

SHILCHAR TECHNOLOGIES LIMITED



Date: 16th July, 2024

**To,
BSE Limited,
Department of Corporate Services,
Floor 1, Rotunda Building,
P J Towers, Dalal Street,
Mumbai 400 001.**

Scrip Code: 531201

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

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report for the financial year 2023-24.

The Annual Report for the financial year 2023-24 is also available on Company's website.

Kindly take the same on your record.

Yours faithfully,
For, Shilchar Technologies Limited

**Mauli Mehta
Company Secretary and Compliance Officer**

Encl: BRSR Report

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L29308GJ1986PLC008387
2.	Name of the Listed Entity	Shilchar Technologies Limited
3.	Year of incorporation	1986
4.	Registered office address	Near Muval Sub Station, Padra Jambusar Highway, Gavasad, Vadodara, Gujarat, India - 391430
5.	Corporate address	Shilchar Technologies Limited, Bil Road, Bil - 391410, Vadodara, Gujarat, India
6.	E-mail ID	ppurohit@shilchar.com
7.	Telephone	+91 7624090901/2
8.	Website	https://shilchar.com/
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)
11.	Paid-up Capital	₹ 7,62,68,000/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
a.	Name of Responsible Person	Mr. Alay Shah
b.	Designation of Responsible Person	Managing Director
c.	E-mail ID	ppurohit@shilchar.com
d.	Contact Number-Mobile/Telephone/Landline	+91 9924448207
13.	Reporting boundary	Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): Standalone Basis
14.	Name of assurance provider	N.A.
15.	Type of assurance obtained	N.A.

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Electricity, gas, steam and air condition supply	Electric power generation, transmission and distribution	100

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Power & Distribution Transformers	27102	100%

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	-	2
International	-	-	-

19. Markets served by the entity:

a. Number of Locations:

Locations	Number
National (No. of States)	22
International (No. of Countries)	22

b. What is the contribution of exports as a percentage of the total turnover of the entity? 50%

c. A brief on types of customers:

We serve customers National and internationally catering to diverse industry segments such as Private Utility Companies, Renewable Energy Solar, Wind & Hydel, Cement, Sugar, Steel & Hydrocarbon Industries, Large Scale EPC Contractor, Corporate, Client, Power Plant Developers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	81	79	97.53	2	2.47
2	Other than Permanent (E)	24	23	95.83	1	4.17
3	Total employees (D + E)	105	102	96.68	3	3.32
Workers						
4	Permanent (F)	22	19	86.36	3	13.64
5	Other than Permanent (G)	253	240	94.86	13	5.14
6	Total workers (F + G)	275	259	90.61	16	9.39

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	81	1	1.23	-	-
2	Other than Permanent (E)	24	-	-	-	-
3	Total Differently abled employees (D + E)	105	1	-	-	-
Workers						
4	Permanent (F)	22	1	4.55	-	-
5	Other than Permanent (G)	253	2	0.79	-	-
6	Total Differently abled workers (F + G)	275	3	-	-	-

21. Participation/Inclusion/Representation of women:

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel	2	1	50

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	Turnover rate in FY 2023-24			Turnover rate in FY 2022-23			Turnover rate in FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25.56	50	75.56	12.9	-	12.9	17.2	-	17.2
Permanent Workers	-	-	-	-	-	-	-	-	-

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

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

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 3,96,87,82,000/-

(iii) Net worth (in ₹): 2,09,58,82,000/-

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			FY 2022-23		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities		No	No	N.A.	No	No	N.A.
Investors (other than shareholders)		1	1	N.A.	No	No	N.A.
Shareholders	https://shilchar.com/power/ investors-desk	No	No	N.A.	No	No	N.A.
Employees and workers		No	No	N.A.	No	No	N.A.
Customers		No	No	N.A.	No	No	N.A.
Value Chain Partners		No	No	N.A.	No	No	N.A.
Other (please specify)		No	No	N.A.	No	No	N.A.

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

Sr. 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	Flammable Material Spill lage/ Fire	Risk	Flammable chemicals used in the unit. Leak can take place from Drum, it is vulnerable to any spark, flame- ignition. An accidental rise in temperature during process or static electricity may also lead to fire.	Flame proof electric fittings in the plant and all electrical equipment's, pump set, motors, switches, are of spark-ignition proof and firmly earthed to prevent static electricity. Sand is kept nearby tanks. A wide range	Negative Impact

26. Overview of the entity’s material responsible business conduct issues: (contd.)

Sr. 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)
				of fire extinguishing equipment’s is available in the warehouse area to extinguish any fire.	
2	Employee Wellbeing labor conditions	Opportunity	The Company views its employees as family members and takes a keen interest in understanding their concerns and expectations to ensure their well-being.	N.A.	Positive Impact
3	Climate change and carbon neutrality	Opportunity	Energy efficiency, increased use of renewable energy sources, and efficient water usage.	N.A.	Positive Impact
4	Health and Safety	Risk	Managing safety and health is a top priority. Continuous risk assessment is conducted, followed by measures to effectively control risks, ensuring the safety and well-being of employees.	To mitigate risk, we strictly adhere to the rules and procedures outlined by our stringent health and safety management systems. We regularly conduct training sessions to raise awareness about safe working conditions.	Negative Impact

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://shilchar.com/power/investors-desk								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 for Environment Management System 45001 2018 for Occupational Health and Safety 9001 5 for Quality Management System								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any. The Company strives towards its mission and vision of working towards the strive for innovation for total customer satisfaction, To maintain transparency in our work and a high level of integrity and To achieve our objectives in an environment of fairness, honesty and integrity towards our customers, employees, vendors and the society in which we operate.
- As firm believers of total customer satisfaction, we constantly re-invent our processes and products. We strive towards the benefit of our Company and all our stake holders. We have sufficient space to increase and make a facility for 220 KV class transformers in the future.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. Key Performance targets are set internally and monitored and acted upon continuously. The Company diligently oversees the progress.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

At Shilchar, the Company's Environmental, Social, and Governance (ESG) strategies are diligently reviewed and advanced during CSR Committee meetings. In an effort to minimize its carbon footprint, Shilchar has implemented significant measures to reduce electricity consumption and water usage. These environmental initiatives reflect the Company's commitment to sustainability.

Beyond environmental stewardship, Shilchar is deeply invested in community development. Through a variety of CSR initiatives, the Company actively supports and uplifts local communities, demonstrating its dedication to social responsibility.

Furthermore, Shilchar places a high priority on the well-being of its employees. The Company leads in fostering a supportive and engaging work environment, recognizing that employee engagement is crucial to overall well-being and organizational success. Through these comprehensive efforts, Shilchar underscores its commitment to responsible business practices and sustainable growth.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). Mr. Alay Jitendra Shah
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details. The Board of Directors of the Company has constituted a Corporate Social Responsibility Committee comprising of following directors:
Mr. Alay Jitendra Shah
Mr. Mukesh Dahyabhai Patel
Mr. Zarksis Jahangir Parabia

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	N	Y	Y
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	N	Y	Y
Frequency (Annual/Half yearly/Quarterly/Any other-please specify)	As & when required								
	P1	P2	P3	P4	P5	P6	P7	P8	P9

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

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)						N.A.			
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Sr. No.	NGBRC Principles
1.	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.
2.	Businesses should provide goods and services in a manner that is sustainable and safe.
3.	Businesses should respect and promote the well-being of all employees, including those in their value chains.
4.	Businesses should respect the interests of and be responsive to all its stakeholders.
5.	Businesses should respect and promote human rights.
6.	Businesses should respect and make efforts to protect and restore the environment.
7.	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
8.	Businesses should promote inclusive growth and equitable development.
9.	Businesses should engage with and provide value to their consumers in a responsible manner.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Leadership Skill, 5S Awareness, ISO Awareness, Sustainability	100
Key Managerial Personnel	4	Leadership Skill, 5S Awareness, ISO Awareness, Sustainability	100
Employees other than BOD and KMPs	31	Fire & Safety, Safety During Testing activities, Discipline at Workplace, Production & Time Management, Leadership Skill, 5S Awareness, ISO Awareness	100
Workers	8	Safety During Testing activities, 5S Awareness & ISO Awareness	100

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

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	N.A.	N.A.	N.A.	No
Settlement	-	N.A.	N.A.	N.A.	No
Compounding Fee	-	N.A.	N.A.	N.A.	No
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	N.A.		N.A.	No
Punishment	-	N.A.		N.A.	No

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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

The Company upholds an anti-corruption and anti-bribery policy, which outlines a comprehensive framework of principles and standards reflecting our organizational goals and values. This policy serves as a cornerstone for conducting business with integrity and trustworthiness, effectively combating corrupt practices.

Our Company maintains a strict zero-tolerance stance towards bribery and fraud, bolstered by the implementation of a robust Whistleblower Policy. This policy serves as a vital safeguard, empowering our employees to raise concerns regarding unethical conduct or any instances of suspected fraud.

Our Company gift policy is a no-gift policy. To avoid a conflict of interest, the appearance of a conflict of interest, or the need for our employees to examine the ethics of acceptance, our Company, and its employees do not accept gifts from vendors, suppliers, customers, potential employees, potential vendors or suppliers, or any other individual or organization, under any circumstances.

Weblink: <https://shilchar.com/power/investors-desk>

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

	FY (Current Financial Year)	FY (Previous Financial Year)
Directors	NIL	NIL
KMP's		
Employees		
Workers		

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

	FY (Current Financial Year)		FY (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	N.A.	NIL	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMP's	NIL	N.A.	NIL	N.A.

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

NIL

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

	FY (Current Financial Year)	FY (Previous Financial Year)
Number of days of accounts payables	88	81

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	N.A.	N.A.
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	N.A.	N.A.
	b. Number of dealers/distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	N.A.	N.A.
	b. Sales (Sales to related parties/Total Sales)	0.76%	0.49%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	N.A.	N.A.
	d. Investments (Investments in related parties/ Total Investments made)	N.A.	N.A.

Leadership Indicators**1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

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

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

Yes, the Company have a policy on the conflict of Interest is available on the website of 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:

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NIL	NIL	N.A.
Capex	NIL	NIL	N.A.

2. a. Does the entity have procedures in place for sustainable sourcing?

No, No formal sustainable sourcing process presently in place. Formulations of sustainable sourcing framework and progress will be reported in the upcoming year.

b. If yes, what percentage of inputs were sourced sustainably: Not Applicable

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

~~Not Applicable. Being a transformer manufacturing Company, there is no scope for reclaiming products for further processing.~~

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities:

Not applicable, presently there is no such requirements applicable to US and no process framework or plan is available. Review of the applicability and the process of establishing the EPR is presently under progress.

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.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? Not Available

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
-	-	-	-	-	-

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. No Issues Identified:

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

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). Not applicable as there is a little scope of recycled in the transformer manufacturing:

Indicate input material	Recycled or re-used input material to total material	
	FY (2023-24)	FY (2022-23)
-	-	-

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not Applicable

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
NIL	NIL

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No. E	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	79	19	24.05	79	100	-	-	79	100		
Female	2	2	100.00	2	100	2	100	-	-		N.A.
Total	81	21	25.93	81	100	2	2.47	79	97.53		
Other Than Permanent Employees											
Male	23	-	-	23	100	-	-	23	100		
Female	1	-	-	1	100	1	100	-	-		N.A.
Total	24	-	-	24	100	1	4.17	23	95.83		

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No. (B)	% (B/A)	No. C	% (C/A)	No. (D)	% (D/A)	No. E	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	19	-	-	-	-	-	-	-	-		
Female	3	-	-	-	-	3	100	-	-		N.A.
Total	22	-	-	-	-	3	13.64	-	-		
Other Than Permanent Workers											
Male	240	-	-	-	-	-	-	-	-		
Female	13	-	-	-	-	13	100	-	-		N.A.
Total	253	-	-	-	-	13	5.14	-	-		

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.06	0.03

2. Details of retirement benefits, for Current Financial Year 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	100	100	Y	100	100	Y
Gratuity	100	100	N.A.	100	100	N.A.
ESI	39	100	Y	32	100	Y
Others - please specify	-	-	-	-	-	-

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

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

<https://shilchar.com/power/investors-desk>

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

Yes/No (If Yes, then give details of the mechanism in brief)

Permanent Workers _____ Yes

Permanent Employees _____

Yes, the Company's Grievance Redressal Procedure is available to employees and workers. Employee who have any kind of dispute with other employee or colleague or HOD, he or she can file Grievance against them. The objective of the policy is to facilitate open and structured discussion on employees' work-related grievances with the intent of ensuring that the grievance is dealt with in a fair and just manner whilst being in compliance with the Company's policies. Employees are encouraged to first discuss the grievance with their immediate reporting authority, and attempt to arrive at a resolution before invoking a formal grievance redressal mechanism.

7. Membership of employees and worker in association(s) or Unions recognized by the listed 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)
Total Permanent Employees	81			74		
Male	79		Not Applicable	71		Not Applicable
Female	2			3		

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)
Total Permanent Workers	22			22		
Male	19		Not Applicable	19		Not Applicable
Female	3			3		

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)
Employees										
Male	79	29	36.71	40	50.63	71	48	67.61	53	74.65
Female	2	-	-	-	-	3	-	-	-	-
Total	81	-	-	-	-	74	-	-	-	-
Workers										
Male	19	19	100	10	52.63	19	8	42.11	7	36.84
Female	3	3	100	-	-	3	-	-	-	-
Total	22	-	-	-	-	22	-	-	-	-

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	79	79	100	71	71	100
Female	2	2	100	3	3	100
Total	81	81	100	74	74	100
Workers						
Male	19	19	100	19	19	100
Female	3	3	100	3	3	100
Total	22	22	100	22	22	100

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes, Occupational health and safety management system has been implemented as per ISO 45001:2018 and certified. It covers the entire operations.

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

The Company has in place systematic risk management process to identify and control all the hazards in production facilities and offices. The Company's risk management process is applied

through five steps and is the key driver for controlling the risk of EHS in business. All relevant stakeholders are involved in risk assessments and the risk management process, Risk Assessments & Safe Work Method Statement are developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are required to be documented, approved and communicated to all relevant parties involved in the activity.

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

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risks.

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

Yes, medical centres and first aid facilities are available for both employees and workers. All employees are covered by accident insurance and workers are covered by Employees' State Insurance.

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

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

12. Describe the measures taken by the entity to ensure a safe and healthy work place:

The Company has in place systematic risk management process to identify and control all the hazards in production facilities and offices. As a part of the EHS Management system. We have established a robust Health, Safety, and Environment (HSE) management system in line with the ISO 14001 and 45001 standards, demonstrating our unwavering commitment to maintaining the highest standards of safety and health within our workplace. This EHS plan identifies the hazardous operations and the risks arising from such hazards which are within the scope of the work. It even specifies the required integrated preventive measures (Controls) to mitigate the same.

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

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

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company internal team conduct assessment and cover 100% of all manufacturing unit and departments.
Working Condition	

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

Through our proactive approach to incident analysis, corrective action deployment, and systematic recording, we strive to uphold the highest standards of safety and ensure the well-being of our employees and stakeholders.

Leadership Indicators

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

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners: Not Applicable

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

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

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

5. Details on assessment of value chain partners:

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

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

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

Essential Indicators

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

Cultivating meaningful engagement with stakeholders is imperative for our organization. By actively listening to their needs, collaborating to mitigate risks, upholding social legitimacy, enhancing credibility, and fostering trust, we aim to forge enduring relationships built on mutual respect and shared values.

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
Communities	No	Meetings	Annually	CSR Activities
Customers	No	E-mails/Meeting	Annually	Customer Satisfaction/ Feedback
Employees	No	Meeting/ Notice Board/Website	Half Yearly	Grievances/ Employees concern
Investors	No	E-mails	Annually	Meetings
Government and regulatory bodies	No	Meeting	Annually	Statutory Compliances
Vendors	No	Meetings/E-mail	Half Yearly	Negotiation and quality aspect
Lenders	No	Meetings/E-mail	Half Yearly	Modification for working capital facilities

Leadership Indicators

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

The CSR committee looks into the matters related to the ESG. Further the CSR recommendation is provided to the Board of Directors in matters related to the ESG.

2. Whether stakeholder consultation is used to support the identification and management of environmental,

and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity:

No

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

~~The Company engages with different stakeholders through different channels like one to one meetings, email communications, investor grievances, customers feedback etc.~~

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)
Employees						
Permanent	81	39	48.15	74	30	40.54
Other than permanent	24	24	100.00	19	19	100.00
Total Employees	105	63	60.00	93	49	52.69
Workers						
Permanent	22	18	81.82	22	14	63.64
Other than permanent	275	60	21.82	225	45	20
Total Workers	297	78	26.26	247	59	23.89

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)
Employees										
Permanent	81	-	-	81	100	81	-	-	81	100
Male	79	-	-	79	100	71	-	-	71	100
Female	2	-	-	2	100	3	-	-	3	100
Other than Permanent	24	-	-	24	100	19	-	-	19	100
Male	23	-	-	23	100	19	-	-	19	100
Female	1	-	-	1	100	-	-	-	-	-
Workers										
Permanent	22	-	-	22	100	22	-	-	22	100
Male	19	-	-	19	100	19	-	-	19	100
Female	3	-	-	3	100	3	-	-	3	100
Other than Permanent	275	225	81.81	50	18.18	225	186	82.66	39	17.33
Male	259	209	80.69	50	19.31	209	170	81.34	39	18.66
Female	16	16	100	-	-	16	16	100	-	-

3. Details of remuneration/salary/wages:

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
BOD	2	900000	-	-
KMP	1	118610	1	32000
Employees (Other than BOD/KMP)	79	37000	2	32000
Workers	19	16150	3	14950

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.12	1.25

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, Mr. Vishwas Desai (HR Head)

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

We have very formal process to handling Grievance:

- Firstly you can resolve your problem by interference of Department Head.
- If no satisfactory solution is there you can file Grievance by writing simple application in your word and give it to HR department.
- HR department & HOD concern department jointly look it to matter and try to resolve conflict.
- M.D is involved if it is required in last stage if Employee is not satisfied with efforts of HR Department.

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

Benefits	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	No	No	N.A.	No	No	N.A.
Discrimination at workplace	No	No	N.A.	No	No	N.A.
Child Labour	No	No	N.A.	No	No	N.A.
Forced Labour/ Involuntary Labour	No	No	N.A.	No	No	N.A.
Wages	No	No	N.A.	No	No	N.A.
Other human rights related issues	No	No	N.A.	No	No	N.A.

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

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

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

The Company is dedicated to fostering a workplace environment that is devoid of harassment, including sexual harassment. We maintain a zero-tolerance policy towards any form of unacceptable behavior. Our Company actively promotes the reporting of any concerns regarding harassment and promptly addresses complaints related to harassment or any unwelcome and offensive conduct. We have established committees to investigate complaints of sexual harassment thoroughly and to suggest necessary actions as deemed appropriate.

Through Whistle Blower Policy, Any person intending to make any disclosure of a Concern is required to disclose all relevant information regarding the Concern in a signed written document/Email/SMS or Telephone, Fax of any other method, but not later than six months of the day on which he/she knew of the Concern.

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

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	No
Discrimination at workplace	
Wages	

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

The Company has implemented Human Rights Policies applicable to all employees and partners in our value chain. These policies ensure adherence to laws and uphold the spirit of human rights, fostering a culture of respect, fairness, and ethical conduct throughout our operations.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints: No Issues identified.

2. Details of the scope and coverage of any Human rights due-diligence conducted: Internal team takes human rights areas voluntarily through inter department.

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

4. Details on assessment of value chain partners:

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

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

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
Total electricity consumption (A)	6477	3734
Total fuel consumption (B)	121	78
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	6598	3812
Energy intensity per rupee of turnover (Total energy consumption/turnover in (cr) rupees)	17	14
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? Not Applicable

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:

The Company does not have any sites/facilities identified as designated consumers (DCs) under the 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	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	732	730
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	732	730
Total volume of water consumption (in kilolitres)	1.84(kl/cr)	2.60(KL/Cr)
Water intensity per rupee of turnover (Water consumed/ turnover(cr))	-	-
Water 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? Not Applicable

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
No treatment	732	730
With treatment – please specify level of treatment	In soak pit as per guidelines	In soak pit as per guidelines
(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	-	-
Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-

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? Not Applicable

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

The Company has implemented a mechanism of Zero Liquid Discharge in both manufacturing units and office.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	gm	73.35	47.01
SOx	gm	54.49	34.92
Particulate matter (PM)	gm	159.15	147.31
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? Not Applicable.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12.79	9.27
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	445.74	742.72
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent Per Crore	1.16	2.68
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? Not Applicable.

8. Does the entity have any project related to reducing Green House Gas emission:

Yes, we are actively reducing our Green House Gas emission by installing solar and windmills. These projects have reduced our greenhouse gas intensity by 57%.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	N.A.	N.A.
E-waste (B)	N.A.	N.A.
Bio-medical waste (C)	N.A.	N.A.
Construction and demolition waste (D)	N.A.	N.A.
Battery waste (E)	N.A.	N.A.
Radioactive waste (F)	N.A.	N.A.
Other Hazardous waste. Please specify, if any. (G)	N.A.	N.A.
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	N.A.	N.A.
Total (A+B + C + D + E + F + G + H)	N.A.	N.A.
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	N.A.	N.A.
(i) Recycled	N.A.	N.A.
(ii) Re-used	N.A.	N.A.
(iii) Other recovery operations	N.A.	N.A.
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	N.A.	N.A.
(i) Incineration	N.A.	N.A.
(ii) Landfilling	N.A.	N.A.
(iii) Other disposal operations	N.A.	N.A.
Total	N.A.	N.A.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? Not Applicable.

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

We are in manufacturing of transformers where the generation of hazardous is relatively low. The Hazardous waste generated during the year is also very less in quantity. Hence there is a negligible scope of reducing the Hazardous waste still we will look forward to improvement.

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:

Sr. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)
N.A.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
N.A.					

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:

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
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The Company is compliant with all the regulations applicable to the Company.

Leadership Indicators

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

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

(i) Name of the area: N.A.

(ii) Nature of operations: N.A.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	N.A.	N.A.
(ii) Groundwater	N.A.	N.A.
(iii) Third party water	N.A.	N.A.
(iv) Seawater/desalinated water	N.A.	N.A.
(v) Others	N.A.	N.A.
Total volume of water withdrawal (in kilolitres)	N.A.	N.A.
Total volume of water consumption (in kilolitres)	N.A.	N.A.
Water intensity per rupee of turnover (Water consumed/turnover)	N.A.	N.A.
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
(ii) To Groundwater	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
(iii) To Seawater	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
(iv) Sent to third-parties	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
Others	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
Total water discharged (in kilolitres)	N.A.	N.A.

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.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	N.A.	N.A.
Total Scope 3 emissions per rupee of turnover	-	N.A.	N.A.
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	N.A.	N.A.

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.

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

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
N.A.			

5. Does the entity have a business continuity and disaster management plan?

At Shilchar, we are committed to ensuring the safety, security, and resilience of our operations. It prepares our organization for any disruptions, minimizes the impact of unforeseen events, and enables a swift recovery to normal operations.

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

No Adverse Impact Identified.

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

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

Essential Indicators

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

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

	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Gujarat Employer Organization	State
2	FGI	State
3	IEEMA	State

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

Name of Authority	Brief of the case	Corrective Action Taken
Not Applicable		

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

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

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 the Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes/No)?	Results Communicated in Public Domain (Yes/No)	Relevant Web Link
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NIL

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
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Not Applicable

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

No Grievance redressal mechanism available of local community

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	15.71%	10.98%
Sourced directly from within the district and neighbouring districts	81.54%	87.57%

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:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Location		
Rural	21	22
Semi-urban	-	-
Urban	79	71
Metropolitan	3	3

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

Details of negative social impact identified	Corrective action taken
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N.A.

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
N.A.			

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

(b) From which marginalized/vulnerable groups do you procure? N.A.

(c) What percentage of total procurement (by value) does it constitute? N.A.

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

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

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

Name of Authority	Brief of the Case	Corrective action taken
N.A.		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Eradicating Hunger	It cannot be assessed	It cannot be assessed
2	Education		
3	Medical		
4	Sport		

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

Essential Indicators

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

QA Department is available and in place to receive and respond to consumer complaints and feedback.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and Responsible Usage	N.A.
Recycling and/or Safe Disposal	N.A.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	-	-	N.A.	-	-	N.A.
Advertising	-	-	N.A.	-	-	N.A.
Cyber- Security	-	-	N.A.	-	-	N.A.

3. Number of consumer complaints in respect of the following: (contd.)

	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
Delivery of Essential Services	-	-	N.A.	-	-	N.A.
Restrictive Trade Practices	-	-	N.A.	-	-	N.A.
Unfair Trade Practices	-	-	N.A.	-	-	N.A.
Others	-	-	N.A.	-	-	N.A.

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

	Number	Reasons for Recall
Voluntary Recalls		
Forced Recalls		Not Applicable

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

Yes, <https://shilchar.com/power/investors-desk>

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

Not Applicable.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: NIL

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

c. Impact, if any, of the data breaches: N.A.

Leadership Indicator

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

<https://shilchar.com/>

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

We provide the maintenance manual to the consumer.

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

N.A.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable):

NIL

If yes, provide details in brief.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No): Yes through Feedback.