

Date: 05th June, 2024

The General Manager
The Corporate Relationship Department
BSE Limited
1st floor, New Trading Ring,
Rotunda Building
P J Towers
Dalal Street, Fort
Mumbai 400 001
BSE Scrip Code: 500249

The Manager
Listing Department
National Stock Exchange of India
Limited
“Exchange Plaza”, C-1, Block G
Bandra-Kurla Complex
Bandra (E)
Mumbai 400 051
NSE Symbol: KSB

Subject: Business Responsibility and Sustainability Report for the Financial Year 2023 of the Company.

Ref: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Dear Sirs/Madam,

In terms of Regulation 34(2)(f) of the above referred Regulations, we herewith submit the soft copy of the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year ended 31st December, 2023 which also forms part of Annual Report for the Financial Year ended 31st December, 2023.

The aforesaid Report has also been uploaded on the website of the Company at www.ksbindia.co.in

Kindly take the same on your record.

Yours faithfully,
For **KSB Limited**

Shraddha Kavathekar
Company Secretary

Encl.: Business Responsibility and Sustainability Report



Out of total electricity consumption in FY 2023, **20%** is solar/green energy.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

ANNEXURE V TO THE BOARD'S REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L29120MH1960PLC011635
2.	Name of the Listed Entity	KSB Limited
3.	Year of Incorporation	1960
4.	Registered Office Address	Office No. 601, Runwal R-Square, L.B.S. Marg, Mulund (West), Mumbai Mumbai City - 400080, Maharashtra, India.
5.	Corporate Address	KSB Limited, Mumbai - Pune Road, Pimpri Pune- 411018, Maharashtra, India.
6.	E-mail	compsec.india@ksb.com
7.	Telephone	020 - 27101024
8.	Website	www.ksbindia.co.in
9.	Financial Year for which report is being done	1st January, 2023 to 31st December, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited, Mumbai, and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (INR.)	34,80,78,440
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Ms. Shraddha Kavathekar Company Secretary compsec.india@ksb.com 020- 27101024
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone
14.	Name of Assurance provider	Not applicable in the current year
15.	Type of assurance	Not applicable in the current year
16.	Note for the report: Few numbers for previous year/s revised wherever required, pursuant to adoption of more accurate calculation methods during the year 2023.	



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

II. Products and Services:

16. Details of business activities (accounting for 90% of the turnover):			
S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1.	Manufacturing of pumps, valves, systems and related services	Electrical equipment, general purpose and special purpose machinery and equipment.	100%

17. Product/ Services sold by the entity (accounting for 90% of the entity's turnover):			
S. No.	Product/ Service	NIC Code	% of total turnover contributed
1.	Pumps and Valves Manufacture of fluid power equipment, Manufacture of other pumps, compressors taps and valves	2812 and 2813	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	6 Plants Maharashtra: <ul style="list-style-type: none"> • Pimpri, District - Pune • Chinchwad, District - Pune • Vambori, District - Ahmednagar • Sinnar, District - Nashik • Kesurdi, Shirwal, District - Satara Tamil Nadu: <ul style="list-style-type: none"> • NSN Palayam, District - Coimbatore 	14 Branch Offices and 4 Zonal Offices North- Noida (ZO) <ul style="list-style-type: none"> • Chandigarh, Jaipur, Lucknow & Noida East- Kolkata (ZO) <ul style="list-style-type: none"> • Bhubaneswar, Jamshedpur, Raipur, Kolkata, Indore, Guwahati & Patna West- Mumbai (ZO) <ul style="list-style-type: none"> • Mumbai, Baroda, & Pune South- Chennai (ZO) <ul style="list-style-type: none"> • Bengaluru, Secunderabad, Chennai & Kochi 	24
International	NIL	1 Liaison office in Bangladesh	1

S 78% top score for KSB India employee satisfaction survey in KSB Group indicating highly engaged and motivated workforce.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

19. Markets Served by the Entity:

a. Number of Locations:	
Location	Number
National (No. of States)	Pan India
International (No. of Countries)	KSB exports to many countries worldwide
b. What is the contribution of exports as a percentage of the total turnover of the entity?	
KSB India's export contribution is 13% of the total turnover of the entity.	
c. A Brief on types of customers?	
Our customers include different public sector enterprises, various EPC/LSTK/other contractors, dealers, retailers, direct customers, corporates, semi government bodies, online buyers, inter-company exports etc.	

IV. Employees:

20. Details as at the end of the Year 2023:

a. Employees and Workers

Employees (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	% (B/A)	Number (B)	% (B/A)
1.	Permanent Employees	1,321	1,223	92.58%	98	7.42%
2.	Other than Permanent Employees	132	99	75.00%	33	25.00%
3.	Total Employees (1+2)	1,453	1,322	90.98%	131	9.02%

Workers (including differently abled)						
S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	% (B/A)	Number (B)	% (B/A)
4.	Permanent Workers	727	725	99.72%	2	0.28%
5.	Other than Permanent Workers	1,561	1,518	97.25%	43	2.75%
6.	Total Workers (4+5)	2,294	2,249	98.04%	45	1.96%

b. Differently abled Employees and Workers

The Company has employed one differently abled employee. The Company is in further process of diversifying its workforce strength and making its infrastructure accessible to all.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

21. Participation/ Inclusion/ Representation of Women for year 2023			
Particulars	Total (A)	Number of Female (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	1	33.33%

22. Turnover rate for permanent employees and workers:									
Particulars	Year 2023			Year 2022			Year 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.97%	20.16%	16.46%	7.98%	0.91%	8.89%	6.39%	0.55%	6.94%
Permanent Workers	16.08%	40.00%	5.09%	-	-	-	-	-	-

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

23. (a). Names of holding/ subsidiary/ associate companies/ joint ventures				
S. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/No)
1.	Pofran Sales and Agency Limited	Subsidiary Company	100%	No
2.	KSB MIL Controls Limited	Associate Company	49%	No

VI. CSR Details

24. CSR related details	
(i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii). Turnover (in INR.)	22,472.38 Million
(iii). Net Worth (in INR.)	12,478.44 Million

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

VII. Transparency and Disclosures Compliances:

25.Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:							
Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Year 2023			Previous Year 2022		
		No. of complaints filed	No. of complaints pending at close of year	Remarks	No. of complaints filed	No. of complaints pending at close of year	Remarks
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	0	0	-	3^	0	-
Employees and Workers	Yes	0	0	-	0	0	-
Customers	Yes	23,275*	0	All reported complaints are registered in SAP system by claim management Monthly claim meetings are conducted across locations to decide needed corrective actions on complaints	10,283*	0	All reported complaints are registered in SAP system by claim management Monthly claim meetings are conducted across locations to decide needed corrective actions on complaints
Value Chain partners	Yes	0	0	-	0	0	-
Communities	Yes	0	0	-	0	0	-
Implementation Partners	Yes	0	0	-	0	0	-

*: The figure includes toll-free registrations

^: The Complaints were closed during the respective quarters

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:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
1.	Energy management	Opportunity	Enhancing and utilizing green energy to reduce carbon footprint of the organization.	KSB is producing 20% of total energy requirement through 3.27MW roof top solar at our plants in Pimpri, Sinnar, Vambori and Shirwal. In addition, KSB Ltd has signed an official Power Purchase Agreement with Sunsure Energy which will supply us with approx. 10 mio kwh units of green power over the next 25 years	Reduced GHG emissions and less sensitivity to changes in cost of fossil fuel
2.	Climate Change	Risk	Preparedness for emergency situations.	To identify the different climate risks more concretely across our manufacturing sites, our parent company received concrete risk assessments data via our insurance broker for the climate risks based on the individual GPS data (geographic coordinates) of the plants. Risks identified for KSB India plants are Earthquake, Storm, Wildfire and Lightening. Accordingly, emergency preparedness plans have been modified and mock drills conducted for such situations at relevant locations.	Lack of adequate preparedness for some of these uncertain emergency situations may lead to employee health emergencies as well as loss of productivity of operations.
3.	Occupational Health & Safety	Risk & Opportunity	Non-compliance to set safe working procedures implemented by organization based on statutory norms and OHSMS ISO:45001:2018.	All manufacturing plants of KSB are certified for OHSMS ISO: 45001:2018. Safety officers are appointed in each manufacturing plant to create safety culture & safety awareness across the organization. Emergency plans/contingency plans for different situations are in place. Focus on safety basics, necessary training and awareness at all levels is ongoing and part of the DNA of the company. Mechanisms for incident investigations and reporting followed by remedial plan and engineering control are in place.	Lapses in Safety management may lead to loss of man-days, impact productivity of operations and loss of company reputation.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
4.	Efficient Waste management	Risk & Opportunity	Poor waste management leads to legal non-compliance as well as hazard to environment.	We have effective waste management system that governs actions taken to ensure preventing waste, recycling, and environmentally responsible disposal of waste as well as internal collection and additional processing of waste for disposal and recycling.	Non-compliance certainly leads to environmental harm besides potential fines and penalties.
5.	Water Management	Risk & Opportunity	Poor water management leads to shortage of water and legal non-compliances.	Recent proactive measure we have conducted water audits at some of our plants through external agency which helped us in identifying and implementing water saving measures. Water meters are installed for close monitoring of water consumption across locations. At all plants of KSB, rainwater harvesting systems are in place which has percolating (approx.) 70 Mio+ Lit. of water into the ground every year. From ETP/STP plants we have treated approx. 39 Mio+ Lit. of water in year 2023. At all plants of KSB, sprinklers/ drip irrigation mechanism is being used for gardening which results into water savings.	Non-availability of water may hamper the operations & non-compliance of water norms leads to fines and penalties.
6.	Employee Engagement	Opportunity	Engaged employees are more productive and tend to stay with organization for longer durations.	As per latest employee engagement survey, KSB Limited reached the Top Quartile of Engagement (78% employees are highly engaged & standing as a preferred employer to work with). As part of continuous cultural enhancement, we are conducting multiple employee engagement activities focusing on employee well-being and happiness. We intend to continue and introduce new engagement initiatives.	Employee engagement activities will enhance the employee morale resulting in productive work environment.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
7.	Diversity, Equality, and Inclusion (DE&I)	Opportunity	<p>Creating a diverse and inclusive workplace isn't merely about intentions; it's a strategic decision with numerous advantages. Embracing diverse perspectives fosters collaboration, driving productivity and innovation. This environment also attracts and retains top talent, reducing recruitment expenses and ensuring ongoing contributions from skilled individuals. In essence, diversity and inclusion aren't just ethical imperatives; they're beneficial for our business, enhancing our competitive advantage and fostering lasting success.</p>	<p>At KSB, fostering a diverse and inclusive workplace is not just an aspiration, it's a core value embedded within our organizational fabric. We achieve this through a comprehensive framework that ensures equal opportunities and cultivates a welcoming environment for all employees, regardless of their background or identity. This framework is driven by clearly defined goals and targets, acting as measurable benchmarks that track our progress towards building a truly inclusive workspace. Furthermore, integrating these commitments into the performance evaluation process holds our leaders accountable for actively fostering a culture of inclusion. We understand that diversity benefits every aspect of our organization, and that's why we have implemented proactive initiatives specifically aimed at empowering female talent. This dedication to equal opportunities paves the way for women to not only participate but also thrive within KSB, enriching our talent pool and contributing to a more diverse and innovative organization. Through this multi-faceted approach, we actively strive to build a workforce that reflects the richness of the communities we serve, creating a positive and impactful legacy for future generations.</p>	<p>The opportunity can be evaluated in terms of the outcomes of a more diverse and inclusive workplace. Benefits are in terms of productivity, innovation and certainly retention of talent</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
8.	Sustainable impact on clients	Opportunity	KSB is in a unique position to help its clients in this market on sustainable solutions because it is a leader in nuclear pumps. Additionally, KSB solar products have a sustainable influence in those industries.	KSB firmly believes that unexplored opportunities carry inherent risks. In alignment with this principle, KSB has established a dedicated Innovation Centre with the primary goal of identifying sustainability-related opportunities and crafting customized solutions for our clients.	The immediate financial consequence will be the magnitude of new projects with clients. In a broader sense, the repercussions may include the advantages derived from environmental and social capital.
9.	IT security, data protection and system availability	Risk and Opportunity	As the company expands, there's an increased risk of data breaches and noncompliance with privacy regulations. With the growth of our services, there's a higher chance of operational failure, potentially disrupting continuity. System availability is crucial for productivity and impacts the services delivered to clients	The KSB group has established a Data Protection Management System (DPMS) to ensure ongoing compliance with data protection regulations. This system incorporates preventive measures to mitigate potential risks and supervisory measures for monitoring. It covers planning, organization, implementation, control, and monitoring to meet legal and operational data protection requirements, including GDPR compliance. Additionally, KSB has taken steps to guarantee system availability and has undertaken global and local cybersecurity initiatives. Several measures, including comprehensive cybersecurity assessments, have been completed to bolster overall security posture.	Any incident has a direct impact on the company's operational efficiency via its IT systems, leading to regulatory consequences and potential damage to reputation, which could translate into financial repercussions.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
10.	Governance and ethics	Risk and Opportunity	<p>At KSB, Governance and Ethics are fundamental principles ingrained in our culture. We craft our governance framework to promote ethical conduct throughout the organization. It's clear that lasting success requires a strong governance structure and ethical culture. Regulatory expectations for governance are evolving, emphasizing accountability, transparency, and fairness. For KSB, compliance with current regulations is essential, but we also prioritize proactive readiness for future regulatory demands.</p>	<p>KSB has implemented policies, procedures, and structures to promote ethical conduct and ensure a strong governance framework. The KSB Group's Code of Conduct outlines expected behaviors for KSB and its employees during business activities. The whistle-blower policy, along with various reporting channels, is essential for identifying and resolving any issues that may arise. The Audit Committee conducts regular evaluations of these processes to confirm their efficiency and alignment with established norms.</p>	<p>Noncompliance with corporate governance regulations can result in adverse outcomes for the company, such as financial penalties and harm to its reputation. Moreover, incidents that, while not necessarily violating regulations, raise doubts about the ethical conduct of business activities, carry the risk of diminishing the company's prestige and reputation</p>



100% attendance of Directors in Board & Committee meetings



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

SECTION B: Management and Process Disclosures

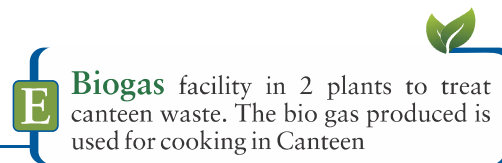
This section is aimed at helping businesses demonstrate the structures, policies, and processes out in place towards adopting the NGRBC Principles and Core Elements.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the policies, if available	The Policies / Codes required to be Statutorily disclosed are available on website of the Company at www.ksbindia.co.in and other policies are available in company's internal network.								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	<ul style="list-style-type: none"> • ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018 • PED 2014/68/EU 								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>In alignment with KSB Germany Group targets, our management vision and commitment to sustainable business practices, we have established key performance indicator (KPI) targets and goals to drive meaningful progress towards our corporate sustainability objectives. These targets include achieving a 30% absolute reduction in GHG emissions by 2025, assessing 80% of our critical Tier-I suppliers for sustainability performance, generating 40% of our energy from green sources, and completing ESG awareness training for employees and suppliers by 2025. Additionally, we are transitioning to eco-friendly packaging, ensuring zero waste to landfill through third-party assurance, and conducting comprehensive human rights due diligence audits. Our commitment to continuous improvement is further underscored by our focus on providing training opportunities for employees, with specific targets set for female employee representation and risk management training. Through these KPIs, we are dedicated to driving positive environmental, social, and governance outcomes while delivering long-term value to our stakeholders.</p>								



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	The company allocates resources to targeted projects and measures aimed at conserving energy, managing water efficiently, improving waste management, reducing greenhouse gas emissions, and enhancing environmental processes. Regular monitoring, assessment, and review of specific key performance indicators (KPIs) are conducted to identify areas for improvement in line with our future plans.								
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At KSB Limited, our commitment to sustainability remains unwavering as we continue to navigate the dynamic landscape of environmental, social, and governance (ESG) challenges. In the face of ongoing ESG challenges, including climate change and resource scarcity, we have reaffirmed our dedication to minimizing our environmental impact and promoting responsible resource management. Our efforts have been focused on enhancing the efficiency of our operations, reducing our carbon footprint, and conserving natural resources wherever possible.</p> <p>Throughout the year, we have made significant strides in advancing our sustainability agenda. This includes continued improvements in our products, processes, and services to align with the principles of sustainable development and set new industry standards. Moreover, our production facilities maintain certifications to environmental and occupational health and safety management standards, underscoring our commitment to responsible business practices.</p> <p>In line with our commitment to diversity, equity, and inclusion (DE&I), we have fostered an inclusive work environment that values diverse perspectives and promotes creativity and innovation. We recognize that diverse teams are essential for driving business success and enhancing our competitiveness in the global marketplace.</p> <p>Furthermore, we have remained steadfast in our dedication to corporate social responsibility (CSR), with a focus on initiatives that contribute to the well-being of our communities and stakeholders. From skill development and education to healthcare and sanitation, our CSR programs aim to make a meaningful and sustainable impact in the areas where we operate.</p> <p>One notable achievement this year has been the successful completion of the Fluid Mechanics and Machinery Laboratory upgrade at Government Polytechnic, Pune, as part of our industry-institute partnership project. This initiative exemplifies our commitment to supporting education and skill development initiatives that empower future generations and drive socioeconomic progress.</p> <p>As we look ahead, we remain committed to driving positive change and creating long-term value for all our stakeholders. By integrating sustainability into every aspect of our business operations, we will continue to strive for excellence and uphold our role as a responsible corporate citizen.</p>								
Policy and Management Processes									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Mr. Rajeev Jain Managing Director (MD)								



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

<p>9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If “Yes”, provide details.</p>	<p>Committed to sustainability, our internal ESG Committee drives company-wide initiatives. Led by the Managing Director, they develop and oversee ambitious goals, reporting progress to the Board alongside regular business updates. This ensures strong leadership and accountability for our ESG strategy.</p>
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*: The statutory policies are approved by the Board or Board Committees, as applicable. Other applicable policies are either approved by the Board or by the appropriate authority.

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 And Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies of the company as a practice are periodically reviewed by departmental or business heads and Directors of the company, basis the business needs and external changes. During the review, efficacy of the policies is assessed, and as applicable, necessary amendments are made to the policies and the associated procedures and processes. The policies on a periodic and need basis undergo review by the Board of the Directors, regarding regulation requirements and compliances.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If “Yes”, provide name of the agency.									
P1	P2	P3	P4	P5	P6	P7	P8	P9	
The policies of the company are reviewed internally by various committees on need basis and third-party agencies are engaged for carrying audits and assurance as part of compliance requirements, which inter-alia includes policy review and assessment on a periodic basis.									

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any Other Reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

SECTION C: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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 programs on any of the Principles during the current year:			
Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	4	Familiarisation/awareness programmes, plant visits for the Board of Directors of the Company are done periodically. The topics cover business, regulations, code of business conduct and ethics, economy and environmental, social and governance parameters, financial and taxation topics etc. In addition, frequent updates are shared with all the Board members apprising them on developments in the Company, key regulatory changes, risks, compliances, and legal cases, internal controls etc.	100%
Key Managerial Personnel	3	The KMP/employees of the Company undergo various training programmes throughout the year. Several training programmes happened through a hybrid learning approach which entailed virtual classroom initiatives, along with dissemination of e-learning modules. Various trainings were undertaken during the year. In addition to the individual training completed in respective desired areas, following training were offered in the Company at large with associated programmes e.g. Compliance trainings, Information and Cyber Security Awareness, Code of Conduct, POSH Awareness, and Introduction to ESG initiatives, awareness trainings and CSR programmes.	100%
Employees other than BoD and KMPs	214		100%
Workers	24	Safety Training sessions	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Essential Indicators

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 current 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 discussed on the entity's website)					
Monetary					
Particulars	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (yes/ No)
Penalty/ Fine					
Settlement					
Compounding Fee					
No penalties / fines were levied to the company during the period.					
Non-Monetary					
Particulars	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR.)	Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment					
Punishment					
No non-monetary implications during the period.					

3. Of the instances disclosed in Question 2, above detail 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 weblink to the policy.
<p>The company has adopted 'Anti-Corruption and Anti-Bribery Policy' of KSB Germany. The company does not tolerate any bribery and corruption and continues to uphold the highest standards of integrity and transparency.</p> <p>The policy forms part of the Code of Conduct of KSB Germany for the KSB Group, which is available on: www.ksbindia.co.in</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

	Current Year 2023	Previous Year 2022
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

Not Applicable.

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

	FY 2023	FY 2022
No. of days of account payables	98	116

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 (Current Financial Year)	FY 2022 (Previous Financial Year)
Concentration of Purchases	a. Purchase form Trading House	100%	100%
	b. Number of trading Houses where purchases are made	2,500	2,200



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	Metrics	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Concentration of Purchases	c. Purchases from top 10 trading houses as% of total purchases from trading houses	36.00%	26.00%
Concentration of Sales	a. Sales to dealers/ distributors as% of total sales	48.66%	50.60%
	b. Number of dealers/ distributors to whom sales are made	966	904
	c. Number of dealers/ distributors to whom sales are made	24.27%	22.91%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.13%	0.12%
	b. Sales (Sales to related parties/Total Sales)	0.06%	0.07%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators

1. Awareness programs conducted for the value chain partners on any of the Principles during the current year:		
Total number of awareness programmes held	Topics/ Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
<p>The Company does periodic awareness communication to suppliers in the form of “EHS Influencing Letters”.</p> <p>Sustainability initiatives, due diligence on human rights as well on environmental aspects are a part of our supplier questionnaire that forms part of initial audit with suppliers.</p>		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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. As part of the Corporate Governance, the Company has adopted best practices on reviews of conflict of interest of Directors. The Director’s disclosures are placed before the Board and conflict of interest, if any, is discussed and reviewed. The Board collectively is responsible for decision making on conflict of interest disclosed to the Board for any business decisions, wherein any of the Directors are interested. The Board strictly ensures ethical behavior and there are no instances of conflict of interest.

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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Year 2023	Previous Year 2022	Details of improvements in environmental and social impacts
R&D (₹)	25,97,600	57,62,000	-Pump-set supplied with solar panels
Capex (₹)	8,43,17,453	5,83,57,349	-Pumps for Flue Gas Desulfurization application -Increase in efficiencies of motors from IE2 to IE3

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No).
b. If “Yes”, what percentage of inputs were sourced sustainability?

The Company has formulated policies around Procurement, Outsourcing and Supplier diversity. The suppliers are selected basis the assessment and evaluation which includes elements of sustainability. Internal & external Audits are carried out for suppliers. The Company intends to carry out assessment of sustainability performance of select suppliers in 2024.

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, d. Other wastes

The company’s most goods are made of steel or special steel, which can be easily recycled by authorized local vendors and have high resale value after it reaches its end of lifespan/ life cycle. Due to the nature of business, the company’s utilization of recycled materials as processed input is limited. The company’s products reach end of life at varied time periods depending upon the market segment requirements as well as the site working conditions and allied activities. Once the product reaches the end of life, some of them are refurbished through KSB authorized service centers based on specific customer’s needs.



39 Mio+ Liters water treated through ETP / STP plants in 2023 which is used for gardening



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Yes. Extended Producer Responsibility (EPR) is applicable to the Company. The recycling plan is made in line with EPR registration and submitted to Central Pollution control board as required.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) or for its services (for service industry)? If "Yes", provide details in the following format:

NIC Code	Name of product/ service	% of Total Turnover contributed	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 web-link
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Currently, none of our products have been subjected to life cycle assessment (LCA). However, the company is developing a comprehensive framework to examine the lifecycle assessment of its goods, as well as its influence on the environment and society with necessary mitigation steps.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along with action-taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
There is no significant socio-environmental risk associated with the company's manufacturing processes, products, and services.		

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

Indicate input material	Recycled or re-used input material to total material	
	Current Year 2023	Previous Year 2022

Due to the nature of business, the company's utilization of recycled materials as processed input is limited.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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:

Particulars	Current Year 2023			Previous Year 2022		
	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 % total products sold in respective category
Not Applicable	

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	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,223	1,223	100%	1,223	100%	NA	NA	NA	NA	NA	NA
Female	98	98	100%	98	100%	98	100%	NA	NA	59	60.2%
Total	1,321	1,321	100%	1,321	100%	98	7.41%	NA	NA	59	4.4%
Other than Permanent Employees											
Male	99	NA	NA	99	100%	NA	NA	NA	NA	NA	NA
Female	33	NA	NA	33	100%	33	100%	NA	NA	25	75.7%
Total	132	NA	NA	132	100%	33	25.1%	NA	NA	25	19.1%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

1. b. Details of measures for the well-being of Workers:											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	725	725	100%	725	100%	NA	NA	NA	NA	NA	NA
Female	2	2	100%	2	100%	2	100%	NA	NA	NA	NA
Total	727	727	100%	727	100%	2	0.3%	NA	NA	NA	NA
Other than Permanent Workers											
Male	1,518	NA	NA	1,518	100%	NA	NA	NA	NA	NA	NA
Female	43	NA	NA	43	100%	43	100%	NA	NA	17	39.5%
Total	1,561	NA	NA	1,561	100%	43	2.8%	NA	NA	17	1.1%

1. c. spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –		
Cost incurred on well-being measures as a% of total revenue of the company*	Current Year 2023	Previous Year 2022
		0.02%

*Above spending pertains to the costs incurred by the Company for well-being measures mentioned in point 1a and 1b. Additionally, the Company spends on several other well-being measures for employees and workers.

2. Details of retirement benefits, for Current Year 2023 and Previous Year 2022						
Benefits	Current Year 2023			Previous Year 2022		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	68%	Yes	NA	63%	Yes

3. Accessibility of Workplaces
Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
If “Not”, then whether any steps are being taken by the entity in this regard.
One of the administrative offices at KSB Ltd is fully accessible to differently abled employees, the company is actively engaged in making its premises and future offices universally accessible for all in the coming times.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

Yes, the company believes in equal opportunity to all, which is embedded in company's Code of Conduct, which is available at the website of the Company at www.ksbindia.co.in

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	NA	NA	NA
Total	NA	NA	NA	NA

*: 1 Female Employee took maternity leave and has joined back in 2023.

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

Permanent Workers	Issues and concerns are raised and resolved through workforce associations and unions through discussions and deliberations.
Permanent Employees	For our employees, we have grievance cell, where the employees can raise their complaint, without the fear of retaliation and their concerns will be resolved effectively and in a timely manner. There are various forums like communication meetings and functional meetings at periodic intervals in respective locations to gauge day-to-day issues/concerns. In addition to this, company carries out employee satisfaction survey (KSB Voice) at a set frequency.
Other than Permanent Workers Employees	Issues and concerns are raised to and resolved by concerned operational heads and/or HR coordinator in respective locations.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:						
Category	Current Year 2023			Previous Year 2022		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	% (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	% (B/A)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	727	727	100%	766	766	100%
- Male	725	725	100%	763	763	100%
- Female	2	2	100%	3	3	100%

8. Details of training given to employees and workers.										
Category	Current Year 2023					Previous Year 2022				
	Total (A)	On Health and safety Measures		On skill upgradation		Total (A)	On Health and safety Measures		On skill upgradation	
		Number (B)	% (B/A)	Number (B)	% (B/A)		Number (D)	% (D/C)	Number (D)	% (D/C)
Employees										
Male	Refer Note below									
Female										
Total	7,660	1,837	24%	5,823	76%	2,236	340	15%	1,896	85%
Workers										
Male	Refer Note below									
Female										
Total	220	-	-	220	100%	-	-	-	-	-

Note : Bifurcation data not monitored

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

9. Details of Performance and Career Development reviews of employees and workers:						
Category	Current Year 2023			Previous Year 2022		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	1,223	1,223	100%	1,086	1,086	100%
Female	98	98	100%	85	85	100%
Total	1,321	1,321	100%	1,171	1,171	100%
Workers						
Male	725	0	0%	763	0	0%
Female	2	0	0%	3	0	0%
Total	727	0	0%	766	0	0%

Note:

- The career development figures are only for the Permanent employees, excluding other than permanent employee's category.
- Time to time, career development feedbacks are given to extended workforce to strengthen their skills and competencies. Basis the performance and contribution, due incentives are made available to them which act as a motivation for multi-skilling and internal job posting opportunities.

10. Health and Safety Management System:	
<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If "Yes", then coverage of the system.</p>	<p>Yes. Occupational Health & Safety Management System - ISO 45001: 2018 is implemented and the certificate is valid till July 2025. In addition, all the EHS systems and procedures are developed considering the local health and safety regulations and requirements, to ensure a safe, healthy, and conducive working environment for all.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?</p>	<p>To ensure safe working environment, the company adopts following processes to identify and assess work related hazards and risks on a routine and non-routine basis, which are as follows:</p>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

	<ul style="list-style-type: none"> • Hazard Identification & Risk Assessment study (HIRA) • Job Safety Analysis (JSA) • Internal and External Safety Audit • Incident Investigation • Permit to Work System • HAZOP Study • Fire Audit
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes, the company has functional Safety Committee. Unsafe act/condition/near miss reporting system is in place and workers have direct access for reporting any work-related hazards to safety officer and/or to the plant manager, as applicable.
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	<ul style="list-style-type: none"> • Yes, Group Medical Policy and ESIC is available according to the employee categories. • The company has appointed a medical officer, who provides general healthcare services in OPD to all employees and workers. • Annual medical checkup • Financial assistance for eligible cases

11. Details of safety related incidents, in the following format:			
Safety Incidents/ Number	Category	Current Year 2023	Previous Year 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	3.51	8.02
Total recordable work-related injuries	Employees	2	11
	Workers	0	0
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

At KSB Limited, a ‘Safety Officer’ is appointed at all locations to ensure safe working environment, which is a mandatory practice to drive safe work culture, aim zero harm/ zero incident, timely risk assessment, and mitigation measures, with focus on EHS audits and compliances.

The company has put in place and adopted various safety measures across all locations which includes the following:

- Safety walks / observance to identify unsafe condition and undertake corrective action immediately and close any gap, as identified.
- At all locations, a defined system is in place for hazard identification and control and is reviewed periodically to address new hazards and controls time to time.
- Compulsorily providing safety training to new employees including contract labor on joining.
- An effective training and education program developed and is delivered to enhance EHS awareness for all employees and workers.
- A process of investigation of all the EHS related incidents is in place to avoid re-occurrences of such incidents and corrective measures are taken on time to eliminate all likely risks.
- Various risk assessment studies, EHS audits and inspection of equipment's, machines, cranes, lifting gears is being carried out regularly.
- Identified high risk areas and accordingly emergency preparedness plan is developed to mitigate the emergency within minimum possible time.
- Every machine is provided with maximum possible safety controls and proper guarding to moving parts for the elimination of hazards to the best extent possible.
- The company has facilities like dedicated ambulance availability 24X7, provision of emergency alarm system consists of smoke detectors, beam detectors, manual call points, hooters, etc.

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

Particulars	Current Year 2023			Previous Year 2022		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health and Safety	Nil	Nil	-	Nil	Nil	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

14. Assessment for the Year (2023):	
Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

Note: The company is ISO certified, besides the plants undergo timely regulatory safety audits & assessments.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risk/ concerns arising from assessment of health and safety practices and working conditions.
<p>For KSB, prioritizing the safety of our employees and extended workforce remains paramount. This year, we continue to emphasize both leading and lagging indicators of health and safety through rigorous audits and assessments to ensure a conducive working environment. In response to recommendations, we have developed initiatives such as comprehensive trainings, safety manuals, and visual aids to educate employees and workers on safety measures. These efforts underscore our unwavering commitment to fostering a culture of safety and well-being across our organization.</p>

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.				
<p>Yes, adequate compensation to the family member (nominee) of the deceased employee. Also, the company provides fast track settlement of benefits like provident fund, gratuity, and superannuation in the event of death of an employee and worker.</p>				
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.				
<p>The Company ensures ethical business practices and necessary compliances and disclosures by all its service providers, which is incorporated as part of individual business agreements and reviewed through periodic assessments.</p>				
3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
Particulars	Total Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	Year 2023	Year 2022	Year 2023	Year 2022
Employees	0	0	0	0
Workers	0	0	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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).

Capacity building and skill upgradation training are conducted for all employees, which aids employees during their retirement phase. In some cases, depending upon the employee expertise and business needs, further suitable opportunities are offered to them.

5. Details on assessment of value chain partners (Year 2023) :

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Major/critical value chain partners are being assessed through planned supplier audits on periodic basis. Approximately, 10% of the overall supplier base was assessed during the reporting year.
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.

No significant risk identified in the above assessment during the reporting period. The company has adopted a comprehensive vendor assessment framework which includes requesting declarations via registration forms, understanding EHS practices during the onboarding practices, and validating necessary certifications from local statutory bodies as well as other system related certifications.

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



Essential Indicators

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

Stakeholder groups are identified based on the nature of their engagement with the entity. The Company considers government bodies, regulators, employees, suppliers, dealers, retailers, shareholders and investors, direct customers, contractors, plumbers, communities, NGOs, and media as our key stakeholders that contribute to shaping our business. Our stakeholders add value and constitute a core part of our business value chain, therefore, ensuring continuous engagement and interaction through various channels which strengthens our relationship with identified stakeholders.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Investors and Shareholders	No	Annual General Meeting (AGM), Investors Meet, Newsletter, Forum Meetings, Website, & Press Release (PR)	Regularly	Key topics: Updates on the company's financial performance, strategic initiatives, growth potential, opportunities, risks, ESG objectives, actions, and significant events that could affect the company's performance and brand reputation.
Communities Beneficiaries	Yes	Email, telephone, in-person meetings, and field visits	Regularly and need based	Identifying areas for CSR activities, assessing community needs, prioritizing CSR initiatives, and gathering feedback on the impact and outcomes of CSR projects.
NGO (Implementing partners for CSR activities)	No	Email, telephone, in-person meetings, and field visits	Monthly and need based	Assessment of needs, development of project implementation plans, review and corrective actions, and monitoring the progress of CSR projects.
Dealers	No	Dealer meets, Field visits, Physical and virtual meetings, Training sessions, Dealer Conferences, and Email communication	Fortnightly and need based	Regularly communicate with our dealers to keep them updated on new products and the latest developments in our offerings. Additionally, collaborate with dealers to enhance the reach of our products through various marketing initiatives. Organize dealer meetings and exhibitions regularly to foster interactions and gain insights into evolving customer expectations.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Direct Customers/ Consumers	No	Physical meets, Calls, Email, Events, Exhibitions, Plant visits, and Demonstrations	Regularly and need based	We continuously strive to enhance our processes and systems to gather valuable feedback and ideas from our stakeholders. KSB arranges plant visits for our esteemed customers, and we conduct periodic Customer Satisfaction Surveys to assess their feedback.
Employees and Workers	No	Email, in-person meetings, website, Newsletter, Press Release, Forums, communication meets and employee surveys	Daily and need based	Employee involvement, human resource enhancement, skill development, career advancement, safety education, ESG and CSR endeavors, and the company's dedication to ESG.
Government Bodies and Industry Associations	No	Email, website, Press Release, and Regulatory Forums	Regularly and need based	New initiatives, regulations and statutory reporting and project implementation
Media	No	Press Release and Email	Regularly and need based	We nurture connections with the media through press releases, plant tours, and interviews to build the company's credibility, trustworthiness, and transparency.

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 consultation with various stakeholders generally happens through the management team. These consultations are part of regular interactions with various stakeholders and the board is appraised of the important issues.

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

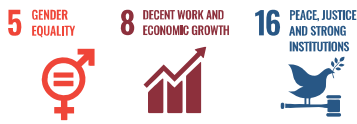
Yes, the CSR projects taken for implementation have inputs from the stakeholders and the projects are taken based on the needs identified by the communities and implementation agency.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

The Company identifies the needs of the communities in local areas and engages with the communities and implement the suitable projects for addressing the needs of the community. The details are provided in Principle 8 to this report.

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	Year 2023			Previous Year 2022		
	Total	Number	%	Total	Number	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
Employees						
Permanent	1,321	1,321	100%	1,171	1,171	100%
Other than permanent	132	132	100%	132	132	100%
Total Employees	1,453	1,453	100%	1,303	1,303	100%

*: Human Rights trainings include Code of conduct, POSH and other related topics.

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

Category	Current Year 2023					Previous Year 2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	1,321	-	-	1,321	100%	1,171	-	-	1,171	100%
- Male	1,223	-	-	1,223	100%	1,086	-	-	1,086	100%
- Female	98	-	-	98	100%	85	-	-	85	100%
Other than Permanent	132	-	-	132	100%	132	-	-	132	100%
- Male	99	-	-	99	100%	90	-	-	90	100%
- Female	33	-	-	33	100%	42	-	-	42	100%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Category	Current Year 2023					Previous Year 2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Workers										
Permanent	728	-	-	766	100%	766	-	-	766	100%
Male	726	-	-	763	100%	763	-	-	763	100%
Female	2	-	-	3	100%	3	-	-	3	100%
Other than Permanent	1,561	946	60.7%	615	39.3%	1,473	-	-	1,473	100%
Male	1,518	926	61.0%	592	39.0%	1,465	-	-	1,465	100%
Female	43	20	46.5%	23	53.5%	8	-	-	8	100%

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

Particulars	Male		Female	
	Number	Median salary/ wage of respective category (INR)	Number	Median salary/ wage of respective category (INR)
Board of Directors (BoD)	Refer Annexure V of the Board's Report			
Key Managerial Personnel				
Employees other than BoD and KMP	1,215	9,97,656	97	6,15,000
Workers	725	10,29,575	2	10,42,779

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

Gross wages paid to females as% of total wages	FY 2023 Current Financial Year	FY 2022 Current Financial Year
		3.92%

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

The Human Resource (HR) Head of the company is responsible for ensuring ethical behavior within the organization. In the event of any violation, he is accountable for promptly and transparently addressing concerns or issues without any form of retaliation. Additionally, the Audit Committee oversees the whistleblower mechanism, and the POSH Internal Committee supervises sexual harassment complaints.

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

The Code of Conduct serves as a robust deterrent against misconduct and fosters equal opportunities for all. The company has established policies including the POSH Policy (Internal Complaints Committee), Code of Conduct (Ombudsman), and Whistleblower system (Designated email id and drop box). These policies outline specific mechanisms for addressing grievances.

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

Particulars	Current Year 2023			Previous Year 2022		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	Current Year 2023	Previous Year 2022
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

The Company upholds a robust Code of Conduct and has established a whistle-blower mechanism. Additionally, an Internal Complaints Committee (ICC) is in place to address any instances of sexual harassment in the workplace. The Company actively promotes reporting of harassment, discrimination, or offensive behavior without the fear of retaliation. Investigations and necessary actions will be carried out as deemed appropriate. Regular training and awareness sessions, including mandatory modules, are conducted periodically to ensure employees are fully equipped.

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

Yes. At KSB, human rights are fundamental to our business, and all matters and concerns are diligently addressed throughout our operations and across the value chain by following the policies and guidelines outlined in our code. We anticipate our value chain partners to uphold high standards of business ethics and integrity.

10. Assessment for the Year 2023:

Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	No such assessments were carried out during the reporting period.
Forced/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

The company maintains robust human rights standards, resulting in no reported cases of child labor, forced or involuntary labor, sexual harassment, or discrimination of any kind in the workplace against any of our employees or extended workforce.

Leadership Indicators

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

The Company strives to uphold basic principles of human rights in all its operations through its codes and policies. There is a Code of Conduct that sensitizes the employees periodically about ethical behavior.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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

The Company conducts various internal audits and human rights forms an integral part of these audits which are conducted on a regular basis to check the compliance requirements and recommend remedial action plan, wherever required. However, no formal human rights due diligence was conducted during the reporting period.

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?

One of the administrative offices at KSB Ltd is fully accessible to differently abled employees, the company is actively engaged in making its premises and future offices universally accessible for all in the coming times.

4. Details on assessment of Value Chain Partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	No such assessments were carried out during the reporting period.
Forced/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Whenever deviations from the principles of the Code of Conduct/ human rights principles defined in the Code are identified, the Company works with the supplier to clarify how lasting corrective action can be taken within a reasonable time frame and takes necessary remedial actions.

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: (in Megajoules - MJ)

Parameter	Current Year 2023	Previous Year 2022
Total Energy Consumption (A)	1,54,32,009	1,50,36,477
Total Fuel Consumption (B)	0	0
Energy consumption through Other Sources (C)	0	0
Total Energy Consumption (A+B+C)	1,54,32,009	1,50,36,477

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

From non-renewable sources.		
Total electricity consumption (D)	6,08,42,596	6,56,64,623
Total Fuel consumption (E)	3,06,55,886	3,51,22,015
Energy consumption through other sources (F)	0	0
Total Energy consumed from non-renewable energy sources (D+E+F)	9,14,98,482	10,07,86,638
Total energy consumed (A+B+C+D+E+F)	10,69,30,491	11,58,23,115
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	0.004758388	0.006357271
Energy intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total energy consumed / revenue from operations adjusted for PPP)	0.000207337	0.000281669
Energy intensity in terms of physical output	173#	*
Energy intensity (optional)- The relevant metric may be selected by entity.	0	0

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: NO *Data not monitored.

#Only Products manufactured/assembled in our facilities are considered (traded products and spares sold by entity are excluded)

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? (Yes/No)

If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable, as the company does not fall in the category of industries mandated under PAT scheme.

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

Parameter	Current Year 2023	Previous Year 2022
Water withdrawal by source (in Kilo-Litres- Kl)		
(i). Surface Water	0	0
(ii). Groundwater	16,879	39,285

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	Current Year 2023	Previous Year 2022
Water withdrawal by source (in Kilo-Litres- KL)		
(iii). Third Party Water	1,82,978	1,58,163
(iv). Seawater/ Desalinated water	0	0
(v). Others (Please specify)	0	0
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	1,99,858	1,97,448
Total volume of water consumption (in KL)	1,99,626	1,97,448
Water intensity per rupee of turnover (Total water consumed/ Revenue from operation)	0.000009	0.000011
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000000381	0.0000000451
Water intensity in terms of physical output	0.3225184	*
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

Note: 1. The totals are for all plants., 2. Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency. : NO
*Data not monitored.

4. Provide the following details related to water discharged:			
Parameter		FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Water discharge by destination on level of treatment (in kiloliters)			
i	To Surface water	0	0
	- No treatment	0	0
	- With treatment - please specify level of treatment	0	0
ii	To Groundwater	0	0
	- No treatment	0	0
	- With treatment - please specify level of treatment	0	0
ii	To Seawater	0	0
	- No treatment	0	0
	- With treatment - please specify level of treatment	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Porometer		FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Water discharge by destination on level of treatment (in kiloliters)			
iv	Sent to third-parties	0	0
	- No treatment	0	0
	- With treatment - please specify level of treatment	0	0
v	Others	0	0
	- No treatment	0	0
	- With treatment - level of treatment - Secondary Treatment method (used for gardening)	39,566	50,531
Total water discharged (in kiloliters)		39,566	50,531

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.

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD) ? If “Yes”, provide details of its coverage and implementation.

The organization has been rigorously taking many projects and initiatives to reduce its water consumption and the dependency on fresh water. The Company has implemented efficient mechanisms to treat effluents, conserve water, and maintain zero liquid discharge sites. The organization has Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP) at all locations, including secondary and tertiary treatment facilities.

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

Pimpri Location - Stacks			
Parameter	Please specify unit	Current Year 2023	Previous Year 2022
NOx	ug/m3	Nil	Nil
SOx	Kg/Day	5.96	8.54
Particulate Matter (PM)	ug/m3	70.40	61.63
Persistent organic pollutant (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutant (HAP)	-	-	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Chinchwad Location – Stacks			
Parameter	Please specify unit	Current Year 2023	Previous Year 2022
NOx	ug/m3	Nil	Nil
SOx	Kg/Day	4	4.29
Particulate Matter (PM)	ug/m3	71	60.33
Persistent organic pollutant (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutant (HAP)	-	-	-
Shirwal Location – Stacks			
Parameter	Please specify unit	Current Year 2023	Previous Year 2022
NOx	ug/m3	Nil	Nil
SOx	Kg/Day	7	8.54
Particulate Matter (PM)	ug/m3	72	61.63
Persistent organic pollutant (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutant (HAP)	-	-	-
Sinner Location – Stacks			
Parameter	Please specify unit	Current Year 2023	Previous Year 2022
NOx	ug/m3	Nil	Nil
SOx	Kg/Day	29.6	28.75
Particulate Matter (PM)	ug/m3	36.7	43.25
Persistent organic pollutant (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutant (HAP)	-	-	-



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Foundry Location– Stacks			
Parameter	Please specify unit	Current Year 2023	Previous Year 2022
NOx	ug/m3	Nil	Nil
SOx	Kg/Day	0.5	18.12
Particulate Matter (PM)	ug/m3	26	26.63
Persistent organic pollutant (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutant (HAP)	-	-	-
Coimbatore Location– Stacks			
Parameter	Please specify unit	Current Year 2023	Previous Year 2022
NOx	ug/m3	37.79	32.92
SOx	ug/m3	13.61	10.48
Particulate Matter (PM)	ug/m3	15.63	12.66
Persistent organic pollutant (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutant (HAP)	-	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency: NO



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

7. Please provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:			
Parameter	Please specify unit	Current Year 2023	Previous Year 2023
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	2,297	2,933
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	13,690	14,767
Total Scope 1 and Scope 2 emissions per rupee of turnover Total Scope 1 and Scope 2 GHG emission s/ Revenue from operations)	-	0.00000071	0.00000097
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	0.0000000310	0.000000097
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	0.012647699	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	0	0

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency: YES, We have conducted independent assurance of GHG emission for year 2022 from TUVNORD.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

8. Does the entity have any project related to reducing Greenhouse gas emissions? If “Yes”, then provide details.

The company strives extensively to monitor all of its energy consumption in order to find ways to optimize its operations and conserve energy. Through energy audits, the company has been progressively integrating a number of energy-efficient processes to lower energy use and ultimately lower the organization's carbon footprint. In addition, various sustainable initiatives, such as the growing utilization of solar energy, installation of windmill are ongoing.

KSB Limited has achieved 25% reduction in carbon emission by 2023 with baseline of 2018 and 10% reduction in carbon emission by 2023 with baseline of 2022.

Other key initiatives are:

- Officially signed Power Purchase Agreement with Sunsure energy. Sunsure energy will supply KSB nearly one crore units of green power annually for the next 25 years, with this 70 to 75 % of our total power consumption will be green power.
- Entered in solar pumps market and sold pumps which are helping environment by saving energy.
- Green Building Platinum Certification of Chennai Office and shirwal plant are obtained in years 2022-23 & planning for other locations in year 2024.
- Setting up hybrid solar and windmill at Shirwal Plant of capacity 48 MWH contributing further to the renewable use of energy.

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

Parameter	Current Year 2023	Previous Year 2022
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	3.84	*
E-Waste (B)	0.05	0.98
Bio-medical Waste (C)	0.01	0.06
Construction and Demolition Waste (C&D) (D)	12	*
Battery Waste (E)	4.40	0
Radioactive Waste (F)	0.23	0
Other Hazardous Waste (G) (Please specify, if any)	122.10	83.05
Other Non-Hazardous Waste generated (H) (Please specify, if any)	7,685.79	7,949.36
Total Waste Generated (A+B+C+D+E+F+G+H)	7,828.42	8,033.45

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Parameter	Current Year 2023	Previous Year 2022
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000035	0.00000044
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000000152	0.0000000183
Waste intensity in terms of physical output	0	0
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste Name:		
(i). Recycled	680	-
(ii). Re-used	211	-
(iii). Other recovery operations	9	-
Total	900	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste Name:		
(i). Incineration	677	44
(ii). Landfilling	13	3
(iii). Other disposal operations	6,225	7,987
Total	6,915	8,034

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency : NO

Out of total waste generated, 14.42 metric tone waste is not recycled/reused/incinerate/landfilled within reporting period.

*Data not monitored.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.

The organization separates its waste into two categories: hazardous and non-hazardous waste during its operations. Separate bins are kept to collect respective waste. Regular awareness sessions on importance of waste management are conducted for responsibility owners. Non-hazardous waste is sold to authorized recyclers for further processing. Disposal of hazardous waste is as per statutory norms.

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? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
None of KSB Limited's production facilities are in ecologically sensitive areas.			

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

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
KSB has Integrated Management System with 'ISO9001:2015', 'ISO14001:2015' and 'ISO 45001:2018' certifications which assess all business activities for its impact on environmental, health and safety aspects. The company meets all the regulatory requirements in associated with projects undertaken in 2023 and further the company has been developing a mechanism to undergo environmental impact assessment / certification for several projects that can significantly reduce carbon footprint, water consumption and energy consumption of the organization.					

**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 there under (Yes/ No).
If "Not", provide details of all such non-compliances, in the following format:**

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken if any
The Company is compliant with all applicable environment law, regulations, and guidelines in India.				

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Leadership Indicators

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

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

(i) Name of the area & (ii) Nature of operations

a. Vambori, Ahmednagar, Maharashtra - Foundry Division

b. Narasimmanaickenpalayam, Coimbatore, Tamilnadu - Valves Operations

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

Parameter	Current Year 2023	Previous Year 2022
Water withdrawal by source (in Kilo-Litres- Kl)		
(i). Surface Water	0	0
(ii). Groundwater	16,879	39,285
(iii). Sent to Third Party Water	18,434	23,523
(iv). Into Seawater	0	0
(v). Others)	0	0
Total Volume of water withdrawal (in kilolitres)	35,313	62,808
Total volume of water consumption (in kilolitres)	35,313	62,808
Water intensity per rupee of turnover (Water consumed / turnover)	0	0

Provide the following details related to water discharge :

Water discharge by destination and level of treatment (in kilo-litres)

(i). To Surface Water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii). To Ground Water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iii). To Seawater		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iv). Sent to Third Parties		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

(v). Others		
- No treatment	0	0
- With treatment- Secondary Treatment method	14,973	16,371
Total water discharged (in kilo-litres)	14,973	16,371

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.

2. Please provide details of total Scope 3 emissions and its intensity, in the following format:			
Parameter	Please specify unit	Current Year 2023	Previous Year 2022
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	KSB Limited has created awareness amongst process owners and designed framework for measurement of scope 3 for limited categories	
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission intensity (optional) -the relevant metric may be selected by the entity	-		

- With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities: Not Applicable
- 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
1.	Solar pump to be used for utility.	Solar pump is used for ETP operation at one of manufacturing plant.	8,404 kWh potential energy saving per year.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

2.	Replacing the heaters of washing machine by heat pump	Electric heaters was use to warm the water in component washing machine total 5 numbers, this heaters are replaced by heat pumps providing same temperature of water	46,800 kWh Potential energy saving per year.
3.	Motion sensor for paint booth blower operation	Blower used in paint section are integrated with motion sensors so blowers can turn on/off automatically as per set conditions.	38,095 kWh potential energy saving per year.
4.	Compressor Operation interlinked with Variable Frequency Drive (VFD)	Installation of VFD to the existing air compressor which will reduce the energy consumption of the air compressor during unloading time.	1,09,421 Kwh Potential Energy saving per year.

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

At KSB Limited, an emergency / disaster management procedure is integrated into its management system for dealing with such situations to minimize hazards to environment and human health.

A list of potential emergency situations has been identified and the roles and responsibilities of all concerned personnel are also defined to handle the emergencies effectively. Training and awareness sessions are conducted for the employees and emergency handling teams to prepare them for actual emergency situations. Fire-fighting teams, first aid teams have been formed and displayed all over the plants.

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 to the environment as result of value chain activities during the reporting period. We have assessed selected top 10 supplier on their sustainability performance, in year 2023.

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

Assessment of selected 10 major suppliers on their sustainability performance, has been completed in year 2023.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

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.

6

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

S. No.	Name the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Maharashtra Chamber of Commerce Industries and Agriculture (MCCIA)	State
2.	Indian Pumps Manufacturers' Association (IPMA)	National
3.	Confederation of Indian Industries (CII)	National
4.	Indo-German Chamber of Commerce (IGCC)	National*
5.	Indian Plumbing Association	National
6.	German Machinery and Plant Manufacturer's Association	National*

*: *International Partnership- helps Indian and German companies to collaborate and work jointly.*

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		

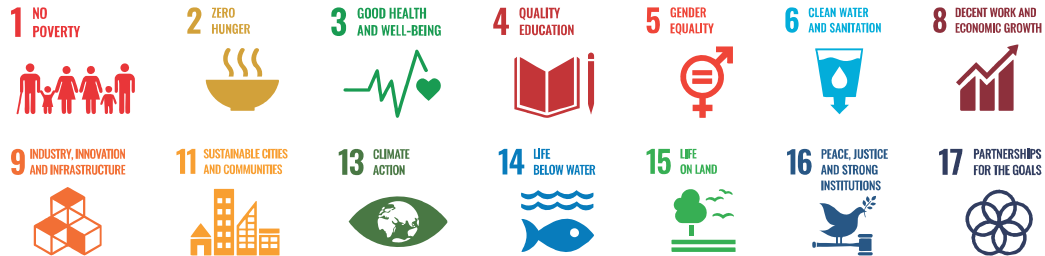
Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
The Company does not have a separate policy on "policy advocacy". For advocacy on policies related to the Pumps Industry, the Company works through industry associations such as Maharashtra Chamber of Commerce Industries and Agriculture (MCCIA), Indian Pumps Manufacturers' Association (IPMA), Confederation of Indian Industries, Indian Plumbing Association etc. There are specified officials in the Company who are authorized for communicating with industrial bodies and managing Government affairs in accordance with Communication Policy of the Company.					

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

Principle 8: Businesses should promote inclusive growth and equitable development



Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current year 2023:

Name and brief detail 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
Not Applicable.					

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 the 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.)
Not Applicable, none of our projects have affected the habitation of our near-by communities across our plants.						

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

The Company has a process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed. This includes:

- (i) A dedicated toll-free number
- (ii) A dedicated contact page on the website
- (iii) Complaints / Feedback received on contact Email
- (iv) Complaints / Feedback received directly by Company representatives
- (v) Complaints / Feedback received through Social Media Platforms

Dedicated teams within the Company manage all the complaints and feedback to ensure timely response.

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

Particulars	Current Year 2023	Previous Year 2022
Directly sourced from MSMEs/ Small producers	The company sources its input material from suppliers including MSMEs within the district and across India as well as imports, wherever required.	
Sourced directly from within the district and neighboring districts		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost		
Location	Current Year 2023	Previous Year 2022
Rural	-	-
Semi-Urban	-	-
Urban	-	-
Metropolitan	-	-

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

Note : Data not monitored.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments(Reference Qs. 1 of Essential Indicators, above).	
Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:			
S. No.	State	Aspirational District	Amount Spent (in INR.)
Not Applicable			

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

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current year 2023), based on *traditional knowledge:				
S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
Nil				

*Traditional knowledge: knowledge that has ancient roots and is often informal and oral - is not protected by conventional intellectual property systems.

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 Case	Corrective action taken
Nil		

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

6. Details of beneficiaries of CSR Projects		
S. No.	CSR Project	No. of persons benefited from CSR Projects (Tentatively)
1	Seva Sahayog- Support to the existing study centres	100
2	Seva Sahayog - Support to the Women Empowerment programme	100
3	Seva Sahayog - School kit distribution project	400
4	Grow tree.com - Tree plantations in identified areas	1,000
5	Don Bosco Vywasaik Prashikshan Kendra - Sponsor Skill development programmes and hostel facility for students under poverty line	10
6	Vidya Mahamandal - Sponsor annual expense of 40 specially abled students	40
7	Vidyadaan Sahayyak Mandal (VSM) - Support skill development programme (BSC Nursing) for underprivileged girls from rural area	7
8	Bal kalyan Sanstha - 45 seater school bus donation	45
9	Snehwan – Chakan - Roof top solar Panels with battery back up (15 kwp)	50
10	Snehwan – Chakan - Solar water heaters	50
11	Maher (Bokari)- Renovation and toilets for girls home	140
12	Government Polytechnic (Phase 2) - Kaplan Turbine	120
13	Maher (Bokari) - Solar panel installation	140
14	ZP Primary School, Pisalwadi Grampanchayat- Renovation and roof replacement	22
15	ZP Primary School, Pisalwadi Grampanchayat - Installation of drinking water purifier	
16	ITI College Satara - Infrastructure and developing CNC Lab	100
17	Kesurdi village Grampanchayat - Donation of Garbage / waste collection vehicle	1,200
18	CYDA - Center for Youth Development & Activities - Women Skill Development	60
19	Yuva Mitra - Skill Development - Fashion Design	60
20	Yuva Mitra - Skill Development - Beauty Parlour	60
21	New English School, Panchale, Sinnar - Solar panel installation (10kw on-grid, 3hp solar pump)	100
22	ZP Girls School - Construction of classrooms, Head master room, staff room , store room	200
23	Snehalaya MIDC - Donation of School Bus (36 seats)	36

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

S. No.	CSR Project	No. of persons benefited from CSR Projects
24	Anamprem - Donation of School Bus	24
25	Anamprem - Donation of Chapati dough kneading machine	50
26	Government Primary healthcare/ PHC Donation of Gen-Set for Operation Theatre	1,000
27	Don Bosco - Skill Development programme	60
28	Youth For Development - Women Skill Development programme	133
29	Col Bhagat English School – Solar - 20kw on grid roof top solar	800
30	Family For Children – Coimbatore - Kitchen equipments and storage	50
% beneficiaries from vulnerable & marginalized groups: 100% for all projects.		

Principle 9: Business 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.

An active toll-free service to register the customer complaint is available. For complaint resolution, complaint allocation is done by toll-free agent through S3 (Portal) AM Module, and the complaint resolution activity is monitored by the 'Regional Service Coordinator'.

The Mechanism to resolve Online complaints:

Receipt of complaint on contactusksbindia@ksb.com which is mentioned on KSB India website, Social Media handles like FB, Instagram, LinkedIn, and Twitter.

- If the Contact and location details are mentioned in the complaint, then the following steps are followed:
 - i. Digital Media Team sends the complaint details by email to the authorized person of that product and location. Authorized person contacts the customer and resolves the issue in the time frame provided to the customer.
 - ii. After the issue is resolved the authorized person writes back to the customer keeping Digital Media Team about the resolution of the issue.
 - iii. Digital Media Team responds to the customer appropriately for necessary feedback.
- Contact and location details not provided in the complaint
 - a. Digital Media Team asks for the contact and location details of the customer.
 - b. Once the details are received, step i., ii., and iii., as mentioned above are followed.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

2. Turnover of products and/services as a percentage of turnover from all products/ services that carry information about:	
Particulars	As percentage to total turnover
Environmental and social parameters relevant to the product	The Company complies with all applicable environmental standards, product quality and product safety requirements.
Safe and responsible usage	
Recycling and / or safe disposal	

3. Number of consumer complaints in respect of the following:						
Complaints	Current Year 2023		Remarks	Previous Year 2022		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Customer Complaints	0	0		63	0	Social media complaints

4. Details of instances of product recalls on account of safety issues:		
Recalls	Number	Reasons for recall
Voluntary Recalls	Nil	There have been no instances of product recall on account of safety issues during the reporting period.
Forced Recalls	Nil	

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes / No). If available, provide a web-link of the policy.
Yes, a cyber security policy is available at KSB intranet which is shared internally by the parent company.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services, cyber security, and data privacy of customers; re-occurrence of instances of product recalls, penalty / action taken by regulatory authorities on safety of products / services.
KSB has taken initiatives at global and local level to strengthen the cyber security posture. These include introduction of two factor authentication for applications, Implementation of EDR/MDR (End point detection and response / Managed detection and response) solution for the complete group, regular IT security audits and VAPT for group countries etc. There are host of other initiatives that will ensure in further improving the overall security footprint. No corrective actions were needed for other regulatory topics.



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (Contd.)

7. Provide the following information relating to data breaches:
(a). Number of instances of data breaches along-with impact:
None
(b). Percentage of data breaches involving personally identifiable information of customers.
Nil

Leadership Indicators

1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible)
<ul style="list-style-type: none"> • The company ensures that all the information required to be displayed on the product labels are as per the applicable rules and regulation. Dealer management portal is also equipped with all the information. • Product related all information is available on the website of the company www.ksbindia.co.in • We also have our Toll-Free no. 18002331299, which allow our existing as well as prospective customers to reach out to us in case of any queries or complaints.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.
The company educates its consumers through product manuals and providesthem with troubleshooting manual for each product category which includes vital details on product do's and don'ts, circuit diagrams of pump electrical connections, and procedure for operating pumps. Further, training workshops for educating consumers on the safe and responsible usage of products and services are organized.

3. Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services.
Necessary emailers and updated product information circulars are communicated to applicable customers in event of product discontinuation, modifications, and introductions.

4. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).
If “Yes”, provide details in brief.
Did your entity carry out any survey with regard to customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No).
The company does display the fundamental product information on the product as per local laws:
i. Name plate for product specificationlike heads, discharge, serial no. power rating, Motor HP etc.
ii. Troubleshooting guides
iii. MRP sticker/ Bar code for warranty, wherever applicable