

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26943TN1965PLC005297
2	Name of the Listed Entity	RAMCO INDUSTRIES LIMITED
3	Year of incorporation	27 th January, 1965
4	Registered address	47, P.S.K. Nagar, Rajapalayam, 626108
5	Corporate office address	Auras Corporate Centre, 6 th floor, 98-A, Dr. Radhakrishnan Salai, Mylapore, Chennai, Tamilnadu - 600004
6	Email	bms@ril.co.in
7	Telephone	044- 2847 8585
8	Website	www.ramcoindltd.com
9	Financial Year reported	1 st April 2023 to 31 st March 2024
10	The names of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid up Capital - ₹ In crores	8.68
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Shri Preston Davis C, Head - EHS and C 044 2847 8585 EXTN:3445 Email: cpd@ril.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a Standalone basis
14	Name of assurance provider	TUV-SUD India Pvt Ltd., Chennai
15	Type of assurance obtained	Limited Assurance

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	Building Products	Manufacture of Fibre Cement Board, Insulation Boards of vegetables fibre, straw, or wood waste, agglomerated with cement & other mineral binders.	86.74

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
		Group	Class	Sub Class	
1.	Preparation and spinning of cotton fibre including blended cotton	131	1311	13111	11.88
2.	Manufacture of Fibre Cement Boards, Insulation Boards of Vegetables fibres, straw, or wood waste, agglomerated with cement & other mineral binders.	239	2395	23956	86.74

S. No	Product/Service	NIC Code			% of total turnover contributed
		Group	Class	Sub Class	
3.	Electric power generation using other non-Conventional sources	351	3510	35106	1.38

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	10 - Building products division 1 - Textile division (Cotton Yarn)	1	12
International	2	1	3

19. Markets served by the entity:

a. Number of locations

Location	Numbers
National (No. of States)	30
International (No. of Countries)	23

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

The contribution of export to the turnover is 3%.

c. A brief on types of customers

Ramco Industries Limited serves wide range of customers like Project Associates, Trade Associates, Distributors and Direct project customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	783	771	99	12	1
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D+E)	783	771	99	12	1
WORKERS						
4	Permanent (F)	971	691	71	280	29
5	Other than Permanent (G)	1926	1926	100	-	-
6	Total workers (F+G)	2807	2523	90	284	29

*Sri Ramco Spinners included

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13
Key Management Personnel	4	-	-

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees *	-	-	-	-	-	-	-	-	-
Permanent Workers #	0	-	0	0	-	0	0	-	0

*Data will be provided during next financial year # No resignation for worker category

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

23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Sudharsanam Investments Limited	Subsidiary	100	The Business Responsibility initiatives of the holding company are applicable to the Subsidiary Company as well.
2.	Sri Ramco Lanka (Pvt) Limited, Sri Lanka	Subsidiary	99.99	The Business Responsibility initiatives of the holding company are applicable to the Subsidiary Company as well.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
3.	Sri Ramco Roofing's Lanka(Pvt) Limited,Sri lanka	Subsidiary	1.27	The Business Responsibility initiatives of the holding company are applicable to the Subsidiary Company as well.
4.	The Ramco Cements Limited	Associate	21.36	No
5.	Rajapalayam Mills Limited	Associate	1.73	No
6.	Ramco Systems Limited	Associate	20.07	No
7.	Ramco Industrial and Technology Services Limited	Associate	1.05	No
8.	Madurai Trans Carrier Limited	Associate	17.17	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in ₹) : 1298,51,63,205
(iii) Net worth (in ₹) : 1141,84,29,534

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	Current Financial Year 2023-24			Previous Financial Year 2022-23		
		No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	Yes	-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water management	Risk	Efficient water usage and recycling measures	Monitoring of water consumption implemented, rainwater harvesting system developed to improve ground water level and storm water collection pond to reuse water.	positive
2.	Renewable Energy	Opportunity	Reduce grid power usage and increased renewable energy	Wind mills utilized for reducing conventional energy consumption	Positive
3.	Sustainable Innovation	Opportunity	Innovative products for customer demand	RIL is one of the leader in manufacturing of Non-asbestos corrugated sheets	Positive
4.	Sustainable supply chain	Risk	Disruptions of Raw material	Alternative source finding made available to reduce disruption risks	positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available: https://www.ramcoindltd.com/policies.html									
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	* ISO 9001:2015 * ISO 14001:2015 * ISO 45001:2018 * IS 459:1992 * IS 14862:2000 * IS 14871:2000 * EPD Certified * GreenPro * GRIHA								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	RIL will work out a Sustainability strategy 2030 that will focus on key aspects of sustainability								

Disclosure Questions	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.	Key performance targets across ESG parameters will be set internally and monitored from this financial year onward								
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)	Sustainability at Ramco Industries Limited is enshrined in our founding philosophy, “We should believe that when the organization grows the society and community around that should also grow”. Our success lies in ensuring our stakeholders are consistently satisfied in their engagement with us, for it is that which power each of us at Ramco Industries Limited to stretch our potential to scale newer heights.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri. Prem Shanker, Chief Executive Officer 044 2847 8585								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If Yes, provide details.	Yes								

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

* TUV-SUD India Pvt Ltd., Chennai

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1:

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

Essential Indicator

1. Programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	0	0
Key Management Personnel	0	Awareness Programmes, Well - Being programmes, Regulatory Updates and EHS Programmes	0
Employees other than BOD and KMPs	100		100 %
Workers	500		100 %

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

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	Nil	-	-	-
Settlement	-	Nil	-	-	-
Compounding fee	-	Nil	-	-	-

Non-Monetary

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
-	Nil

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

Yes, Ramco Industries Limited have an exclusive Anti-Corruption/ Anti - Bribery policy which will serves to guide employees, stakeholders, and business partners against corruption/ bribery in all forms.

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

	Current Financial Year 2023-24	Previous Financial Year 2022 - 23
Board of Directors	Nil	Nil
Key Management Personnel	Nil	Nil
Employees other than BOD and KMPs	Nil	Nil
Workers	Nil	Nil

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

	Current Financial Year 2023-24		Previous Financial Year 2022 - 23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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. Nil

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

Segment	Current Financial Year 2023-24		Previous Financial Year 2022 - 23	
	Number	Remarks	Number	Remarks
Number of days of accounts payables	8.77	-	7.35	-

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	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	25.23	24.15
	b. Number of trading houses where purchases are made from	808	845
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	30.75	29.57
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	94	91
	b. Number of dealers / distributors to whom sales are made	4903	4800
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	13	15
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicator

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
4	Occupational Health and safety	100 %

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

Yes, Ramco Industries Limited have a code of conduct for Board Members and Senior Management personnel, Whistle Blower policy for establishing Vigil Mechanism and Grievance Redressal policy for Redressal of all kinds of grievances.

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

Essential Indicator

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

	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23	Details of improvements in environmental and social impacts
R & D	0.660%	0.025%	-
CAPEX	82%	86.89%	-

2. a) Does the entity have procedures in place for sustainable sourcing? **No**
 b) If yes, what percentage of inputs were sourced 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.
Plastics (including packaging) Sold to Authorized recyclers. E- waste - Buy back basis/Sold to Authorized recyclers. Hazardous waste and other waste - Recycled in the production process.
4. a) Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities: **YES**
 b) 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.

Waste is disposed to the PCB authorized buyer.

Leadership Indicator

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 following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain. If yes, provide the web-link.
239	Calcium Silicate Boards, Fiber Cement board and non-asbestos Fiber cement corrugated sheets	18.05	Cradle-to-Gate	Yes, Thinkstep Sustainability Solutions Pvt. Ltd., Mumbai	Yes, https://api.environdec.com/api/v1/EPDLibrary/Files/dbc7e7af-6ded-475b-93e6-712456128081/Data

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. **No**

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-

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

Indicate input materials	Recycled or re-used input material to total material	
	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
	0	0

Note: This year we include fly ash as input raw material

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

	Current Financial Year 2023 - 24			Previous Financial Year 2022 - 23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

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

Essential Indicator

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	771	771	100%	771	100%	-	-	-	-	-	-
Female	12	12	100%	12	100%	12	100%	-	-	-	-
Total	783	783	100%	783	100%	12	100%	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

* Sri Ramco Spinners included

- (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 (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	691	691	100%	691	100%	-	-	-	-	-	-
Female	280	280	100%	280	100%	280	100%	-	-	-	-
Total	971	971	100%	971	100%	280	100%	-	-	-	-

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent Workers											
Male	1926	-	-	1926	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	1926	-	-	1926	100%	-	-	-	-	-	-

* Sri Ramco Spinners included

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

	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Cost incurred on well-being measures as a % of total revenue of the company	-	-

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

Benefits	Current Financial Year 2023 - 24			Previous Financial Year 2022 - 23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	74 persons 100% coverable employees	819 persons 100% coverable workers	Y	73 persons 100% coverable employees	942 persons 100% coverable workers	Y
Others - Please Specify	-	-	-	-	-	-

* Sri Ramco Spinners included

3. Accessibility of workplaces:

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

Yes - Have accessibility facilities such as Wheelchair facility, Lift and means of access such as Pathways, Ramps, Signage, Pedestrian Crossing, etc.

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, we have equal opportunity policy as per the rights of persons with Disabilities act 2016.

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Gender	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes, A grievance Redressal process is followed to ensure all permanent and other employees and workers grievances are addressed and closed
Other than Permanent Employees	Yes, A grievance Redressal process is followed to ensure all permanent and other employees and workers grievances are addressed and closed
Permanent Workers	Yes, A grievance Redressal process is followed to ensure all permanent and other employees and workers grievances are addressed and closed
Other than Permanent Workers	Yes, A grievance Redressal process is followed to ensure all permanent and other employees and workers grievances are addressed and closed

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

Category	Current Financial Year 2023 - 24			Previous Financial Year 2022 - 23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (c)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	782	0	0%	697	0	0%
Male	770	0	0%	692	0	0%
Female	12	0	0%	5	0	0%
Total Permanent Workers	971	259	26.64%	1007	266	26.42%
Male	691	259	37.42%	714	266	37.25%
Female	280	0	0%	293	0	0%

* Sri Ramco Spinners included

8. Details of training given to employees and workers:

Category	Current Financial Year 2023 - 24					Previous Financial Year 2022 - 23				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	6537	517	7.91%	6020	92.09%	8700	1845	21.21%	6855	78.79%
Female	423	284	67.14%	139	32.86%	8	3	37.50%	5	62.50%
Total	6960	801	11.51%	6159	88.49%	8708	1848	21.22%	6860	78.78%
Workers										
Male	10648	6238	58.53%	4420	44.17%	5047	3319	65.76%	1728	34.24%
Female	1870	1047	55.99%	823	44.01%	2762	1230	44.53%	1532	55.47%
Total	12528	7285	58.15%	5243	41.85%	7809	4549	58.25%	3260	41.75%

* Sri Ramco Spinners included

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

Category	Current Financial Year 2023 - 24			Previous Financial Year 2022 - 23		
	Total(A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	771	563	73%	692	657	95%
Female	12	9	76%	5	5	100%
Total	783	572	73%	697	662	95%
Workers						
Male	691	691	100%	714	714	100%
Female	280	280	100%	293	293	100%
Total	971	971	100%	1007	1007	100%

* Sri Ramco Spinners included

10. Health and safety management system:

- A) Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
 Yes, Our Health & safety management system covers all our employees and workers. Also, our Arakkonam unit has been certified as ISO 45001 company. HIRA is done by a qualified Safety manager who provides appropriate training to the concerned persons on a routine basis. Safety and health campaigns, mock drills and medical examinations are organized periodically.
- B) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
 1) Hazards and potential hazards identified and closed
 2) Near miss instances identified, recorded and corrective actions taken to eliminate hazards
 3) Safety committee meetings conducted on a regular basis and action taken on the risks and hazards identified and reported
- C) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N):
 Yes, Suggestion box available at our plant for the workers to report any hazards, online near miss reporting system available in place to report any hazards.

D) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No): Yes, the employees and workers are covered by the group Medclaim policy.

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

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

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

The company emphasises on safety practises across the Units. The company had implemented Safety Management System which provides guidelines to employees in their daily activities with the best Safety, Health and Environmental standards. All new entrants (Permanent/ Contract/ etc.,) have been imparted with Safety Induction Training programme covering all the safety aspects.

The main objective of Safety department of the Company is to establish health & safety culture across the plant through awareness training and promotional activities. The company ensures all employees and workmen are undergone Safety Training

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

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

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% Department of labor and Factory inspectorate conduct routine inspection at all our Factories
Working Conditions	100% Department of labor and Factory inspectorate conduct routine inspection at all our Factories

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not applicable since no safety related incidents and no significant concern arises.

Leadership Indicator

1. Does the entity extend any life insurance or any compensatory package in the event of death of Employees & Workers: (Y/N)

A	Employees	Yes
B	Workers	Yes

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

A declaration is taken from the value chain partners every month to ensure all the statutory dues that have been deducted are deposited.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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? **No**

5. Details on assessment of value chain partners

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

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. **NA**

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

Essential Indicator

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

Any individual and group of people, etc., who are impacted due to business operations and projects of the company are the stakeholders. Any individual and group of people that adds value for business and has greater impact on the business are the key stakeholders for the company. The key stakeholders inter alia include employees, Shareholders/investors, distributors, customers, channel partners, research analyst, vendors, suppliers, regulators, and government agencies.

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), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Intranet	Daily, Monthly and Annually	Operational efficiency, Training and awareness, Health and safety, wellbeing rewards and reorganization
Shareholders/Investors	No	Mail Advertisements in Newspapers, Press Releases, AGM through Virtual Meeting and Website	Quarterly, Half-yearly, Annually, and as and when needed	Announcing the financial results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings, explaining the procedures for claiming the shares before they get transferred to IEPF and subsequently the procedures for claiming back the dividends and shares, so transferred to IEPF
Vendors/Channel partners	No	Email, Telephone, meetings, Vendor assessment reviews	Frequent and need based	Sustainable supply, Quality, On time delivery, ISO standards
Government/ Regulatory authorities	No	Email, Meetings and Letters	As and when required	Renewal of existing permissions, Factory visits, new permissions
Customers	No	One to one meeting, Product display, Call center, Email	Regular, On demand	Product quality, Launching of new product, Improvements
Communities and NGOs	No	One to one through CSR	Frequent and need based	Community development, Responsible care, Education, Health and Livelihood programmes

Leadership Indicator

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.
 - i. Audit Committee: The committee is entrusted with the Business and Economic responsibility of the organization. The Audit Committee supervises the Company's financial reporting and disclosures, ensuring timeliness and compliance with regulatory requirements.
 - ii. Nomination and Remuneration Committee: The committee recommends suitable persons for the post of Directors, Key Managerial Personnel, and their remuneration. The Board of Directors considers their recommendation and seeks the approval of the shareholders for the appointment of Directors. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings.
 - iii. Stakeholders Relationship Committee: This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.
 - iv. Risk Management Committee: The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of Ramco Industries Risk Management Policy and provide strategic direction to minimize potential risks. They also oversee the establishment, implementation, and monitoring of the organization's risk management system.
 - v. CSR Committee: The Committee is entrusted with the social responsibility obligations of the company. This committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR programs and related expenditure for Ramco Industries to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated of the organization's CSR activities.
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: No
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. Not Applicable

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicator

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	Current Financial Year 2023 - 24			Previous Financial Year 2022 - 23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	-	0	-	-	0	-
Other than permanent	-	0	-	-	0	-
Total Employees	-	0	-	-	0	-
Workers						
Permanent	-	0	-	-	0	-
Other than permanent	-	0	-	-	0	-
Total Workers	-	0	-	-	0	-

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

Category	Current Financial Year 2023 - 24					Previous Financial Year 2022 - 23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	770	-	-	770	100	692	-	-	692	100
Female	12	-	-	12	100	5	-	-	5	100
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	691	0	0%	691	100%	714	0	0	714	100%
Female	280	0	0%	280	100%	293	0	0	293	100%
Other than permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

* Sri Ramco Spinners included

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	634286	1	780000
Key Managerial Personnel	4	24063643	-	-
Employees other than BoD and KMP	924	516514	12	313217
Workers	692	228884	278	121680

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

	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Gross wages paid to females as % of total wages	5.80	5.66

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**

We have dedicated committees such as works committee, union of association, safety committee and sexual harassment committee which acts as focal point on this.

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

Works committee and Union of Association they meet periodically or on need basis to address grievances related human rights

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

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

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

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

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- 1) The identity of the Aggrieved employee, Respondent, Witnesses, statements and other evidence obtained in the course of inquiry process, recommendations of the committees, action taken by the Employer is considered as confidential and not published or made known to anyone.
 - 2) Reporting relationship between complainant and complainant are diverted till the enquiry process is completed.
 - 3) Management always pays special attention towards complainant working condition and career growth to ensure that there are no adverse consequences due to the complaint.

9. Do human rights requirements form part of your business agreements and contracts? **Yes**
Yes, Statutory and regulatory requirement clauses stipulate regarding human values, child labour, equal remuneration and social security.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% through Internal complaints committee
Forced/Involuntary Labour	100% through statutory committee
Sexual Harassment	100% through statutory committee
Discrimination at workplace	100% through statutory committee
Wages	100% through statutory committee
Other - Please specify	100% through grievance redressal committee

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

No risk/ concern has arisen and there is no necessity for corrective action.

Leadership Indicator

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
No Grievance/ complaints received and there was no necessity for modification of business process.
2. Details of the scope and coverage of any Human rights due diligence conducted: Nil
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
Yes, (As per legal requirements) All the premises of Ramco are accessible to differently abled visitors by means of ramp and lifts.

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	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Other - Please specify	-

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

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

Essential Indicator

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

Parameter	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Renewable sources		
Total electricity consumption (A)	19204	20776
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	19204	20776
Non-renewable sources		
Total electricity consumption (D)	155816	171268
Total fuel consumption (E)	113678	89599
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	269494	260866
Total energy consumed (A+B+C +D+E+F)	288699	281643
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.357	0.351
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	0.353	0.348
Energy intensity (optional) - the relevant metric may be selected by the entity	0.353	0.348

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

Yes, Verification done through TUV SUD South Asia Pvt Ltd., Chennai.

Website: <https://www.tuvsud.com/en-in>

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. No
3. Provide details of the following disclosures related to water, in the following format:

Parameter	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Water withdrawal by source (in kilolitres)		
(i) Surface water	83847	100800
(ii) Groundwater	342400	446950
(iii) Third party water	522	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	426853	547750
Total volume of water consumption (in Kilolitres)	426853	547750
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.53	0.68
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	0.52	0.68
Water intensity (optional) - the relevant metric may be selected by the entity	0.52	0.68

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

Yes, Verification done through TUV SUD South Asia Pvt Ltd., Chennai,

Website: <https://www.tuvsud.com/en-in>

5. Provide the following details related to water discharged:

Parameter	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
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	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total water discharged (in Kilolitres)	-	-

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

Yes, Verification done through TUV SUD South Asia Pvt Ltd., Chennai.

Website: <https://www.tuvsud.com/en-in>

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Yes, all process reject water will be recycled 100%.

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

Parameter	Please specify unit	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
NOx	$\mu\text{g}/\text{m}^3$	12.69	19.30
SOx	$\mu\text{g}/\text{m}^3$	5.82	9.46
Particulate matter (PM)	$\mu\text{g}/\text{m}^3$	37.87	61.49
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)		Not Applicable	Not Applicable
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
Others - please specify		Not Applicable	Not Applicable

will consider the emission values as "Average".

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

Yes, Verification done through TUV SUD South Asia Pvt Ltd., Chennai.

Website: <https://www.tuvsud.com/en-in>

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

Parameter	Unit	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT CO ₂ e	4906.67	11957.64
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MT CO ₂ e	42850.18	38773.06
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.059	0.063
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)		-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.058	0.063
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		0.058	0.063

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

Yes, Verification done through TUV SUD South Asia Pvt Ltd., Chennai

Website: <https://www.tuvsud.com/en-in>

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

No

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

Parameter	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	72	85
E-waste (B)	1.43	0.020
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	11.81	0
Battery waste (E)	0.39	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.27	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	17.45	18
Total (A+B + C + D + E + F + G + H)	103.44	103.02

Parameter	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00013	0.0030
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	0.00013	0.0030
Waste intensity (optional) - the relevant metric may be selected by the entity	0	0
* Process recycled waste considered last year, Removed this year For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7.58	0
(ii) Re-used	0.27	0
(iii) Other recovery operations	95.58	57.91
Total	103.44	57.91
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	11.81	0
(iii) Other disposal operations	91.62	57.91
Total	103.44	57.91

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

Yes, Verification done through TUV SUD South Asia Pvt Ltd., Chennai

Website: <https://www.tuvsud.com/en-in>

11. 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:

** Hazardous Waste Identification:*

Accurately classify and label hazardous waste streams.

** Segregation:*

Isolate hazardous waste from non-hazardous waste to prevent cross-contamination.

** Secure Storage:*

Store hazardous waste in specially designated areas with proper containment measures.

** Transportation:*

Safely transport hazardous waste to authorized treatment or disposal facilities.

** Treatment and Disposal:*

Treat or dispose of hazardous waste in accordance with applicable regulations.

Specific practices and strategies will vary widely between companies and industries, but the overarching goal is to minimize waste generation, reduce toxic chemical usage, and manage hazardous waste responsibly to protect the environment and human health., (RIL/OCP/12) OCP of Waste Management

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:

Sl. 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.
	-	-	-

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
NA	-	-	-	-	-

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:

Yes, we track the applicable legal requirements and ensure compliance. We use Master list of legal requirements.

Sl. 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
	-	-	-	-

Leadership Indicator

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres): Nil
 For each facility / plant located in areas of water stress, provide the following information:
 (i) Name of the Area: Nil
 (ii) Nature of operations: Nil

(iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
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	-	-
(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)	-	-

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

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

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

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

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. - NA
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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Recycle	Waste materials are reused in production	Prevents pollution and conserves energy
2	Green product	Increasing revenue from non-asbestos products (100% asbestos free)	GRIHA & GreenPro Certified for our products

Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link: <https://www.ramcoindltd.com/>

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

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

Essential Indicator

1. (a) Number of affiliations with trade and industry chambers/ associations: 8
- (b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State /National)
1	Indo-German Chamber of Commerce	National
2	Rajapalayam Chamber of Commerce and Industry	National
3	The Southern India Chamber of Commerce & Industry	National
4	Indo-Japan Chamber of Commerce and Industry	National
5	Indian Green Building Council	National
6	United States Green Building Council	International
7	Fibre Cement Products Manufacturers association	National
8	Fire and Safety Association of India	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
-	-	-

Leadership Indicator

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

Sl. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
-	-	-	-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicator

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
-	-	-	-	-	-

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	-	-	-	-	-	-

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

All the units have a designated CSR team to interact with the community at large and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration & Political parties and work towards finding the best solution.

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

	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Directly sourced from MSMEs / small producers	23.19%	23.86%
Directly from within the India	100%	100%

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	Current Financial Year 2023 - 24	Previous Financial Year 2022 - 23
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	-	-

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

Leadership Indicator

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

Details of negative social impact identified	Corrective action taken
-	-

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

Sl. No.	State	Aspirational District	Amount spent (In INR)
1	Andhra Pradesh	Chittoor	36,00,000
2	Bihar	Bhojpur	36,500
3	Bihar	Bihiya	18,91,404
4	Karnataka	Chikkamagaluru	36,41,413
5	Tamilnadu	Chennai	22,87,534
6	Tamilnadu	Virudhunagar	12,04,022
7	Tamilnadu	Tirunelveli	38,750
8	Tamilnadu	Madurai	20,000
9	Tamilnadu	Tenkasi	1,32,265
10	Tamilnadu	Coimbatore	50,000
11	Tamilnadu	Arakkonam	69,03,412
12	Tamilnadu	Salem	44,080
13	West Bengal	Kharagpur	10,81,150
14	Madhya Pradesh	Bhopal	3,340
15	Gujarat	Bhuj	9,58,027
Grand Total			2,18,91,987

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
 (b) From which marginalized /vulnerable groups do you procure? NA
 (c) What percentage of total procurement (by value) does it constitute? NA

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:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
-	-	-	-	-

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR projects
-	-	-

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

Essential Indicator

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 - Call Centre team offering support to dealers/customers in resolving quality and service concerns.
 - Inspection done at dealer premises/project sites to amicably resolve complaints.
- 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	100%
Recycling and/or safe disposal	100%

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

	Current Financial Year 2023 - 24			Previous Financial Year 2022 - 23		
	Received during	Pending resolution at end of year	Remarks	Received during	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	95	0		75	0	

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

Remarks	Number	Reason for recall
Voluntary recalls	0	0
Forced recalls	0	0

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: No

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.

Nil

7. Provide the following information relating to data breaches:

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

Leadership Indicator

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

We provide information about the product and services through our website, Facebook and Instagram.

Primary source of the information is available at our corporate website.

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

Information regarding usage of products and end use applications are given in the respective Product catalogue, Website of the Company, etc. The information on proper usage of products is provided with live demonstrations to Applicators, Builders, Architects and Distributors.

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

The products and services offered by us does not constitute in the category of essential services and hence this disclosure is not applicable.

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)

The required information is given on all the products of the company as required by the applicable laws. Customer satisfaction survey and the feedback is a continuous process as the dealers are in constant touch with the customers to ensure that this is communicated transparently across the value chain.

Note:

This document includes non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques, including estimation, can result in materially different measurements. The precision of different measurement and estimation techniques may also vary. This Report was published in May 2024. Ramco Industries reserves the right to update its means.