB / SPCB with respect to waste management (plastic waste management rules, E- waste management rules and hazardous waste management rules).

CG has partnered with authorized waste management service providers such as recyclers, authorized transporters (in case of hazardous waste) for the compliant management of waste across each of the above waste categories.

Considering the nature of the industry, the quantum of waste is well within the permissible limits laid down by CPCB/SPCB in the “consent to operate” issued by them.

The Company also encourages complete elimination of hazardous substances from its manufacturing process. Annual Environmental Statement are being submitted to the State Pollution Control Board by the respective units.

- 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	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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1 Not Applicable.

The Company has no 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.

- 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
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Not Applicable, we have not conducted environmental impact assessment for any projects since the project activities are not covered in the EIA notification dated 14 September, 2006 as amended till date.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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The Company is compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules etc.

There was no incident of non-compliance received in context to the environment compliances during the reporting period.

Due to change in calculation methodology, the figures for the previous FY 2022-23 have been regrouped wherever applicable.

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:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	63,311	78,854
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	63,311	78,854
Total volume of water consumption (in kilolitres)	63,311	78,854
Water intensity per rupee of turnover (Water consumed / turnover)	8.31	11.98
Above data is TMS site only where ground water resources are classified as "Semi Critical" by Central Ground Water Authority (CGWA) in the NOC granted to the site for Ground Water Withdrawal.		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- 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	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(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	-	-
Total water discharged (in kilolitres)	-	-

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2 Eq.	2,50,000*	2,26,897
Total Scope 3 emissions per rupee of turnover	tCO2 Eq./Cr. INR Revenue	33.11	34.48

*Approximate number. The calculation is under progress.

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.

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:

Please refer Energy Conservation measures at the Annexure 1 to Directors' Report on Page no. 72

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

Yes, in the reporting year CG has conducted Business Continuity Management study for its Ahmednagar facility and we plan to conduct it for the rest of its facilities in the upcoming financial year. Currently the plan is not publicly available.

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?

Vendor audits covering basic EHS issues like EHS policy, Hazard identification, Operational Controls, PPEs, Legal Requirements, Monitoring licenses/permits, Hazardous Waste Management, Hazardous Chemical Use and Control. Detailed assessment of EHS issues covering BRSR requirements are being planned to be taken up by CG in forth coming vendor audits.

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

Vendor audits covering basic EHS issues like EHS policy, Hazard identification, Operational Controls, PPEs, Legal Requirements, Monitoring licenses/permits, Hazardous Waste Management, Hazardous Chemical Use and Control. Detailed assessment of EHS issues covering BRSR requirements are being planned to be taken up by CG in forth coming vendor audits.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT.



This principle guides that it is the organization's duty to be transparent & responsible while being engaged in advocacy of any public policy.

The Company has memberships of trade and industry associations through which it makes efforts to further contribute on specific sustainable business issues and also participates in a number of exhibitions organized by these associations/bodies.

The Company's authorized officials represent the Company in various industry forums. They understand their responsibility while representing the Company in such associations. While they engage in constructive dialogues and discussions, they refrain from lobbying or influencing public policy with vested interests. This principle is also embodied in the Code of Conduct and Business Practices of the Company applicable to its representatives and group entities.

ESSENTIAL INDICATORS

1. a) Number of affiliations with trade and industry chambers/ associations.

CG has 8 affiliations with trade and industry chambers/ associations.

b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	Bureau of Indian Standards (BIS)	National
2	Confederation of Indian Industry (CII)	National
3	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
4	Quality Circle Forum of India (QCFI)	National
5	Maratha Chamber of Commerce Industries and Agriculture (MCCIA)	State
6	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
7	International Facility Management Association (IFMA)	National
8	International Project Management Association (IPMA)	National

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

Name of authority	Brief of the case	Corrective action taken
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Not Applicable, as there was no adverse orders from regulatory authorities related to anti-competitive conduct by the entity.

LEADERSHIP INDICATORS

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

CG hasn't advocated any public policy positions.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



13 CLIMATE ACTION



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Section 135 of the Companies Act, 2013 on Corporate Social Responsibility which urges for a specific attention on disadvantaged, vulnerable and marginalized populations, serves as the foundation for this Principle.

The Company believes that as a socially conscious corporation, it has a duty to fulfil multiple social responsibilities along with its financial obligations. Through its Corporate Social Responsibility (CSR) programmes, the Company seeks to align its business operations and expansion with social, environmental, and economic goals. The Company's CSR is based on the firm belief that corporate sustainability is intimately related to the sustainable development of the communities in which it operates and to the environment.

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
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Not applicable, as CG is currently not undertaking any social impact assessments.

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)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In ₹)
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Not Applicable. CG doesn't have any operations / facilities / plants / offices that include land acquisition from affected / displaced landowners, hence CG doesn't not have any projects that involve Rehabilitation and Resettlement (R&R).

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

Currently there are no formal mechanism to receive and redress grievances of the community

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	44.34%	11.33%
Sourced directly from within India	77%	72%

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 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Rural	4%	4%
Semi urban	18%	16%
Urban	58%	60%
Metropolitan	20%	21%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)		

LEADERSHIP INDICATORS

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

Not applicable.

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

CG had supported ISHA Foundation in hosting Gramotsavam through a CSR initiative initiative where one of the sports competition programs was held at Virudhnagar district in Tamil Nadu.

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

No, CG doesn't have a preferential procurement policy as of now.

- 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:**

In the reporting year, CG did not receive any benefits from the intellectual properties.

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

Not applicable.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of Beneficiaries	Amount Spent in crores
1	Supported ISHA Foundation in hosting Gramotsavam (ISHA Foundation)	60,132	3.24
2	Establishing Sankara College of Nursing (Women) at Kanchipuram	120	1.33
3	Providing amenities in Zilla Parishad schools in Ahmednagar	1,833	0.77
4	Providing Equipment and training facilities at ITI in Ahmednagar	80	0.46
5	Facilitating Mobile health van at Malanpur and Ahmednagar	16,000	0.45
6	Establishing "Welding and Winding training skill development center" with all machinery and infrastructure by Ahmednagar Auto and Engineering Association (a Section 25 Company) at Ahmednagar	650	1.05
7	Renovation and providing infrastructure facilities for the Zilla Parishad's Primary School situated at Chandgiri, Nashik	120	0.27
8	Construction with Shri Kanchi Sankara Vidyalaya Middle School , Thirumalapuram	240	1.06
9	Establishing BMT isolation ward at St. Jude Child care centre, Rotary Club of Madras Temple City	4	0.38

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



This Principle relates to the concept that the primary objective of a business is to create wealth by delivering high-quality goods or providing services to the customer base and keeping them satisfied.

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

For client complaints and feedback, the Company has a dedicated customer desk and an around-the-clock toll-free call centre facility. With the aid of service centres equipped to manage all types of incidents, a focused service team addresses the client concerns in real time. The management team examines these grievances in further depth and after drawing conclusions, corrective measures are implemented. During the regular visits, the Company's front line sales executives interact with the customers and channel partners, understand their business needs, expectations, suggestions, feedback and other concerns. On a regular basis, all outstanding issues are addressed.

The Company periodically conducts various interactive programs like Seminars, workshop, factory visits, dealer conferences, etc. to help it make informed decisions.

Customers may raise their grievances through help@cgglobal.com, https://www.cgglobal.com/countrywide_contact

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
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

Any of CG's products does not carry the information about the Environmental and Safe and Responsible Usage of the products.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	None	Not Applicable	-	None	Not Applicable	-
Advertising	None	Not Applicable	-	None	Not Applicable	-
Cyber-security	None	Not Applicable	-	None	Not Applicable	-
Delivery of essential services	None	Not Applicable	-	None	Not Applicable	-
Restrictive Trade Practices	None	Not Applicable	-	None	Not Applicable	-
Unfair Trade Practices	None	Not Applicable	-	None	Not Applicable	-
Other (Consumer Complaints)	45726	544	-	115243	311	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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. Recognizing the significance of cyber security, CG has policy on cyber security and risks related to data privacy. Currently the policy is available on our intranet website.

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, as there were no issues reported and received 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.

7. Provide the following information relating to data breaches.

a. Number of instances of data breaches

None for the reporting year

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

Not applicable

c. Impact, if any, of the data breaches

Not applicable

LEADERSHIP INDICATORS

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

The information on the Company's products and services can be obtained from "Our Business" and "Product Search" tab in [CG's website](#).

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

While supplying products to CG's customers, it provides a user manual wherein the safe and responsible usage of products is clearly pointed out.

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

While supplying products to CG's customers, it provides a user manual wherein the safe and responsible usage of products is clearly pointed out.

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, CG doesn't display product information on the product over and above what is mandated as per local laws and it has carried out surveys with regard to consumer satisfaction.



INDEPENDENT LIMITED / REASONABLE ASSURANCE REPORT ON BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT IN CG POWER & INDUSTRIAL SOLUTIONS LIMITED

To the Board of Directors

CG Power & Industrial Solutions Limited

Worli, Mumbai

We have undertaken to perform a limited / reasonable assurance engagement for CG Power & Industrial Solutions Limited vide Engagement Letter dated 17th November 2023 in respect of the agreed Business Responsibility Sustainability Report [hereinafter “BRSR”] in accordance with the criteria stated below. This is included in BRSR of the company for the year ended 31st March 2024.

This engagement was conducted by a multidisciplinary team including assurance practitioners, social governance, and environmental experts.

Identified Sustainability Information

The identified Sustainability Information for the year ended 31st March 2024 is summarised below as per Appendix 1

The areas for which limited / reasonable Assurance is undertaken is also given in the Appendix 1 to the report.

Our limited / reasonable assurance engagement was with respect to the year ended 31st March 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information is as per the guidelines issued by Securities and Exchange Board of India (SEBI) in accordance with the circulars:

- SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated 11th July 2023
- SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July 2023

and clarifications issued for the same.

Management’s Responsibility

The Company’s management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information, considering applicable laws and regulations, if any, related to reporting on the Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of Code of Ethics issued by Institute of Chartered Accountants of India and have the required competencies and experience to conduct this assurance engagement.

The firm applies Standard on Quality Control (SQC) 1, “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements” issued by the Institute of Chartered Accountants of India (ICAI), and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited / reasonable assurance conclusion, as applicable and given in the Annexure to this report on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the ICAI. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

For the purpose of limited assurance, this standard requires that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.


A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Information, assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the identified sustainability indicators and related disclosures
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and /or measurements of the identified sustainability indicators
- Made enquiries of Company's Management, including those responsible for Sustainability, Environment, Social, Governance ('ESG'), Corporate Social Responsibility ('CSR'), etc., and those with responsibility for managing the Company's BRSR
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for managing, recording and reporting on the Identified Sustainability Indicators including at the sites and corporate office visited
- Based on that understanding, the risks that the selected information may be materially misstated and determining the nature, timing and extent of further procedures
- Checked the consolidation for various sites and corporate office under the reporting boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported
- Based on above understanding and the risks that the identified sustainability indicators may be materially misstated, determined the nature, timing and extent of further procedures
- Performed substantive testing on a sample basis of the Identified Sustainability Indicators at corporate head office, and 11 other sites located at Nashik, Mandideep & Ahmednagar to verify that data had been appropriately measured with underlying documents recorded, collated and reported
- Assessed records and performed testing including recalculation of sample data

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- Reviewed records and performed testing including recalculation of sample data
 - Assessed the level of adherence to the 'Guidance note for BRSR format' issued by Securities and Exchange Board of India (SEBI) followed by the Company in preparing the BRSR
 - Assessed the BRSR for detecting, on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to agreed indicators and relevant source data/information
 - Obtained representations from Company's Management

Exclusions:

Our assurance scope excludes the following and therefore we do not express a conclusion on the same:

- Operations of the Company other than those mentioned in the "Scope of Assurance"
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., Financial Year 2023-24.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's Identified Sustainability Information included in the BRSR for year ended 31st March 2024 are not prepared, in all material respects, in accordance with the Criteria.

Opinion on the Reasonable Assurance

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the year ended 31st March 2024 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the criteria.

Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of CG Power & Industrial Solutions Limited at the request of the company solely, to assist company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For C N K & Associates LLP Chartered Accountants

Firm Registration Number: 101961W/W-100036

Himanshu Kishnadwala

Partner

Membership No.: 037391

Date: 6 May, 2024

Place: Mumbai

UDIN: 24037391BKBOHR2389

APPENDIX 1:

Sr No.	Indicator Number	Name of Indicator	Type of Assurance
1	Section C – Principle 6 – Q7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the given format	Reasonable
2	Section C – Principle 6 – Q3	Provide details of the following disclosures related to water withdrawal, in the given format	Reasonable
3	Section C – Principle 6 – Q4	Provide the following details related to water discharged	Reasonable
4	Section C – Principle 6 – Q1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the given format	Reasonable
5	Section C – Principle 6 – Q9	Provide details related to waste management by the entity, in the given format	Reasonable
6	Section C – Principle 3 – Q1c	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the given format	Reasonable
7	Section C – Principle 3 – Q11	Details of safety related incidents, in the given format	Reasonable
8	Section C – Principle 5 – Q3b	Gross wages paid to females as % of total wages paid by the entity, in the given format	Reasonable
9	Section C – Principle 5 – Q7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the given format	Reasonable
10	Section C – Principle 8 – Q4	Percentage of input material (inputs to total inputs by value) sourced from suppliers	Reasonable
11	Section C – Principle 8 – Q5	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 given locations, as % of total wage cost	Reasonable
12	Section C – Principle 9 – Q7	Provide the following information relating to data breaches: <ol style="list-style-type: none"> a. Number of instances of data breaches b. Percentage of data breaches involving personally identifiable information of customers c. Impact, if any, of the data breaches 	Reasonable
13	Section C – Principle 1 – Q8	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the given format	Reasonable
14	Section C – Principle 1 – Q9	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 given format:	Reasonable
15	BRSR Report	<ol style="list-style-type: none"> 1. Section A: General Disclosure – 24 indicators 2. Section B: Management & Process disclosures – 12 indicators 3. Section C: Principle wise performance disclosures – 9 Principles (Essential & Leadership indicators except the Core KPI's as covered in Sr. No. 1 – 14 above) 	Limited