

Ref : UCL/SEC/2024-25

8<sup>th</sup> July, 2024

<p><b>BSE Limited</b> Corporate Relationship Department Phiroz Jeejeebhoy Towers, Dalal Street, <b>Mumbai – 400 001</b></p> <p><b>Script Code: 504212</b></p>	<p><b>National Stock Exchange of India Ltd.</b> Listing Department, Exchange Plaza, Bandra-Kurla Complex, Bandra (East), <b>Mumbai – 400 051</b></p> <p><b>Script Code: UNIVCABLES EQ</b></p>
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Dear Sirs,

**Subject: Business Responsibility and Sustainability Report for the financial year 2023-24 pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the financial year 2023-24 which also forms a part of the Annual Report of the Company for the financial year 2023-24.

This is for your information and records.

Thanking you,

Yours faithfully,

**For UNIVERSAL CABLES LIMITED**

**(Sudeep Jain)**

Company Secretary



Encl : As above.



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

*[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]*

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE ENTITY

S. No.	Particulars	Response
1.	Corporate identity Number (CIN) of the Entity	L31300MP1945PLC001114
2.	Name of the Entity	Universal Cables Limited
3.	Year of incorporation	1945
4.	Registered office address	P.O. Birla Vikas, Satna – 485005 (M.P.), India
5.	Corporate address	5 <sup>th</sup> Floor, Signature Tower – III, Tower ‘C’ Sector 15-II, NH-8, Near 32nd Avenue Gurugram, Haryana-122001, India
6.	E-mail	<a href="mailto:headoffice@unistar.co.in">headoffice@unistar.co.in</a>
7.	Telephone	+91-7672 257121-127/414000
8.	Website	<a href="http://www.unistar.co.in">www.unistar.co.in</a>
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 34,69,53,810
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Y.S.Lodha Managing Director & Chief Executive Officer Phone: +91 9404098160 e-mail: <a href="mailto:headoffice@unistar.co.in">headoffice@unistar.co.in</a>
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 stand-alone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

### 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	Power (Electrical) and other Cables, Wires and related turnkey Projects	95.30%

**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.	Power (Electrical) and other Cables, Wires and related turnkey projects	31300	95.30%

\*Alphabetic Index 5 digit as prescribed by The Ministry of Statistics and Programme Implementation (MOSPI) in terms of Guidance Note on BRSR Reporting issued by the SEBI.

**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	2	21	23
International	NIL	1	1

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

Locations	Number
National (No. of States)	Pan India.
International (No. of Countries)	At the international level, the Company extends its services to 19 countries.

**b) Contribution of exports:**

What is the contribution of exports as a percentage of the total turnover of the entity?	5.04%
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**c) Type of Customers**

<b>A brief on types of customers</b>	<p>The Company is a forefront player in the manufacture of Power &amp; Control Cables, Optic Fibre Cable &amp; Capacitors. It has a long and impeccable track record backed by its impressive product portfolio and world class technology. The Company has always differentiated itself with the latest technological tie ups with foremost industry leaders in the world. The Company's iconic brand "UNISTAR" is recognised as the undisputed vanguard in the Indian Cable Industry. Apart from the manufacturing and supply of Cables &amp; Capacitors, the Company also operates into Turnkey Projects in Transmission &amp; Distribution Power Sector.</p> <p>Our customers' profile is quite broad and covers almost all the power utilities (State/Central) of the country – Government as well as Private Sector, Process Industries, Real Estate etc. The Company covers the various clients in the following segments:</p> <ul style="list-style-type: none"> <li>• Power Sector (Generation, Transmission &amp; Distribution)</li> <li>• Oil &amp; Petrochemical Industries</li> <li>• Mining Industries</li> <li>• Steel Plants</li> <li>• Cement Plants</li> <li>• Ship Building Industries (Naval &amp; Mercantile)</li> <li>• Off-shore &amp; On-shore Oil Rigs</li> <li>• Railways (Rolling Stock)</li> <li>• Defence</li> <li>• Wind Energy</li> <li>• Heavy Engineering</li> <li>• Nuclear Power Plants</li> <li>• Solar Farms</li> <li>• Submarine Application</li> <li>• EPC Contractors</li> <li>• Real Estate</li> <li>• Overseas Customers</li> </ul> <p>We are committed to delivering exceptional products and services to our valued customers and establishing long-term partnerships based on trust and mutual success.</p>
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**IV. EMPLOYEES**
**20. Details at the end of the year of financial year:**
**a) Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	493	483	97.97%	10	2.03%
2.	Other than Permanent (E)	61	61	100%	0	NIL
3.	Total employees (D + E)	554	544	98.19%	10	1.81%
<b>Workers</b>						
1.	Permanent (F)	371	371	100%	0	NIL
2.	Other than Permanent (G)	1033	1033	100%	0	NIL
3.	Total workers (F + G)	1404	1404	100%	0	NIL

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	1	1	100%	0	NIL
2.	Other than Permanent (E)	0	0	NIL	0	NIL
3.	Total differently abled employees (D + E)	1	1	100%	0	NIL
<b>Differently Abled Workers</b>						
1.	Permanent (F)	1	1	100%	0	NIL
2.	Other than Permanent (G)	1	1	100%	0	NIL
3.	Total differently abled workers (F + G)	2	2	100%	0	NIL

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

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	3	0	0%

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

Particulars	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.08%	NIL	8.08%	7.77%	NIL	7.77%	9.96%	NIL	9.96%
Permanent Workers	8.25%	NIL	8.25%	6.17%	NIL	6.17%	5.66%	NIL	5.66%

**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.	Vindhya Telelinks Limited	Associate	29.15	No
2.	Birla Furukawa Fibre Optics Private Limited	Joint Venture	26.14	No

**VI. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS**

(₹ in lakhs)

24. S. No.	Requirement	Response
1.	Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover	202066.76
3.	Net worth	50577.44

The details of Corporate Social Responsibility (CSR) projects/activities undertaken by the Company have been set out in Note No. 44 of the financial statements in the Annual Report.

**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)	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	Yes	NIL	NIL	None	NIL	NIL	None
Investors (other than shareholders)	Yes	NIL	NIL		NIL	NIL	
Shareholders	Yes	6	NIL		5	NIL	
Employees and workers	Yes	NIL	NIL		NIL	NIL	
Customers	Yes	4	NIL		5	NIL	
Value Chain Partners	Yes	NIL	NIL		NIL	NIL	

The Company has established clear channels for stakeholders to address their grievances and concerns:

- a. Communities: The Company carries out its Corporate Social Responsibility projects directly or through the implementing agency, Madhav Prasad Priyamvada Birla Apex Charitable Trust, for specific CSR initiatives. The Human Resource Department ensures good industrial relations with the communities, and concerns or grievances can be raised by contacting the Head of HR & IR at [hr@unistar.co.in](mailto:hr@unistar.co.in).
- b. Investors/Shareholders: Investors and shareholders can reach out to the Company's Registrar & Share Transfers Agents, Link Intime India Private Limited, or contact the Company Secretary and Compliance Officer directly via [investorsgrievance@unistar.co.in](mailto:investorsgrievance@unistar.co.in) for any queries, concerns, or grievances.
- c. Employees and Workers: The Company has implemented a Whistle-Blower Policy to allow employees and workers to report grievances while ensuring their protection and anonymity. The policy can be accessed at <https://www.unistar.co.in/Policies/Whistle-Blower.pdf>.
- d. Customers: The Company has a dedicated customer care service to address customer grievances, quality issues, and product-related complaints. Customers can reach out via email to [sales@unistar.co.in](mailto:sales@unistar.co.in).
- e. Value Chain Partners: The Company's Supplier Code of Conduct applies to all value chain partners, including suppliers, service providers, vendors, agents, consultants, contractors, and others. Suppliers can express their concerns by contacting [headoffice@unistar.co.in](mailto:headoffice@unistar.co.in).

The Company has implemented a Stakeholder Management Policy to address concerns and grievances raised by internal and external stakeholders. The policy ensures confidentiality, minimises conflicts, and fosters strong stakeholder relationships. Stakeholders are encouraged to utilise the dedicated channels outlined in the policy, especially when alternative mechanisms are not available. The Stakeholder Management Policy is available at given weblink: <https://www.unistar.co.in/pdf/Stakeholder-Management-Policy.pdf>.

**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.	Footprint of operations	Opportunity	By identifying the footprint of its operations as an opportunity, the Company can proactively mitigate risks and enhance its reputation. Through Sustainable practices, environmental impact assessments, stakeholder engagement, and investments in innovation, the Company can minimise negative environmental impacts, ensure compliance, and establish itself as a sustainable industry leader. Embracing these opportunities aligns with the Company's commitment to environmental stewardship and contributes to long-term profitability in a sustainability conscious market.		<p><b>Positive</b></p> <p>Implementing sustainability initiatives has significant financial implications for the Company. Responsible resource consumption, waste reduction efforts, and renewable energy utilisation can reduce operational costs and improve efficiency. Proactive environmental risk management and regulatory compliance protect the Company from fines and legal liabilities. Demonstrating environmental stewardship enhances the Company's reputation and attracts eco-conscious clients, leading to new business opportunities and increased project value. Proactive stakeholder engagement and investments in research and innovation drive operational efficiency and long-term financial sustainability.</p>
		Risk	The Company acknowledges the inherent risks associated with its operations in cable and capacitor manufacturing, including environmental impacts on biodiversity, emissions, water discharges, consumption, and waste generation. To safeguard the ecosystem and surrounding communities, the Company must proactively manage and mitigate these risks. By doing so, it can ensure compliance, mitigate legal and environmental complications, and maintain a competitive advantage. Embracing responsible and sustainable practices will not only protect the environment but also enhance the Company's long term success and resilience in an environmentally conscious market.	The Company is actively mitigating operational risks by implementing a robust Integrated Management System (IMS), conducting regular assessments and audits, and adopting sustainable practices. In accordance with controlled IMS procedures, the Company performs a comprehensive annual analysis of risks and opportunities. Both at the departmental and management level, suitable controls are employed to address and mitigate various types of risks.	<p><b>Negative</b></p> <p>The identified risk carries financial implications that may include increased costs for addressing environmental issues, potential fines, or penalties for non-compliance with regulations, and possible legal expenses. Failure to effectively manage and mitigate environmental and other risks can result in decreased profitability and cash flow. Therefore, it is essential to take appropriate measures to manage and address these risks in order to safeguard financial stability and maintain sustainable business operations.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Energy Management	Opportunity	<p>The identification of energy management as an opportunity for the Company is rooted in the potential benefits it offers, including enhanced energy efficiency, diversified energy sources, and access to renewable energy. By implementing energy-efficient technologies and systems, the Company can not only reduce costs and improve operational efficiency but also mitigate risks associated with energy price fluctuations. Embracing energy management as an opportunity not only enhances the Company's competitiveness but also contributes to a greener future and reinforces its commitment to environmental stewardship. By proactively pursuing energy management initiatives, the Company can position itself as a leader in sustainable practices, while simultaneously reaping the economic and environmental rewards of a more efficient and resilient energy portfolio.</p>	-	<p><b>Positive</b></p> <p>UCL's strategic investments in solar power infrastructure, including the installation of a 2 MW rooftop solar plant at the Satna Unit, a 500 KW rooftop solar plant at the Goa Unit, and the procurement of 4 MW solar power through open access, have yielded significant financial benefits. These initiatives have not only led to a substantial reduction in CO2 emissions but have also created opportunities for cost savings and improved profitability.</p> <p>By enhancing energy efficiency and adopting renewable energy sources, UCL can reduce energy consumption and associated costs, resulting in potential savings and increased financial performance. Diversifying energy sources and relying on alternative and renewable energy options also mitigate the risks associated with energy price fluctuations and reduce dependence on conventional sources.</p> <p>Furthermore, these investments in renewable energy infrastructure, such as the rooftop solar plants and outsourced solar power, can potentially qualify for incentives, subsidies, and long-term cost savings through reduced energy bills.</p> <p>Overall, UCL's commitment to effective energy management not only aligns with its environmental goals but also positively impacts its financial performance and strengthens its competitive position in the market.</p>



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)
3.	Waste Management	Opportunity	<p>The Company recognises waste management as an opportunity to implement responsible practices and enhance its environmental performance. By focusing on minimising waste generation, ensuring environmentally responsible disposal, and adopting the “3R” model of reduce, reuse, and recycle, the Company aims to optimize its waste management efforts. Emphasis is placed on meticulous waste segregation and disposal through approved vendors to ensure compliance with regulatory requirements.</p> <p>Through this proactive approach, the Company not only mitigates potential negative impacts on the environment but also unlocks various benefits. These include cost savings through reduced waste generation, improved resource efficiency through reuse and recycling initiatives, and strengthened environmental stewardship by minimising its overall environmental footprint. By setting specific goals and continuously improving its waste management practices, the Company demonstrates its commitment to sustainable operations and plays an active role in conserving resources and promoting a circular economy.</p>	-	<p><b>Positive</b></p> <p>The Company's strong focus on effective waste management practices provides significant financial implications.</p> <p>By implementing proper waste collection, storage, and disposal methods in accordance with the waste's nature, the Company ensures compliance with local regulations and submits required returns promptly.</p> <p>Minimising waste generation and promoting resource efficiency offers several benefits. The Company can reduce waste disposal costs, optimize material usage, and potentially generate revenue by selling reusable materials. Compliance with regulatory requirements also mitigates the risk of fines and legal liabilities, safeguarding the Company's financial stability.</p> <p>Moreover, the Company's commitment to sustainable practices enhances its reputation and attracts environmentally conscious clients. This fosters long term financial sustainability, as it opens doors to new business opportunities and strengthens customer loyalty.</p> <p>By prioritising proper waste management and adhering to regulatory standards, the Company not only contributes to a greener environment but also realises tangible financial benefits.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Community Development	Opportunity	Active engagement with stakeholders and prioritising community needs presents an opportunity for the Company to achieve long-term business success. By building positive relationships, obtaining community support, and enhancing its reputation, the Company can secure permission to operate, foster sustainable growth, and create shared value for both the business and the community.	-	<p><b>Positive</b></p> <p>By prioritising community engagement, respecting human rights, and securing a social license to operate, the Company can reap numerous advantages. These include an enhanced reputation, increased community support, and improved customer loyalty.</p> <p>Furthermore, these efforts can attract socially conscious investors and pave the way for potential partnerships and business collaborations.</p> <p>The positive financial implications of these endeavours may encompass enhanced long-term profitability, access to new markets, and cost savings achieved through streamlined operations and reduced conflicts with local communities.</p> <p><b>Negative</b></p> <p>consequences such as community dissatisfaction, legal complications, and reputational harm can lead to higher costs, potential expenses related to litigation, and missed business prospects. Moreover, addressing environmental and social impacts may necessitate additional investments in mitigation measures, potentially impacting short-term profitability and cash flow.</p>
		Risk	The risks associated with the Company's operations include potential long-term impacts on local communities, which can result in community dissatisfaction and the possibility of legal issues arising from environmental and social impacts. It is crucial for the Company to proactively address these risks, engage with the community, and implement robust measures to mitigate any adverse effects, thereby safeguarding its reputation and maintaining positive relationships with stakeholders.	The Company is committed to mitigating potential challenges associated with community development. This is achieved through supporting community growth, upholding human rights, and fostering strong relationships with the community. The primary objective of the Company is to earn trust, secure community permission for operations, and generate mutually beneficial outcomes for both the Company and the communities it serves.	

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)
5.	Workforce Health and Safety	Risk	The categorisation of Workforce Health and Safety as a risk is based on the high fatality and injury rates in the EPC industry compared to other sectors, as well as the increased vulnerability of temporary workers due to lack of training and experience. Failing to effectively manage these risks can result in human suffering, legal liabilities, and financial costs.	The Company prioritises workforce health and safety by implementing comprehensive safety protocols, providing regular training programs, and fostering a strong safety culture. By conducting risk assessments, ensuring compliance with occupational health and safety regulations, and continuously monitoring and improving safety practices, the Company aims to protect the well-being of its employees. Through these efforts, the Company seeks to minimise accidents, injuries, and fatalities, creating a safe and healthy work environment while enhancing employee morale, productivity, and retention.	<p><b>Negative</b></p> <p>Workplace accidents and injuries can result in increased costs, including medical expenses, compensation claims, potential legal liabilities, and regulatory fines. Additionally, such incidents can lead to project delays, increased insurance premiums, and reputational damage, impacting the Company's profitability and hindering its ability to secure future projects</p>
6.	Strategic Sourcing	Opportunity	The categorisation of Materials Sourcing as an opportunity is based on the potential to reduce direct and indirect greenhouse gas emissions and integrate value chain partner considerations effectively into the Company's business strategy. By strategically selecting suppliers with lower carbon footprints, promoting sustainable practices, and incorporating responsible supply chain management, the Company can enhance its environmental reputation, attract environmentally conscious customers, and meet the growing demand for sustainable products and services. This opportunity aligns with environmental sustainability goals, enhances operational efficiency, and positively impacts the Company's long-term financial performance.	-	<p><b>Positive</b></p> <p>By strategically selecting suppliers with lower carbon footprints and incorporating sustainable practices, the Company can potentially reduce costs associated with energy consumption, waste management, and compliance with environmental regulations. Furthermore, meeting the growing demand for sustainable products and services can open new market opportunities, attract environmentally conscious customers, and strengthen the Company's competitive position. Additionally, a positive environmental reputation can enhance brand value and customer loyalty, leading to increased sales and long-term financial sustainability.</p>

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a) Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes	No	No	Yes	No	No	Yes	Yes	No
	<b>Particulars of the Policies</b>	Anti-Corruption or Anti-Bribery Policy Code of Conduct for Board of Directors and the Senior Management	Sourcing with Human Dignity Policy	Non-Discrimination, Diversity and Equal Opportunity Policy	Stakeholder Management Policy	Modern Slavery Policy, Human Dignity Policy	Sustainability Policy	Policy on Responsible Advocacy	Corporate Social Responsibility Policy	Information Security Management System Policy
	c) Web Link of the Policies, if available	<a href="https://www.unistar.co.in/pdf/Anti-Bribery-and-Anti-Corruption-Policy.pdf">https://www.unistar.co.in/pdf/Anti-Bribery-and-Anti-Corruption-Policy.pdf</a> <a href="https://unistar.co.in/Code-of-Conduct.pdf">https://unistar.co.in/Code-of-Conduct.pdf</a>	<a href="https://www.unistar.co.in/pdf/UCL-Sourcing-with-Human-Dignity.pdf">https://www.unistar.co.in/pdf/UCL-Sourcing-with-Human-Dignity.pdf</a>	<a href="https://www.unistar.co.in/pdf/Non-Discrimination-Diversity-and-Equal-Opportunity-Policy.pdf">https://www.unistar.co.in/pdf/Non-Discrimination-Diversity-and-Equal-Opportunity-Policy.pdf</a>	<a href="https://www.unistar.co.in/pdf/Stakeholder-Management-Policy.pdf">https://www.unistar.co.in/pdf/Stakeholder-Management-Policy.pdf</a>	<a href="https://www.unistar.co.in/pdf/UCL-Modern-Slavery-Policy.pdf">https://www.unistar.co.in/pdf/UCL-Modern-Slavery-Policy.pdf</a> <a href="https://www.unistar.co.in/pdf/UCL-Human-Dignity-Policy.pdf">https://www.unistar.co.in/pdf/UCL-Human-Dignity-Policy.pdf</a>	<a href="https://www.unistar.co.in/pdf/UCL-sustainability-policy.pdf">https://www.unistar.co.in/pdf/UCL-sustainability-policy.pdf</a>	<a href="https://www.unistar.co.in/pdf/Policy-on-Responsible-Advocacy.pdf">https://www.unistar.co.in/pdf/Policy-on-Responsible-Advocacy.pdf</a>	<a href="https://www.unistar.co.in/Policies/CSR.pdf">https://www.unistar.co.in/Policies/CSR.pdf</a>	<a href="https://www.unistar.co.in/ISMS-Policy.pdf">https://www.unistar.co.in/ISMS-Policy.pdf</a>

<p><b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b></p>	<p>Yes, the Company has translated the policy into procedures. These procedures outline the specific steps and actions required to implement the policies effectively. The Company ensures clarity and provides a practical framework for employees to follow. This translation promotes consistency and reduces ambiguity, ensuring that the policies are applied consistently throughout the organisation.</p>
<p><b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b></p>	<p>Yes, the policies of the Company extend to its value chain partners whenever appropriate and feasible. The Company understands the significance of aligning policies with its partners to ensure consistency and shared standards. By fostering collaboration and upholding common values, the Company promotes a responsible and harmonious business ecosystem for all stakeholders involved.</p>
<p><b>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.</b></p>	<p>1) Certification by Bureau Veritas Certification Holding SAS-UK for Management System, as detailed below:</p> <ul style="list-style-type: none"> <li>• ISO 9001:2015 - Quality Management System</li> <li>• ISO 14001:2015-Environmental Management System</li> <li>• ISO 45001:2018-Occupational Health and Safety Management System</li> </ul> <p>2) NABL Certificate of Accreditation to EHV CABLE Laboratory as per ISO/IEC 17025:2017 "General Requirements for the Competence of Testing &amp; Calibration Laboratories" in the field of testing for its facilities.</p>
<p><b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>During the financial year 2023-24, the Company has set several goals to enhance its sustainability efforts and overall corporate social responsibility. These goals include:</p> <ol style="list-style-type: none"> <li>1. <u>Establishing and maintaining systematic sustainability databases</u>: Develop comprehensive databases to track and manage sustainability data, ensuring seamless reporting and progress measurement toward sustainability goals.</li> <li>2. <u>Reducing electricity consumption from the grid</u>: The Company aims to reduce its grid electricity use through energy-efficient technologies, optimized energy usage, and renewable energy sources.</li> <li>3. <u>Monitoring and evaluating E, S &amp; G parameters</u>: The Company will actively monitor and evaluate Environmental, Social, and Governance (ESG) performance and risks to identify improvements and mitigate sustainability issues.</li> <li>4. <u>Strengthening the training division and educating employees</u>: The Company will enhance its training division to educate all employees on Environmental, Social, and Governance (ESG) practices. By March 2025, all employees will be trained on the organization's ESG actions and initiatives.</li> <li>5. <u>CO2 Emission Reduction in Manufacturing Activities</u>: We are committed to adopting advanced technologies and practices to mitigate CO2 emissions during construction, significantly reducing our environmental impact and contributing to global carbon footprint reduction. This demonstrates our dedication to responsible environmental stewardship.</li> <li>6. <u>Ensuring Full Compliance with Policies and Zero Tolerance for Bribery and Unethical Practices</u>: The Company maintains zero tolerance for bribery and unethical practices, with stringent policies, rigorous training, and regular monitoring. Our commitment to integrity fosters stakeholder trust and sets a standard for ethical business conduct.</li> </ol> <p>These goals collectively reflect the Company's commitment to sustainable practices, social responsibility, and the continuous improvement of its environmental, social, and governance performance.</p>

<p><b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met</b></p>	<p>The Company acknowledges its responsibility to make a positive impact on communities by pinpointing the main areas of focus and the performance towards the above commitments is monitored on a regular basis, and adequate actions are taken, wherever required.</p> <p>The performance of our goals set for the FY 2023-24 stands as below:</p> <ol style="list-style-type: none"> <li>1. <u>Establishing and maintaining systematic sustainability databases</u>: The Company has initiated adequate steps in establishing comprehensive sustainability databases. These databases will be instrumental in tracking and managing sustainability-related data effectively. By organizing and centralizing this information, the Company has improved its ability to report on sustainability metrics and will lay a strong foundation for future reporting.</li> <li>2. <u>Reducing electricity consumption from the grid</u>: During the financial year 2023-24, approximately 20% of the Company's total energy consumption was derived from renewable sources, reflecting a significant stride in its sustainability efforts. To further bolster this commitment, the Company has recently entered into a Power Purchase Agreement with a power producer for an additional dedicated supply from a 4 MW Wind-Solar Hybrid power plant. Upon the commencement of electricity supply under the new agreement, the proportion of renewable energy in the Company's overall consumption is expected to rise substantially, potentially reaching up to 65%.</li> <li>3. <u>Monitoring and evaluating E, S &amp; G parameters</u>: Monitoring and evaluating Environmental (E), Social (S), and Governance (G) parameters has been a priority for the Company. Evaluation of these metrics has provided valuable insights into performance and risks related to sustainability issues. By actively tracking these parameters, the Company remains proactive in addressing sustainability challenges and aligns with its commitment to responsible corporate citizenship.</li> <li>4. <u>Strengthening the training division and educating employees</u>: During the year, the Company significantly increased the number or frequency of training programs by about 88%.</li> <li>5. <u>CO2 Emission Reduction in Manufacturing Activities</u>: The Company has made substantial progress in reducing CO2 emissions from its manufacturing activities. Through the adoption of state-of-the-art technologies and practices, such as efficient construction methods and use of sustainable materials, significant reductions in CO2 emissions have been achieved. These efforts are aligned with global initiatives to mitigate climate change and underscore the Company's commitment to environmental sustainability in its operational practices.</li> <li>6. <u>Ensuring Full Compliance with Policies and Zero Tolerance for Bribery and Unethical Practices</u>: The Zero tolerance for bribery and unethical practices is fully functional and there were no reported cases in the last year. Upholding the highest ethical standards remains a cornerstone of the Company's operations. Comprehensive policies, rigorous training programs, and regular monitoring mechanisms have been implemented to reinforce the Company's commitment to integrity and transparency, earning trust among stakeholders and setting a benchmark for ethical conduct within the industry.</li> <li>7. <u>ESG Initiatives</u>: The Company has embarked on several key ESG initiatives to enhance sustainability. It has expanded its sewage treatment capacity by installing two additional units alongside an existing 200 KL STP unit. Moreover, the Company has proactively switched from CFC refrigerants to eco-friendly HFCs in ACs, central AC units, and chillers across its facilities. Complementing these efforts, the Company has implemented organic waste management programs, focusing on collecting and composting organic waste, including food scraps. This initiative aims to reduce environmental impact by minimising methane emissions, recover valuable resources through composting, enhance soil fertility for sustainable agriculture, and ensure public health protection by mitigating disease and pest risks associated with organic waste. Each of these</li> </ol>
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		commitments reflects the Company's proactive approach towards sustainability, ethical business practices, and operational excellence, contributing to its overall mission of responsible corporate citizenship.
	<b>Governance, leadership and oversight</b>	
7.	<b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</b>	<p>"As a visionary organisation dedicated to innovation and excellence, I am thrilled to share the latest updates on our Company's significant strides in tackling crucial Environmental, Social, and Governance (ESG) challenges. These advancements have not only contributed positively to the environment but have also made a profound impact on our stakeholders and the communities we serve.</p> <p>In our commitment to environmental stewardship, during the financial year 2023-24, approximately 20% of our total energy consumption was sourced from renewable sources. With the initiation of electricity supply under a new agreement, we expect this percentage to increase significantly, potentially reaching up to 65% of our overall consumption.</p> <p>Enhancing our training initiatives and educating our workforce remains a paramount objective. Within the realm of social responsibility under ESG, our CSR initiatives include the establishment of medical facilities, refurbishment of infrastructure at government primary/middle schools, and the distribution of school uniforms and stationery to students.</p> <p>Governance integrity is foundational to our operations. We rigorously adhere to policies and maintain a steadfast stance against bribery and unethical practices. Through stringent policies, comprehensive training, and ongoing monitoring, we uphold the highest standards of integrity in all facets of our business. This commitment fosters trust among stakeholders and sets a benchmark for ethical conduct within our industry.</p> <p>I take immense pride in our ESG achievements. As a Company, we are resolute in our pursuit of continuous improvement and setting new benchmarks. By embedding sustainability into our core operations, engaging proactively with stakeholders, and maintaining robust corporate governance practices, we are committed to delivering lasting benefits for the environment, society, and the well-being of our employees."</p> <p style="text-align: right;">Y.S.Lodha (Managing Director &amp; CEO) [DIN: 00052861]</p>
8.	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>	Shri Y.S.Lodha Managing Director & CEO DIN: 00052861
9.	<b>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</b>	<p>The primary responsibility for executing and supervising the Business Responsibility policies rests with Shri Y.S.Lodha (DIN: 00052861), who serves as the Managing Director &amp; CEO of the Company.</p> <p>The following committees of the Board of Directors are responsible to take decisions on sustainability related issues:</p> <ul style="list-style-type: none"> <li>• <u>CSR Committee</u> - Formulation and recommendation of the CSR policy to the Board and monitoring of CSR budget, activities and expenditure.</li> <li>• <u>Risk Management Committee</u> - Supports the Board in directing the risk management process, the controls and risk tolerance. It makes recommendations related to risk mitigation and reviews the Company's risk governance system.</li> <li>• <u>Stakeholders Relationship Committee</u> - Evaluates the statutory compliances and investor services concerning payment of dividend, security holders grievances etc.</li> </ul>

**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
<b>Performance against above policies and follow up action</b>	Yes, performance review was undertaken by Board of Directors.									Annually								
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	Yes, the Company has complied with the statutory requirements relevant to these principles and review was undertaken by the Board of Directors.									Quarterly								

**11. Independent assessment/ evaluation of the working of its policies by an external agency:**

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
	The Company has not carried out any external assessment or evaluation of the effectiveness of its policies. However, a comprehensive internal management evaluation process is in place to thoroughly assess all policies. The outcomes of this evaluation are then presented to the Board of Directors for approval of the policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial 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**

The purpose of this section is to assist organisations in showcasing their proficiency in integrating principles and core elements into critical processes and decisions. The Company has duly provided all mandatory disclosures as per the BRSR framework.

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE**
**ESSENTIAL INDICATORS:**
**1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
<b>Board of Directors and Key Managerial Personnel</b>	1	Code of Conduct, Compliance of Prohibition of Insider Trading, Corporate Social Responsibility, BRSR	100%
<b>Employees other than BOD and KMPs</b>	25	Safety Awareness, Behavioural Training, Awareness of IMS, Internal Auditor, Quality Circle, POSH System Awareness, Fire Fighting, 5S & Quality, First Aid, Emergency Preparedness, Environment Protection, Induction Training, On Job Training.	95%
<b>Workers</b>	36	Safety Awareness, Behavioural Training, Awareness of IMS, POSH, Fire Fighting, 5S & Quality, First Aid, Emergency Preparedness, Environment Protection, Induction Training, On Job Training.	96%

The Company values the importance of employee training and development as a key factor in both individual and organisational success. We understand that training is an ongoing process, and we are fully dedicated to providing our employees with the necessary resources and support to help them reach their full potential. By investing in our employees' growth and development, we aim to foster a culture of continuous learning and improvement, which ultimately contributes to the overall success of the Company. We remain committed to prioritising the professional development of our employees as an integral part of our organisational strategy.

**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:**

MONETARY					
Particulars	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	NA	NIL	NA	NA
Settlement	NIL	NA	NIL	NA	NA
Compounding fee	NIL	NA	NIL	NA	NA

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NA	NIL	NA	NA
Punishment	NIL	NA	NIL	NA	NA

The Company takes great pride in its unwavering commitment to upholding the highest standards of ethical and legal conduct across all areas of its operations. As a testament to this commitment, neither the Company, its Directors, nor its Key Managerial Personnel (KMPs) have faced any fines, penalties, punishments, awards, compounding fees, or settlement amounts in relation to any legal proceedings. We maintain a zero-tolerance policy towards any form of misconduct and remain dedicated to conducting our business with integrity, transparency, and adherence to all applicable laws and regulations.

**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
This section is not applicable to the Company	

**4. Anti-corruption or Anti-bribery policy:**

<b>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.</b>	Yes, the Company has developed a comprehensive Anti-Corruption or Anti-Bribery Policy, demonstrating our unwavering commitment to upholding the highest ethical standards throughout our business operations and promoting transparency and fair business practices. This policy reflects our strong dedication to establishing and implementing robust measures to prevent, detect, and address corrupt activities, including bribery. To access detailed information about our policy, please visit the following link: <a href="https://www.unistar.co.in/pdf/Anti-Bribery-and-Anti-Corruption-Policy.pdf">https://www.unistar.co.in/pdf/Anti-Bribery-and-Anti-Corruption-Policy.pdf</a> . This policy serves as a guiding framework to ensure that all stakeholders, including employees, partners, and suppliers, are fully aware of our zero-tolerance stance towards corruption and bribery. By actively promoting a culture of integrity, we strive to create a business environment that is fair, transparent, and free from unethical practices.
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**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:**

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

No disciplinary action has been taken by any law enforcement agency against any director, KMP, employees or workers of our Company for charges of bribery or corruption. Our Company maintains a zero-tolerance policy towards corruption and is dedicated to upholding the highest standards of ethical conduct and transparency in all business dealings.

**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	None	NIL	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	None	NIL	None

**7. Corrective Actions:**

<b>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</b>	This section is not applicable to the Company as it has not faced any fines, penalties, or regulatory, law enforcement, or judicial actions related to instances of corruption and conflicts of interest.
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**8. Number of days of account payable [(Accounts payable \*365) / Cost of goods/services procured] in the following format:**

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts Payables	69	56

**9. Open-ness of Business**

Provide details of Concentration of purchase 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 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>Concentration of purchases*</b>	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of Trading houses where purchases are made from	-	-
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	-	-
<b>Concentration of Sales</b>	a. Sale to dealers / distributed as % of total sales	5.81%	9.71%
	b. Number of dealers / distributions to whom sales are made.	66	89
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	75%	77%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	3.40%	2.36%
	b. Sales (Sales to related parties / Total Sales)	2.06%	1.70%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	9.45%	13.28%

\* This particular disclosure is not applicable to the Company.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**
**ESSENTIAL INDICATORS:**
**1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:**

Particulars	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	R&D expenditure is not accounted for separately		
Capex	0.50%	1.23%	Test Equipments for Special tests on Cross Linkable and Special Zero Halogen Low Smoke Compounds.

**2. Sustainable sourcing:**

<b>Does the entity have procedures in place for sustainable sourcing? (Yes/No)</b>	<p>Yes, the Company has implemented procedures to ensure sustainable sourcing practices. UCL is committed to the safe and efficient utilisation of resources throughout the entire product lifecycle. To achieve this, the Company actively promotes awareness among its value chain partners about their respective roles and responsibilities.</p> <p>In line with its commitment to sustainable sourcing, the Company has established a Supplier Framework. This framework aims to foster sustainable practices and includes a thorough evaluation and selection process for suppliers based on three key criteria:</p> <p><u>Quality</u>: Suppliers' products and services are rigorously assessed for performance, durability, reliability, and industry compliance to ensure they meet the Company's high standards and commitment to excellence.</p> <p><u>Pricing</u>: The financial aspect is carefully considered when evaluating potential suppliers. The overall cost-effectiveness and competitiveness of pricing structures are scrutinized to strike a balance between optimal value for investments and maintaining profitability and cost-efficiency.</p> <p><u>Delivery</u>: The Company prioritises suppliers who ensure timely and reliable delivery, minimising operational disruptions and enabling the Company to meet customer demands and timelines.</p> <p>Suppliers are expected to adhere to the Company's desired environmental and social standards as outlined in specific terms of agreements within the contracts. Performance evaluations and rankings are conducted based on their compliance with these parameters. Additionally, the Company has established Environmental Requirements for its suppliers, which are communicated to them.</p>
<b>If yes, what percentage of inputs were sourced sustainably?</b>	<p>96%</p>

**3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:**

<b>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.</b>	<p>When it comes to waste generated within the Company, we have implemented stringent measures to ensure strict compliance with environmental laws and consent conditions. We have established specific protocols for handling different categories of waste, as outlined below:</p> <ul style="list-style-type: none"> <li>• <u>Plastic Waste</u>: We take responsibility for the proper management of plastic waste by selling it to authorized recyclers. This approach promotes sustainable waste management practices and contributes to a circular economy.</li> <li>• <u>E-Waste</u>: To comply with regulatory requirements, we exclusively sell electronic waste to authorized recyclers. This ensures that the e-waste is properly recycled and disposed of, minimising the environmental impact.</li> <li>• <u>Acid Batteries</u>: We have implemented a buy-back policy with Original Equipment Manufacturers (OEMs) for acid batteries. This ensures that these batteries are safely and environmentally soundly disposed of, preventing any adverse effects on the environment.</li> <li>• <u>Hazardous Waste</u>: Our approach to hazardous waste is meticulous and strictly adheres to guidelines and safety protocols. We dispose of hazardous waste through authorized recyclers, ensuring that it is handled and processed in a safe and responsible manner.</li> <li>• <u>Other Non-Hazardous Waste</u>: For non-hazardous waste materials, we adopt a responsible approach by selling them to trusted vendors. These vendors have the capability to handle and utilize the materials appropriately, minimising waste and promoting resource efficiency.</li> </ul> <p>Through these measures, we strive to effectively manage the waste generated within our operations, minimise environmental impacts, and contribute to a sustainable future.</p>
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**4. Extended Producer Responsibility (EPR) plan:**

<b>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.</b>	<p>The Company has obtained EPR Registration under Importer Category for its Goa Unit. The waste collection plan is in line with the EPR plan submitted to Pollution Control Boards.</p>
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**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**
**ESSENTIAL INDICATORS:**
**1. A) Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	522	522	100%	522	100%	0	0	0	0	0	0
Female	10	10	100%	10	100%	10	100%	0	0	0	0
<b>Total</b>	<b>532</b>	<b>532</b>	<b>100%</b>	<b>532</b>	<b>100%</b>	<b>10</b>	<b>2%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	67	67	100%	67	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>67</b>	<b>67</b>	<b>100%</b>	<b>67</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**B) Details of measures for the well-being of workers:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	400	400	100%	400	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>400</b>	<b>400</b>	<b>100%</b>	<b>400</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	1033	1033	100%	1033	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1033</b>	<b>1033</b>	<b>100%</b>	<b>1033</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Particulars	Current Financial Year	Previous Financial Year
<b>Cost incurred on well-being measures as a % of total revenue of the Company</b>	0.19%	0.17%

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

Benefits	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	91%	100%	Yes	92%	100%	Yes
Gratuity	100%	100%	Yes	100%	80%	Yes
ESI	10%	100%	Yes	20%	100%	Yes
Others - Please specify	-	-	-	-	-	-

**3. Accessibility of workplaces:**

<b>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.</b>	Yes, the Company has taken great care to ensure that its premises and offices are fully accessible to employees and workers with disabilities. We have implemented design and infrastructure modifications to create an inclusive and barrier-free environment that accommodates the diverse needs of all individuals. These accessibility measures encompass features such as wheelchair ramps, accessible restrooms, designated parking spaces, and clear signage to assist individuals with visual impairments. We are committed to upholding the principles of equal opportunity and ensuring that all employees and workers can fully participate and thrive in the workplace, regardless of their abilities.
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**4. Equal Opportunity Policy:**

<b>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.</b>	Yes, the Company has embraced an Equal Opportunity Policy that fosters a work environment where individuals from all age groups, religions, regions, ethnicities, genders, abilities, and sexual orientations can collaborate harmoniously, celebrating their unique perspectives and contributions. We believe in creating an inclusive and diverse workplace that values and respects the individuality of each employee. Our commitment to equal opportunity ensures that all employees have an equal chance to thrive, grow, and succeed, regardless of their background or personal characteristics.  We are dedicated to upholding this policy and promoting a culture of inclusivity and fairness throughout our organisation.  Equal Opportunity Policy of the Company can be accessed at <a href="https://www.unistar.co.in/pdf/Non-Discrimination-Diversity-and-Equal-Opportunity-Policy.pdf">https://www.unistar.co.in/pdf/Non-Discrimination-Diversity-and-Equal-Opportunity-Policy.pdf</a>
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**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	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

**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:**

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	<p>Yes, the Company has implemented a formal and structured mechanism to receive and address grievances, providing employees and workers with a dedicated platform to express their concerns. To ensure confidentiality and encourage open communication, several channels are available for submitting grievances:</p> <ul style="list-style-type: none"> <li>• <b>Suggestion Boxes:</b> Designated boxes are provided where employees and workers can anonymously submit their grievances or suggestions, fostering a confidential and safe environment for expressing concerns.</li> <li>• <b>Emails:</b> An official email address is available for employees and workers to directly communicate their grievances to the relevant department or designated personnel responsible for handling grievances.</li> <li>• <b>Display Boards:</b> Display boards are strategically placed within the premises, prominently displaying the mobile numbers of designated personnel responsible for addressing grievances, facilitating easy access and communication.</li> <li>• <b>Site Safety Person's Interactions:</b> The Site Safety Person actively engages in daily interactions with employees and workers, providing them with an opportunity to voice safety-related concerns or any other relevant issues.</li> <li>• <b>Head of HR Interactions:</b> The head of the Human Resource Department (HR) regularly interacts with employees and workers, creating an open and approachable environment where grievances can be discussed and resolved.</li> </ul> <p>Upon receiving a grievance, the Company ensures a responsive approach to address the concern. Grievances are thoroughly examined, and appropriate corrective actions are promptly taken. This may include conducting investigations, identifying root causes, and implementing measures to resolve the issues raised. The Company is committed to fair and effective grievance resolution, acknowledging, and addressing the concerns of employees and workers in a timely and appropriate manner.</p>
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	

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

Category	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)
<b>Total Permanent Employees</b>	532	71	13%	502	76	15%
Male	522	71	14%	494	76	15%
Female	10	0	0%	8	0	0%
<b>Total Permanent Workers</b>	400	343	86%	405	377	93%
Male	400	343	86%	405	377	93%
Female	0	0	NA	0	0	N.A



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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	589	589	100%	525	89%	547	547	100%	492	90%
Female	10	10	100%	10	100%	8	8	100%	8	100%
<b>Total</b>	<b>599</b>	<b>599</b>	<b>100%</b>	<b>535</b>	<b>89%</b>	<b>555</b>	<b>555</b>	<b>100%</b>	<b>500</b>	<b>90%</b>
<b>Workers</b>										
Male	1433	1433	100%	1325	92%	524	524	100%	475	91%
Female	0	0	NIL	0	NA	0	0	N.A	0	N.A
<b>Total</b>	<b>1433</b>	<b>1433</b>	<b>100%</b>	<b>1325</b>	<b>92%</b>	<b>524</b>	<b>524</b>	<b>100%</b>	<b>475</b>	<b>91%</b>

**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)
<b>Employees</b>						
Male	589	555	94.23%	547	518	94.69%
Female	10	9	90.00%	8	7	87.50%
<b>Total</b>	<b>599</b>	<b>564</b>	<b>94.16%</b>	<b>555</b>	<b>525</b>	<b>94.59%</b>
<b>Workers</b>						
Male	1433	1315	91.77%	522	481	92.15%
Female	0	0	NA	0	0	N.A
<b>Total</b>	<b>1433</b>	<b>1315</b>	<b>91.77%</b>	<b>522</b>	<b>481</b>	<b>92.15%</b>

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

S. No.	Particulars	Response
a)	<b>Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</b>	<p>Yes,</p> <ul style="list-style-type: none"> <li>• The Company has implemented an Integrated Management System (IMS) covering all facets of operations.</li> <li>• It has a Comprehensive employee and worker health and safety training.</li> <li>• It has a rigorous hazard identification and risk assessment processes.</li> <li>• It has a prompt incident reporting and thorough investigation procedures.</li> <li>• It does continuous monitoring and improvement initiatives</li> <li>• It ensures alignment with relevant health and safety regulations and standards.</li> <li>• It has a demonstrated commitment to prioritising the health, safety, and wellbeing of the workforce.</li> </ul>



S. No.	Particulars	Response
b)	<b>What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>	<p>The Company places utmost importance on the identification of work-related hazards and the assessment of risks to ensure the safety and well-being of our employees. To achieve this, we have implemented several processes and procedures:</p> <p>a) We conduct work safety analysis, follow standard operating procedures, and maintain an operational control plan to monitor routine activities. These measures enable us to proactively identify and address potential hazards, ensuring the safety of our employees during their day-to-day tasks.</p> <p>b) For non-routine activities, we have implemented a seven-type work permit system. This system covers various hazardous activities such as hot work operations, cold work activities, electrical installation, and maintenance, working at heights, confined space entry, and heavy lifting operations. By strictly adhering to this system, we ensure that proper precautions are taken, necessary safety measures are in place, and only authorized personnel are involved in these activities.</p> <p>By diligently following these processes and procedures, we strive to maintain the health and safety of our personnel, equipment, and materials involved in our operations. We are deeply committed to minimising risks associated with non-routine activities, preventing accidents and injuries, and fostering a safe and healthy work environment for all our employees and workers.</p>
c)	<b>Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</b>	<p>Yes, the Company has taken proactive measures to establish robust mechanisms that enable workers to report work-related hazards and safeguard themselves from potential risks. We have implemented well-defined reporting channels and procedures to ensure that employees can promptly communicate any hazards, near-misses, or incidents they encounter.</p> <p>Furthermore, the Company prioritises the training and development of our workers to equip them with the necessary knowledge and skills to identify and report potential hazards effectively. We provide comprehensive training programs and resources that empower our workers to play an active role in maintaining a safe and secure work environment.</p> <p>By implementing these mechanisms and providing the necessary support, we strive to foster a culture of safety and encourage workers to proactively contribute to hazard identification and reporting. The Company is committed to promptly addressing reported concerns and taking appropriate actions to mitigate risks and ensure the well-being of our employees.</p>
d)	<b>Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>	<p>Yes, the Company understands the importance of holistic employee well-being and therefore provides access to non-occupational healthcare services. These services include comprehensive health insurance coverage and the opportunity to avail essential medical services through trusted third-party providers.</p> <p>By offering these services, the Company aims to prioritise the overall health and welfare of its employees, not only within the workplace but also in their personal lives. We recognize that employee well-being extends beyond work related matters, and by providing access to non-occupational health care, we strive to support our employees in maintaining a healthy and balanced lifestyle.</p> <p>Our commitment to employee well-being encompasses both on-the-job and off-the-job aspects, ensuring that our employees have the necessary resources and support to address their healthcare needs. Through these non-occupational healthcare services, we aim to enhance the quality of life for our employees and contribute to their overall well-being.</p>

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	7.1	8.1
Total recordable work-related injuries	Employees	0	0
	Workers	25	30
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	0	0
	Workers	0	0

**12. Measures to ensure a safe and healthy workplace:**

Describe the measures taken by the entity to ensure a safe and healthy workplace.
<p>The Company is fully committed to ensuring a safe and healthy working environment for all employees. To proactively address potential work-related hazards and associated risks, we have implemented robust operational controls and comprehensive measures, including:</p> <ul style="list-style-type: none"> <li>• <u>Daily health and safety briefing exercises</u>: Regular sessions are conducted to keep employees informed about important health and safety practices, promoting awareness, and reinforcing the significance of maintaining a secure workplace.</li> <li>• <u>On-the-job safety training through Site Safety Trainings</u>: Employees receive specialised training tailored to their specific job roles and work environments. These trainings equip them with the necessary knowledge and skills to identify potential hazards, implement preventive measures, and effectively respond to emergencies.</li> <li>• <u>Toolbox Trainings</u>: Interactive sessions supplement on-the-job safety training, enhancing employee awareness and proficiency in safety practices. Practical guidance is provided on the safe use of tools, equipment, and machinery, minimising the risk of accidents and injuries.</li> <li>• <u>Display of proper safety instructions and signage</u>: Visual aids, including prominently displayed safety instructions, signage, and posters, serve as constant reminders of the importance of adhering to safety protocols and guidelines.</li> <li>• <u>Feedback and suggestions</u>: We value employee feedback and actively seek suggestions to continuously improve working conditions. Feedback is carefully analysed, and appropriate actions are taken to address any concerns raised.</li> <li>• <u>Reactive monitoring activities</u>: We engage in reactive monitoring activities to identify potential hazards that may have been overlooked during routine inspections. This approach allows us to address potential hazards proactively, reducing the likelihood of accidents or injuries.</li> </ul> <p>These measures collectively aim to enhance the safety and well-being of all employees, mitigating the risk of work-related accidents or illnesses. Our primary objective is to maintain a secure working environment where employees can perform their duties with confidence and peace of mind.</p>

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

Particulars	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	NIL	NIL	None	NIL	NIL	None
Health & Safety	NIL	NIL	None	NIL	NIL	None

**14. Assessments for the year:**

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

These assessments were conducted in-house by the Company.

**15. Corrective Actions:**

<b>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 &amp; safety practices and working conditions.</b>	This section is not applicable as comprehensive assessments of our health and safety practices and working conditions have not revealed any significant risks or concerns. The Company remains dedicated to upholding a safe and healthy work environment for our employees. We continuously monitor and improve our practices to ensure compliance with relevant regulations and standards, prioritising the wellbeing of our workforce.
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**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**
**ESSENTIAL INDICATORS:**
**1. Identification of stakeholders group:**

<b>Describe the processes for identifying key stakeholder groups of the entity</b>	<p>The Company has implemented a stakeholder engagement framework to enhance the identification process and improve engagement practices with stakeholders. This framework aims to optimize stakeholder engagement, which is vital for preserving the Company's reputation, building trust, and delivering value to all stakeholders.</p> <p>The stakeholder engagement framework consists of two key dimensions: the stakeholder's interests and their level of influence. By considering these dimensions, the Company can effectively identify stakeholders and tailor engagement strategies to suit their specific needs and expectations.</p> <p>In addition to these dimensions, the Company employs various criteria to identify stakeholder groups. These criteria include:</p> <ol style="list-style-type: none"> <li><u>Dependency</u>: Evaluating the level of reliance stakeholders have on the Company.</li> <li><u>Responsibility</u>: Assessing the extent of stakeholders' obligations or duties towards the Company.</li> <li><u>Attention</u>: Considering the level of attention the Company gives to stakeholders.</li> <li><u>Influence</u>: Gauging the impact stakeholders can exert on the Company.</li> </ol> <p>By applying this stakeholder engagement framework and considering these criteria, the Company can prioritise the most critical stakeholders and develop targeted engagement plans that align with their interests and objectives. This approach ensures constructive and meaningful relationships with stakeholders and enables the achievement of strategic goals.</p>
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**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
<b>Shareholders</b>	No	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Shareholder meets</li> <li>Email</li> <li>Stock Exchange (SE) intimations,</li> <li>Annual report, quarterly results, media releases</li> <li>Company's website</li> </ul>	Quarterly, Half yearly and Annually	<ul style="list-style-type: none"> <li>Shareholders' engagement</li> <li>Business updates</li> <li>Corporate Governance</li> <li>ESG Governance</li> <li>Regulatory Compliances</li> </ul>
<b>Employees &amp; Workers</b>	No	<ul style="list-style-type: none"> <li>Emails</li> <li>Team Engagement</li> <li>Engagement through Training Programs</li> <li>Notice Board</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>Training and Development</li> <li>Motivation</li> <li>Grievances Resolution &amp; Feedback</li> <li>Social Awareness</li> <li>Rewards &amp; Recognition</li> </ul>

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
<b>Customers</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Advertisement</li> <li>• Regular Meets</li> <li>• Technical Seminars</li> <li>• Personal Visits</li> <li>• Interviews</li> <li>• Satisfaction Surveys</li> </ul>	Regular	<ul style="list-style-type: none"> <li>• Product Development</li> <li>• Technology Advancement</li> <li>• Feasibility of the product &amp; services for a given requirement</li> <li>• Collaboration/Tie ups</li> <li>• Understanding customers requirement/ Expectation</li> <li>• Customers feedback</li> <li>• Queries/suggestions / assurance</li> <li>• Grievance handling</li> </ul>
<b>Suppliers</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• supplier meetings</li> </ul>	Regular	<ul style="list-style-type: none"> <li>• Queries/suggestions/assurance/ complaints etc.</li> <li>• Raising our concerns with suppliers</li> </ul>
<b>Government and Regulators</b>	No	<ul style="list-style-type: none"> <li>• Reporting/Filings Submissions/Applications</li> <li>• Industry forum meets</li> </ul>	On periodical basis as provided under relevant legislations	<ul style="list-style-type: none"> <li>• Statutory &amp; Regulatory compliances</li> <li>• Corporate advocacy</li> <li>• Skill and capacity building</li> <li>• Community-development</li> <li>• Government schemes</li> </ul>
<b>Community</b>	No	<ul style="list-style-type: none"> <li>• Periodical Meets</li> <li>• Personal Visits</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Community Development</li> <li>• Impactful implementation of CSR projects</li> <li>• Grievance handling</li> </ul>
<b>Board of Directors</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Regular meetings</li> </ul>	Quarterly and on any event/need basis.	<ul style="list-style-type: none"> <li>• Business operations</li> <li>• Planning &amp; strategies</li> <li>• Statutory &amp; Regulatory Compliances</li> </ul>
<b>Contractors</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Need based meetings</li> <li>• Periodical Reports</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Progress Review</li> <li>• Performance Evaluation (Qualitatively &amp; Quantitatively)</li> <li>• Identification of Bottlenecks</li> <li>• Issues affecting the contractors-performance</li> <li>• Statutory Compliances</li> <li>• Any other Constraint/ Concern</li> </ul>
<b>Industry &amp; Trade Associations</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Regular meeting</li> <li>• Periodical Reports</li> </ul>	Periodically	<ul style="list-style-type: none"> <li>• Networking opportunities</li> <li>• Industry specific updates</li> <li>• Corporate advocacy</li> </ul>
<b>Trade Unions</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Need based meetings</li> </ul>	On requirement basis.	<ul style="list-style-type: none"> <li>• Labour relations</li> <li>• Worker welfare</li> <li>• Wage fixation</li> <li>• Betterment of employment practices</li> </ul>
<b>Professional &amp; Consultants</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Need based meetings</li> <li>• Periodical Reports</li> </ul>	Quarterly and need basis.	<ul style="list-style-type: none"> <li>• Compliances</li> <li>• Legal requirements</li> <li>• Advice on business, tax, and environment related issues</li> </ul>
<b>Bankers</b>	No	<ul style="list-style-type: none"> <li>• Periodical Meetings</li> <li>• Periodical Reports</li> <li>• Emails</li> </ul>	Requirement basis.	<ul style="list-style-type: none"> <li>• Maintaining rapport with our bankers</li> <li>• Banking / Credit facilities</li> <li>• Banking compliance</li> </ul>
<b>Waste Collection Agents</b>	No	<ul style="list-style-type: none"> <li>• Emails</li> <li>• Need based meetings</li> </ul>	Requirement basis.	<ul style="list-style-type: none"> <li>• Compliance to legal requirements</li> <li>• Environment protection</li> <li>• Sustainability</li> </ul>

**PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**
**ESSENTIAL INDICATORS:**

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

Category	FY 2023-24 (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)
<b>Employees</b>						
Permanent	532	532	100%	502	502	100%
Other than permanent	67	67	100%	53	53	100%
<b>Total Employees</b>	<b>599</b>	<b>599</b>	<b>100%</b>	<b>555</b>	<b>555</b>	<b>100%</b>
<b>Workers</b>						
Permanent	400	400	100%	405	405	100%
Other than permanent	1033	1033	100%	119	119	100%
<b>Total Workers</b>	<b>1433</b>	<b>1433</b>	<b>100%</b>	<b>524</b>	<b>524</b>	<b>100%</b>

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 (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	532	0	0	532	100%	502	0	0	502	100%
Male	522	0	0	522	100%	494	0	0	494	100%
Female	10	0	0	10	100%	8	0	0	8	100%
<b>Other than Permanent</b>	<b>67</b>	<b>0</b>	<b>0</b>	<b>67</b>	<b>100%</b>	<b>53</b>	<b>0</b>	<b>0</b>	<b>53</b>	<b>100%</b>
Male	67	0	0	67	100%	53	0	0	53	100%
Female	0	0	0	0	100%	0	0	0	0	100%
<b>Workers</b>										
Permanent	400	0	0	400	100%	405	0	0	405	100%
Male	400	0	0	400	100%	405	0	0	405	100%
Female	0	0	0	0	0%	0	0	0	0	0
<b>Other than Permanent</b>	<b>1033</b>	<b>0</b>	<b>0</b>	<b>1033</b>	<b>100%</b>	<b>119</b>	<b>0</b>	<b>0</b>	<b>119</b>	<b>100%</b>
Male	1033	0	0	1033	100%	119	0	0	119	100%
Female	0	0	0	0	0	0	0	0	0	0

The Company is committed to upholding responsible and ethical practices in providing fair and competitive compensation to all employees and workers. We firmly believe that offering a fair wage is essential for ensuring their well-being, dignity, and overall satisfaction. As part of our commitment, we strive to go beyond the minimum wage requirements in all our operations.

Recognizing that fair compensation is not only a moral obligation but also a strategic investment, we understand its significance in attracting and retaining a highly skilled and motivated workforce. By offering competitive wages, we aim to create an environment where employees feel valued, respected, and motivated to contribute their best.

Our approach to compensation is guided by principles of fairness, equity, and market competitiveness. We regularly review and benchmark our compensation practices to ensure they remain aligned with industry standards and trends. Through these efforts, we aim to foster a positive work environment and support the long-term success and sustainability of our organisation. By providing fair and competitive compensation, we demonstrate our commitment to our employees' well-being and recognize the vital role they play in our collective success.

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

**a. Median remuneration/wages:**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)	Number	Median remuneration/ salary/ wages of respective category (₹ in lakhs)
<b>Board of Directors (BoD)</b>	7	9.35	1	9.65
<b>Key Managerial Personnel</b>	2	29.48	0	0
<b>Employees other than BoD and KMP*</b>	519	5.76	10	7.23
<b>Workers*</b>	400	2.67	0	0

\* Includes employees/workers who have ceased to be associated with the Company during the year.

**b. Gross wages paid to Female as % of total wages paid by the entity:**

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.45%	1.31%

**4. Focal point for addressing human rights:**

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

Yes, the Head of Human Resources serves as the designated focal point for addressing any human rights impacts or issues that may arise from the Company's operations.

**5. Internal mechanisms in place to redress grievances related to human rights issues:**

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

The Company has implemented an internal grievance redressal mechanism that incorporates a well-defined Code of Discipline. Within this framework, individuals have the opportunity to lodge complaints directly with the Head of Human Resources, should any violations occur.

Upon receiving a complaint, the designated focal point, in collaboration with the Human Resources department, initiates a thorough investigation into the matter. Prompt and appropriate remedial actions are then taken to address the situation effectively.

Moreover, the Company maintains transparent channels of communication with stakeholders, including local communities, civil society organisations, and relevant government agencies. This proactive approach ensures the timely and efficient resolution of human rights grievances, fostering a harmonious and responsible relationship with all stakeholders.

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

Category	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	NIL	NIL	None	NIL	NIL	None
Discrimination at workplace	NIL	NIL	None	NIL	NIL	None
Child Labour	NIL	NIL	None	NIL	NIL	None
Forced Labour/ Involuntary Labour	NIL	NIL	None	NIL	NIL	None
Wages	NIL	NIL	None	NIL	NIL	None
Other human rights related issues	NIL	NIL	None	NIL	NIL	None

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

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (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. Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.**

<b>Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.</b>
<ul style="list-style-type: none"> <li>The Company upholds a zero-tolerance policy towards all forms of harassment, particularly sexual harassment, in its workplace environment.</li> <li>A comprehensive Code of Conduct for Plant, Offices, and Project Operations is strictly enforced, mandating the reporting of any harassment concerns and ensuring swift resolution of complaints.</li> <li>Internal committees are established across various locations specifically tasked with investigating allegations of sexual harassment and recommending suitable actions.</li> <li>Regular awareness and training sessions are conducted to ensure employees have a thorough understanding of sexual harassment issues and are familiar with the available redressal mechanisms.</li> </ul>

**9. Human rights requirements forming part of your business agreements and contracts:**

<b>Do human rights requirements form part of your business agreements and contracts? (Yes/No).</b>
<p>Yes, the Company diligently ensures the inclusion of specific human rights requirements within its business contracts. These requirements encompass the following:</p> <ol style="list-style-type: none"> <li>Sellers, vendors, and suppliers are obligated to provide an Anti-Corruption Undertaking.</li> <li>Suppliers are required to abstain from employing child labour in any of their manufacturing or general activities conducted within the factory premises.</li> <li>Suppliers are expected to diligently comprehend and faithfully adhere to safety, health, and environmental protocols.</li> </ol> <p>In addition to the aforementioned clauses, other contextual and necessity-based requirements are also incorporated into the business contracts.</p>



**10. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	Not Applicable

These assessments on the above-mentioned parameters were conducted in-house by the Company.

**11. Corrective Actions to address significant risks/concerns arising from the assessments:**

Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above.
<p>The Company's self-assessment and customer diligence process did not uncover any significant risks or concerns related to human rights. Our organisation is committed to upholding human rights and has established a comprehensive framework to address potential risks associated with forced labour, child labour, sexual harassment, discrimination, and fair wages. This framework includes regular evaluations to identify and prevent violations, as well as employee training programs to promote awareness. In the event of any violations, the Company takes immediate and appropriate corrective actions, which may involve suspending work, terminating contracts, or pursuing legal remedies. We continually review and enhance our policies and procedures to ensure the protection of human rights throughout our operations.</p> <p>The Company conducts regular awareness programmes, training &amp; education programmes and monitors the progress.</p>

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT  
ESSENTIAL INDICATORS:**
**1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	23,962	31,096
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>23,962</b>	<b>31,096</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	95,893	86,730
Total fuel consumption (E)	1,36,060	96,907
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,31,953</b>	<b>1,83,637</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>2,55,915</b>	<b>2,14,733</b>
<b>Energy intensity per crore rupee of turnover</b> (Total energy consumed/Revenue from operations)	126.65	97.52
<b>Energy intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumption/Revenue from operations adjusteds for PPP)	5.65	4.40
<b>Energy intensity in terms of physical output</b>	-	-
Energy 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: The assessment has been carried out in-house by the Company.

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.**

This section is not applicable, as the Company has not been identified as designated consumer under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	111237	135486
(iii) Third party water	15532	7243
(iv) Seawater/desalinated water	NIL	NIL
(v) Others	NIL	348
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>126769</b>	<b>143077</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>126769</b>	<b>143077</b>
<b>Water intensity per crore rupee of turnover</b> (Total water consumption/ Revenue from operations)	62.70	64.90
<b>Water intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)	<b>2.80</b>	<b>2.93</b>
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (optional) - the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: Yes, Water Audit has been conducted by PHD Chamber of Commerce and Industry.

4. **Provide the following details related to water discharged: Not Applicable**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

**5. Mechanism for Zero Liquid Discharge:**

<b>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</b>	<p>The Company has implemented a Zero Liquid Discharge (ZLD) system at its manufacturing units located at Satna (M.P.) and Verna (Goa). This mechanism ensures that no liquid waste is discharged from the facility.</p> <p>Water is primarily used for cooling purposes in the plant's operations and is circulated within a closed loop, without any release of industrial effluent into the environment.</p> <p>Additionally, the domestic wastewater generated within the facility is treated in a Sewage Treatment Plant (STP), and the resulting treated water is then employed for horticultural purposes within the Company premises. This ensures a sustainable and environmentally conscious approach to water management within the organisation.</p>
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**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

The Company has the stacks for boiler and online monitoring of SO<sub>2</sub> parameter as per the Consent order of Pollution department. The SO<sub>2</sub> parameter is 72 mg/Nm<sup>3</sup> within permissible limit for the year 2023-2024.

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
		Unit -Satna	Unit -Goa	Unit -Satna	Unit - Goa
NO <sub>x</sub>	g/kw-hr	22.35	11.60	24.50	12.30
Sox	Kw-hr	17.62	5.90	18.30	6.20
Particulate matter (PM)	g/kw-hr	PM 10 - 74.32	PM 10 - 36.25	PM 10 - 57.40	PM 10 - 22.86
		PM 2.5 -31.25	PM 2.5 - 20.83	PM 2.5 - 28.86	PM 2.5 - 47.04
Persistent organic pollutants (POP)	-	-	-	-	-
Volatile organic compounds (VOC)	-	-	-	-	-
Hazardous air pollutants (HAP)	-	-	-	-	-
Others - please specify	-	-	-	-	-

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:

M/s. Virat Global and M/s. Shruti Envirocare have conducted assessments for the Satna and Goa units, respectively.

The Company regularly conducts both independent and internal testing of the aforementioned air emission parameters through a NABL-accredited agency. Reports of these air emission parameters are submitted to the relevant statutory and regulatory authorities.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2025	1508
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	16187	14640
<b>Total Scope 1 and Scope 2 emissions intensity per crore rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO <sub>2</sub> equivalent	9.01	7.33
<b>Total Scope 1 and Scope 2 emission intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.40	0.33
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) - the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency:

The Company has not conducted any independent assessment, evaluation, or assurance by any external agency. Nevertheless, the Company monitors ambient air quality on a quarterly basis through a National Accreditation Board for Testing and Calibration Laboratories (NABL) accredited agency.

**8. Project related to reducing Green House Gas emission:**

<b>Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.</b>	<p>The Company has installed a rooftop Solar Power Plant with a capacity of 2 MW at Satna unit and 500 KW at Goa unit, which has significantly aided in reducing its carbon footprint. Further, the Company also purchased the electricity generated through solar by other parties.</p> <p>Through the utilisation of solar power, the Company has succeeded in curbing its CO<sub>2</sub> emissions in aggregate by 4045 MT in the current financial year 2023-24, while 5249 MT in the financial year 2022-23. Further, the Company is going ahead with Power Purchase Agreement for an additional dedicated power supply from 4 MW Wind-Solar Hybrid power plant which will further reduce GHG emissions to a greater extent.</p>
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**9. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	40.13	14.46
E-waste (B)	1.11	0.25
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	3.76	6.42
Radioactive waste (F)	NIL	NIL
Other Hazardous waste:		
Used Oil	5.97	4.00
<b>Total (A+ B + C + D + E + F + G + H)</b>	<b>50.97</b>	<b>25.13</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0252	0.0114
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0011	0.0005
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) - the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	The Company responsibly manages its waste by selling plastic and other hazardous waste to registered recyclers. In addition, non-hazardous waste is also sold for recycling, whenever possible, in line with our commitment to sustainable waste management practices.	
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	The Company does not engage in any specific disposal methods as stated.	
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: The assessment has been carried out in-house by the Company.

**10. Waste management practices adopted in the establishment:**

<b>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.</b>	The Company responsibly manages its waste by selling plastic and other hazardous waste to registered recyclers. In addition, non-hazardous waste is also sold for recycling, whenever possible, in line with our commitment to sustainable waste management practices.
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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.
The Company does not have any offices or operational sites in the vicinity of any ecologically sensitive area.			

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

S. No.	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
Whenever there are any new developments or new projects, we identify the environmental aspects and plan for the environmental management programmes accordingly.						

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, the Company strictly adheres to all relevant environmental laws, regulations, and guidelines in India. This includes compliance with acts such as the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, the Environment Protection Act, and associated rules and regulations. Our commitment to compliance ensures that we operate in an environmentally responsible manner and contribute to the preservation and protection of the environment.

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
Not Applicable				

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

**ESSENTIAL INDICATORS:**

1. A) Affiliations with trade and industry chambers/ associations:

**Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with seven (7) trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	International Cable Makers Federation, Australia	International
2.	Indian Electrical and Electronics Manufacturers Association (IEEMA)	National
3.	Engineering Export Promotion Council of India (EEPC)	National
4.	Federation of Indian Export Organisations (FIEO)	National
5.	Telecom Equipment & Services Export Promotion Council (TEPC)	National
6.	The Committee for International Conference on Large High Voltage Electric Systems (CIGRE) India	National
7.	Vindhya Chamber of Commerce, Satna (M.P.).	State

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

Name of authority	Brief of the case	Corrective action taken
NIL		

The Company has consistently maintained a commitment to fair and competitive business practices, and as such, has not engaged in any anti-competitive conduct. We prioritise ethical behaviour and compliance with relevant laws and regulations, ensuring a level playing field for all market participants. Our dedication to fair competition fosters innovation, benefits consumers, and supports a healthy marketplace.

## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### ESSENTIAL INDICATORS:

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
There were no projects that necessitated the undertaking of Social Impact Assessments (SIA) in accordance with the applicable laws and regulations.					

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)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
There were no projects that necessitated Rehabilitation and Resettlement (R&R) measures in accordance with the applicable laws and regulations.						

3. Community redressal mechanism:

Describe the mechanisms to receive and redress grievances of the community.
<p>Establishing an effective Grievance Redressal Mechanism (GRM) is crucial for building strong community relationships and obtaining the necessary social license to undertake community-oriented initiatives.</p> <p>To provide community members with a platform to express their concerns, the Company has implemented an accessible and efficient grievance redressal mechanism. Local employees actively engage with the community to identify grievances and address them promptly.</p> <p>Upon receiving feedback or complaints, the Company conducts thorough investigations, leaving no aspect unexamined. This diligent process allows the Company to gather relevant information and determine appropriate actions for resolution. Swift corrective measures are then implemented to effectively address the grievances and foster a harmonious community relationship.</p> <p>By prioritising a responsive and transparent approach, the Company aims to build trust, foster open communication, and ensure that community concerns are acknowledged and satisfactorily resolved.</p>

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	14.59%	12.41%
Sourced directly from within India	86.79%	86.72%

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	NIL	NIL
Semi- Urban	NIL	NIL
Urban	73.14%	75.38%
Metropolitan	26.86%	24.62%

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

**ESSENTIAL INDICATORS:**

1. **Consumer Complaints and feedback:**

<b>Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</b>
<p>The Company has implemented various channels through which customers can easily communicate their concerns and engage with the Company. To facilitate this, the contact information for all branches and marketing offices of the Company can be found on its website at <a href="https://www.unistar.co.in/contact.html">https://www.unistar.co.in/contact.html</a>.</p> <p>In addition to these avenues, the Company -</p> <ul style="list-style-type: none"> <li>Implemented a controlled IMS procedure (MKT-P-03) to manage customer complaints, ensuring effective handling of specific requirements and expectations.</li> <li>Upon receipt, complaints are promptly relayed to branch offices and the technical department with details systematically recorded in a dedicated register for resolution.</li> <li>Immediate corrective and preventive actions are taken, and customers are kept informed of the steps taken to address their complaints.</li> <li>Company's technical team investigates complaints using tools such as RCA and Fish Bone analysis to expedite resolution.</li> <li>An annual consumer satisfaction survey is conducted to gauge customer feedback and identify areas for improvement.</li> <li>Feedback from surveys is used to enhance services and address any issues raised by customers, maintaining open communication channels.</li> </ul> <p>By establishing these comprehensive mechanisms, the Company strives to maintain open lines of communication with its customers, promptly address their concerns, and continuously enhance its services based on customer feedback.</p>

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not applicable

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	NIL	NIL	None	NIL	NIL	None
Advertising	NIL	NIL	-	NIL	NIL	-
Cyber-security	NIL	NIL	-	NIL	NIL	-
Delivery of essential services	NIL	NIL	-	NIL	NIL	-
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other (Product handling at site)	NIL	NIL	-	5	NIL	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	None
Forced recalls	NIL	NA

**5. Cyber security policy:**

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

Yes, the Company has implemented a robust Information Security Management Policy to safeguard the confidentiality, integrity, and availability of information. This policy demonstrates the Company's unwavering commitment to maintaining high levels of information security.

In addition, the Company has adopted measures aligned with the ISO 27001 standard for its Information Security Management System. These measures are a testament to the Company's dedication to ensuring the security of information assets.

For detailed information about the Information Security Management Policy, please refer to the Policy document, accessible at the following link: <https://www.unistar.co.in/ISMS-Policy.pdf>. This document provides comprehensive insights into the Company's practices and procedures, highlighting its commitment to protecting valuable information from unauthorized access, disclosure, alteration, or destruction.

**6. Corrective Actions:**

**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**

This section is not applicable.

**7. Details relating to data breaches:**

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Year)
Number of instances of data breaches	NIL	NIL
Percentage of data breaches involving personally identifiable information of customers	NIL	NIL
Impact, if any, of the data breaches	None	None