

July 08, 2024

National Stock Exchange of India Limited

Exchange Plaza, 5th Floor,
Plot No. C/1, G Block
Bandra Kurla Complex
Bandra (East), Mumbai 400 051

BSE Limited

Phiroze Jeejeebhoy Towers
Fort, Dalal Street
Mumbai – 400 001

Symbol: ORIENTELEC

Scrip Code: 541301

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2023-24

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), enclosed herewith the BRSR forming part of the Annual Report of the Company for the financial year 2023-24.

You are requested to take the above information and enclosed documents on your record.

Thanking you,

For Orient Electric Limited

Hitesh Kumar Jain

Company Secretary

Encl.: as above

Business Responsibility & Sustainability Report - 2023-24

Orient Electric Limited ('OEL' or the 'Company'), a CK Birla Group Company, is a prominent player in the Indian Electric Consumer Durables and Lighting, Switchgear and Wiring accessories. With a legacy spanning nearly seven decades, OEL offers a comprehensive range of lifestyle electrical products including fans, lighting, home appliances, switchgear and wiring.

Rather than solely focusing on market share, OEL emphasizes creating unique consumer experiences and capturing market niches with innovative products. Traded on both BSE Ltd. & National Stock Exchange of India Ltd., the Company is committed towards adopting cutting-edge technology and energy efficiency in its products and safety for its consumers.

Operating from manufacturing facilities in Noida, Faridabad, Hyderabad and Kolkata, OEL is one of the leading exporters of fans and a significant player in the Fans and LED bulb market in India.

In this report, the words - 'Orient Electric', 'OEL', 'We', 'Our', 'the Company' are used interchangeably to denote Orient Electric Ltd.



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L311000R2016PLC025892						
2.	Name of the Listed Entity	Orient Electric Limited						
3.	Year of incorporation	2016						
4.	Registered office address	Unit -VIII, Plot No. 7, Bhoingar, Bhubaneswar-751012, Odisha, India						
5.	Corporate address	240, Okhla Industrial Estate, Okhla Phase III, New Delhi, Delhi -110020, India						
6.	E-mail	investor@orientelectric.com						
7.	Telephone	011-40507000						
8.	Website	www.orientelectric.com						
9.	Financial year for which reporting is being done	2023-24						
10.	Name of the Stock Exchange(s) where shares are listed	<table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>National Stock Exchange of India Ltd.</td> <td>ORIENTELEC</td> </tr> <tr> <td>BSE Ltd.</td> <td>541301</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	National Stock Exchange of India Ltd.	ORIENTELEC	BSE Ltd.	541301
Name of the Exchange	Stock Code							
National Stock Exchange of India Ltd.	ORIENTELEC							
BSE Ltd.	541301							
11.	Paid-up Capital	₹ 21,33,65,899/-						
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report -	Mr. Saibal Sengupta Chief Financial Officer Phone No. - 011-40507000, Email - investor@orientelectric.com						
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). -	All the disclosures are made in this report on a standalone basis.						
14.	Name of assurance provider:	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023						
15.	Type of assurance obtained:	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dt. 12 July, 2023						

II. Products/services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Electrical Consumer Durables	Manufacturing and Trading of Electrical	70.51
2.	Lighting, Switchgear and Wiring Accessories	Fans, Appliances, Lighting, MCBs, Switches, Cables, Wiring devices and accessories	29.49

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Ceiling Fans	27503	43.40
2.	TPW Fans	27503	11.77
3.	Lighting	27400	24.99
4.	Switchgear & Wires	27331/27339	4.49
5.	Water Heater	27502	4.72
6.	Cooler	27509	3.85

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	4	39*	43
International	0	1	1

*Includes warehouses

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	33

*Includes 28 States and 8 Union Territories of India

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

Contribution from exports was 4.67% of the total turnover, for the reporting period.

c. A brief on types of customers

The Company serves a diverse clientele, catering to both industrial and retail sectors, encompassing business-to-business (B2B) and business-to-customer (B2C) transactions.

Additionally, a small portion of its operations entails interactions with governmental entities, known as business-to-government (B2G).

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1190	1115	93.70	75	6.30
2.	Other than Permanent (E)	60	52	86.67	8	13.33
3.	Total Employees (D + E)	1250	1167	93.36	83	6.64
WORKERS						
4.	Permanent (F)	162	110	67.90	52	32.10
5.	Other than Permanent (G)	2132	1825	85.60	307	14.40
6.	Total workers (F + G)	2294	1935	84.35	359	15.65

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	00	00	00	00	00
2.	Other than Permanent (E)	00	00	00	00	00
3.	Total differently abled employees (D + E)	00	00	00	00	00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100.00	00	00
5.	Other than permanent (G)	2	2	100.00	00	00
6.	Total differently abled workers (F + G)	3	3	100.00	00	00

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	6	1	16.67
Key Management Personnel	2	0	0.00

* Mr. Desh Deepak Khetrapal serves as the Vice Chairman and Managing Director of Orient Electric Ltd., hence counted only in Board of Directors.

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.98	26.98	25.09	25.52	40.43	26.30	22.95	39.53	23.80
Permanent Workers	7.44	0.00	4.98	3.92	0.00	3.92	5.50	0.00	5.50

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures:

The Company does not have any holding, subsidiary or associate Companies, including joint ventures.

VI. CSR Details

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

(ii) Turnover (in Rs.) - 2,812.12 lacs

(iii) Net worth (in Rs.) - 638.93 lacs

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	None	Nil	Nil	None
Investors (other than shareholders)	Yes Weblink- https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf	Nil	Nil	None	Nil	Nil	None
Shareholders	Yes Weblink- https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf	6	Nil	None	2	Nil	None
Employees and workers	Yes Weblink- https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf	26	9	All grievances of the employees and workers are addressed in a structured manner under the ambit of the policies of the organization.	8	5	All grievance of employees and workers are addressed in a structured manner under the ambit of the policies of the organization
Customers	Yes https://orient.servitiumcrm.com/orient/getCustomerInfo.jsp	18,62,855	6,865	Grievances and suggestions received across channels	15,76,890	9,015	Grievances and suggestions received across channels
Value Chain Partners	Yes https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf	Nil	Nil	None	Nil	Nil	None

26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product Safety	Risk	Product safety holds paramount importance for electric consumer goods manufacturers like Orient Electric. Malfunctioning appliances can lead to fires or other hazards, causing property damage, injuries or fatalities. Such malfunctions pose risks of litigation and negative consumer sentiment, potentially impacting brand value, revenue growth, or market share. Failure to report known product safety hazards to relevant authorities can result in penalties.	The Company boasts a robust quality control and testing team that endeavours to minimize the likelihood of product malfunction or recall. This effort not only captures additional market share but also limits exposure to regulatory and litigation risks.	Negative implications (There was no financial impact in FY 23-24)
2.	Product Lifecycle Environmental Impacts	Opportunity	The companies in the Electric Consumer Durable industry are continually striving to differentiate their products from those of their competitors. One crucial differentiating factor is the environmental impact of products throughout their lifecycle, often associated with the cost of appliance usage. This issue entails a company's capacity to design products with the entire lifecycle in mind, from creation and usage to disposal. Specifically, this involves energy and water efficiency of appliances, and building & designing of the products in an environment friendly manner. The Company prioritises designing and manufacturing products with improved environmental impacts to increase consumer demand and market share. Furthermore, the Company strives to minimize the environmental impact of its products, aiming to address critical provisions related to areas such as GHG emissions reduction and extended producer responsibility in a better manner.	NA	Positive implication

¹Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB); this follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Innovation	Opportunity	Operating in a competitive industry, the companies face the risk of falling behind if they fail to introduce smarter and more innovative products in their respective segments. However, this also presents OEL with an opportunity to stay ahead of the curve by boosting its innovation efforts, thereby developing more user- and environmental friendly products and increasing both the top and bottom lines of OEL. The Company has a dedicated R&D department working towards better, smarter & durable products for its consumers.	NA	Positive implication
4.	Geo political risk	Risk	The Company caters to the demand for its products in numerous countries, each of which may pose geo-political risks arising due to pandemic, conflicts between countries etc. which can adversely affect the business operations of the Company.	The Company routinely conducts assessments of its global markets and demand factors in light of geopolitical risks. This facilitates effective inventory planning.	Negative implication (There was no financial impact in FY 23-24)



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b) Has the policy been approved by the Board? (Yes/No)	Policies formulated under the applicable statutory provisions are approved by the Board of Directors, while other policies are formulated by the respective Business/Function Heads and approved by the Managing Director and/or the concerned Business/Function Head, as applicable.								
	c) Web Link of the Policies, if available:									
S. No.	Name of policy	Link to Policy	Policy – BRSR Principles Alignment							
1	Related Party Policy	https://www.orientelectric.com/images/investors/related-party-policy.pdf	P1							
2	Code of Conduct for Directors and Senior Management	https://www.orientelectric.com/images/investors/code-of-conduct-for-directors-and-senior-management.pdf	P1							
3	Archival Policy	https://www.orientelectric.com/images/investors/archival-policy.pdf	P1							
4	Disciplinary Action Policy	Intranet	P1							
5	Media Communications Policy	Intranet	P1							
6	Promotion Policy	Intranet	P1							
7	Privacy Policy	https://www.orientelectric.com/privacy-policy	P2							
8	Employee Insurance Policy	Intranet	P3							
9	Cab Booking Policy	Intranet	P3							
10	Confirmation Policy	Intranet	P3							
11	Crèche Policy	Intranet	P3							
12	Group mediclaim policy (GMP POLICY)	Intranet	P3							
13	Hiflyer Policy	Intranet	P3							
14	HIV & AIDS Policy	Intranet	P3							
15	Laptop Desktop Data Card Policy	Intranet	P3							
16	Leave Attendance policy	Intranet	P3							
17	Transfer Relocation Policy	Intranet	P3							
18	Salary Advance Policy	Intranet	P3							
19	Variable Pay Policy	Intranet	P3							
20	WOW Policy	Intranet	P3							
21	International Travel Policy	Intranet	P3							
22	Internal Job Posting	Intranet	P3							
23	Nomination and Remuneration Policy	https://www.orientelectric.com/images/investors/nomination-remuneration-policy.pdf	P3							
24	Code of Conduct for Fair Disclosure of UPSI	https://www.orientelectric.com/images/investors/code-of-conduct-for-fair-disclosure-of-upsi.pdf	P3							
25	Dividend Distribution Policy	https://www.orientelectric.com/images/investors/dividend-distribution-Policy.pdf	P4							
26	Whistle Blower Policy	https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf	P5							
27	Corporate Social Responsibility Policy	https://www.orientelectric.com/images/investors/corporate-social-responsibility-policy.pdf	P6							
28	Materiality of Events and Information	https://www.orientelectric.com/images/investors/determining-materiality-of-events-and-informations.PDF	P7							
29	Social Media Policy/ Photo and video release policy	Intranet	P7							
30	Familiarization Programme	https://www.orientelectric.com/images/investors/familiarisation-programme.pdf	P8							
31	Terms & Conditions of Appointment of Independent Directors	https://www.orientelectric.com/images/investors/Terms-Conditions-of-Appointment-of-Independent-Directors.pdf	P8							
32	Policy on Equal Opportunity	Intranet	P8							
33	Whistle Blower Policy-	https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf	P9							

Following are the exhaustive list of policies pertaining to each Principle:

Principle P1: Transparency & Accountability	<ul style="list-style-type: none"> Code of Ethical Standards and Behavioural Conduct Risk Management Policy Code of Conduct to Regulate Monitor and Report Trading by Designated Persons Related Parties Transactions Policy Policy for Determination of Materiality of Events or Information Whistle-blower Policy Non-discrimination Policy Information Technology Policy Archival Policy Code of Conduct for Directors and Senior Management
Principle P2: Product Responsibility	<ul style="list-style-type: none"> Risk Management Policy CSR Policy Information Technology Policy Information Security Management System Policy Environment Health and Safety Policy
Principle P3: Employee Development	<ul style="list-style-type: none"> Nomination & Remuneration Policy Dividend Distribution Policy Prevention of Sexual Harassment Policy Code of Ethical Standards and Behavioural Conduct Whistle-blower Policy Non-discrimination Policy Working Hours Policy Employee Handbook and/or HR Policy Document
Principle P4: Stakeholder Engagement	<ul style="list-style-type: none"> Code of Conduct to Regulate Monitor and Report Trading by Designated Persons Nomination & Remuneration Policy Dividend Distribution Policy Related Parties Transactions Policy Policy for Determination of Materiality of Events / Information Whistle blower Policy Working Hours Policy
Principle P5: Human Rights	<ul style="list-style-type: none"> Code of Ethical Standards and Behavioural Conduct Prevention of Sexual Harassment Policy Whistleblower Policy Child Labour Policy Non-discrimination Policy
Principle P6: Environment Principle	<ul style="list-style-type: none"> CSR Policy Environment Policy Energy Management System Policy
Principle P7: Policy Advocacy	<ul style="list-style-type: none"> Code of Ethical Standards and Behavioural Conduct Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons Related Parties Transaction Policy Policy for Determination of Materiality of Events / Information Policy CSR Policy Whistleblower Policy Non- discrimination Policy Information Security Management Policy

Principle P8: Inclusive Growth	Familiarization Program for Independent Directors Code of Ethical Standards and Behavioural Conduct Prevention of Child Labour Policy Non-discrimination Policy Fair Remuneration Policy Equal Opportunity Policy
Principle P9: Customer Value	Code of Ethical Standards and Behavioural Conduct Whistle blower Policy Information Technology Policy
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies mentioned above are based on the Principles of National Guidelines on Responsible Business Conduct ('NGRBC'). Additionally, the Company has obtained the ISO certifications as listed below for its plants: ISO 14001:2015 - Environmental Management Systems (Plants at Noida, Faridabad and Kolkata) ISO 45001:2018 - Operational Health & Safety Management Systems (Noida and Faridabad Plant) ISO 50001:2018 - Energy Management System (Faridabad Plant) ISO 9001:2015 - Quality Management Systems (Noida, Faridabad and Kolkata Plant)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its Environment, Social and Governance ('ESG') journey, aligned with global targets, Orient Electric looks forward to setting short, medium, and long-term targets for the sustainability KPIs mentioned below:
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	(i) Energy Conservation (ii) Waste Management (iii) Water Management (iv) Climate Change mitigation (v) GHG reduction, and (vi) Biodiversity protection To start with, the Company has set up short term ESG targets, which were achieved through number of measures, including: 1. Extended Producer Responsibility: Fixed targets of plastic waste recycling and achieved through recyclers. 2. BLDC Technology: Ensured complete integration of BLDC technology in several models of fans and air coolers. 3. Transition to Energy-Efficient LED Lighting. 4. Promotion of BEE Star-Rated Products: Increase the share of BEE star-rated products in product portfolio. 5. ISO 50001:2018 Certification: Implemented and adhering to the requirements of ISO 50001:2018 standard at Faridabad plant. 6. Expansion of Renewable Energy Sources: Increase the percentage of energy derived from renewable sources. 7. Reduced CO2 emission by starting to use dual fuel generator sets instead of diesel generators. 8. Pulp Packaging: Expanded Polystyrene packaging replaced by pulp packaging in many of our products.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

ESG factors are vital to Orient Electric’s quest of excellence in every sphere of our operations. We are happy to underline our dedication to tackling ESG related issues, establishing challenging goals, and achieving important benchmarks. While integrating sustainable practices into our operations presented some challenges, we’re proud of the significant progress we’ve made. We’ve taken proactive steps to address these obstacles, fostering a culture of resilience and long-term sustainability. Our carefully planned goals demonstrate our steadfast commitment to going above and beyond industry norms and legal obligations. Especially, our accomplishments in reducing the negative impact of manufacturing process on the environment, encouraging diversity and inclusion, and improving governance structures demonstrate our dedication to ethical business practices.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies) Vice Chairman & Managing Director - Orient Electric Limited
Email-investor@orientelectric.com

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. Risk Management Committee (**‘RMC’**) of the Board of Directors is additionally entrusted with the responsibility of overall supervising the actions of the Company relating to ESG. RMC reviews all risks, including sustainability risks, and the mitigation actions thereof. Additionally, the Governance Risk and Compliance Committee of the Company reviews and identifies all the risks pertaining to the Company, lays down mitigation strategies and actions to address those identified risks. The Audit Committee reviews matters pertaining to compliance and governance. The Corporate Social Responsibility Committee reviews for strategies, plans and actions being taken for engagement with society and environmental protection.

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors, Risk Management Committee, Audit Committee and Corporate Social Responsibility Committee, as applicable based on their terms of reference, periodically review the Company’s progress against sustainability parameters and policies. They are guided on actions to be taken and review progress against these parameters.									Periodically								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Operational issues are addressed on an ongoing basis as they are identified. The Company utilizes compliance monitoring software to track, monitor, and comply with regulations in real-time.									The Compliance Report is presented before the Audit Committee and Board of Directors quarterly.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The Company seeks assurances and comfort regarding its policies, procedures, and codes through periodic audits conducted by external agencies, as applicable or required, in addition to periodic internal evaluations at the Board and Committee levels. For the purpose of this report, an extensive assessment of the operationalization and effectiveness of the policies mentioned in this section is conducted by Dhir & Dhir Associates, an eminent law firm.								

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

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



SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total Number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	15	Awareness, including Technical and Functional, are imparted through detailed presentations during Board / Committee meetings covering wide areas encompassing all principles including risks, threats and mitigations, business continuity, social responsibilities and governance.	100.00
Employees other than BoD and KMPs	61	Awareness programs covers vast areas of Functional & Behavioural Training, POSH, Ethical Business Conduct, Human Resource Practices, Product Trainings, Compliances and Prohibition of Insider Trading.	31.67
Workers	139	Workers undergo specialized training programs focusing on health, safety and skill development.	>90.00

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty/Fine					
Settlement			NIL		
Compounding Fee					
Non-Monetary					
Imprisonment					
Punishment			NIL		

The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year.

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

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

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

The Company's vision and mission emphasize ethics and transparency as essential components. This commitment to upholding the highest ethical standards is further demonstrated through its Code of Ethical Standards and Behavioral Conduct, which encompasses anti-bribery and anti-corruption measures. This reflects the Company's unwavering dedication to transparent and equitable business practices.

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

	FY 23-24	FY 22-23
Directors*	Nil	Nil
KMPs*	Nil	Nil
Employees*	Nil	Nil
Workers*	Nil	Nil

* Based upon declarations by the Directors/KMPs/Employees/Workers , as applicable.

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

	FY 23-24		FY 22-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	None	Nil	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	None	Nil	None

7. 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.

During the reporting year, there were no instances of corruption or conflicts of interest that necessitated intervention from regulators, law enforcement agencies, or judicial institutions.

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

	FY 23-24	FY 22-23
Number of days of accounts payables	82	76

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 23-24	FY 22-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.52	1.00
	b. Number of trading houses where purchases are made from	28	23
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	1.2	0.80
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	90.46	90.33
	b. Number of dealers / distributors to whom sales are made	4,085	3,274
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	34.4	36.9
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.58	0.56
	b. Sales (Sales to related parties / Total Sales)	0.03	0.03
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
156	Training sessions are conducted for service technicians to enhance their skills, deepen their product knowledge, and familiarize them with the proper use of safety gear.	100.00

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.

The Company has stringent measures in place to mitigate any conflicts of interest, outlined within the Code of Conduct for Directors and Senior Management, as well as the Code of Ethical Standards and Behavioural Conduct for employees. These codes/ policies offer precise directives and procedures to manage both actual and potential conflicts of interest. Directors, through their disclosures at the beginning of the financial year, inform to the Board of Directors, the details of the entities wherein they are interested and also the nature of their interest therein. The internal Human Resources Management System of the Company provides a platform to its employees to disclose any conflicts of interest in transactions, if any.

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

Essential Indicators

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

	Current Financial Year (%)	Previous Financial Year (%)	Details of improvements in the environmental and social impacts
R&D	80.25	57.00	The Company prioritizes investments in research and development ('R&D') and capex aimed at enhancing product efficiency, with a primary focus on advancing the sustainability of its products. A significant portion of R&D capex is allocated towards energy efficiency in the products by implementing advance technologies, the star ratings of fans and appliances, as well as developing BLDC models known for their energy efficiency and extended lifespan, increasing the star level of the products thereby generating positive environmental and social impacts.
Capex	13.15	2.59	

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

The on-boarding process for vendors/suppliers involves multiple stages of screening and scrutiny. The Company gives preference to vendors who comply with applicable statutory requirements. The Company continuously monitors its sourcing through defined processes involving required checks and controls to eliminate the usage of hazardous substances. The process includes a complete due diligence of vendors/suppliers. In its ESG journey, the Company shall continue its vigil and efforts to further enhance its performance in coming years.

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

Orient Electric endeavors to source its input materials sustainably by establishing a robust mechanism. The Company has also assessed its value chain partners for potential sustainability impacts thereby ensuring most of its products are adhering to sustainable practices. In its ESG journey, the Company shall continue its progressive efforts in the said domain.

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

The recycling of plastic waste and e-waste is being carried out through recycler(s) approved by the Central Pollution Control Board ('CPCB') under the Extended Producer Responsibility ('EPR') framework. This indicates that the recyclers have met the stringent criteria set forth by the CPCB for handling and processing these specific waste streams in an environmentally responsible manner.

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

The entity's activities fall under the purview of EPR for Plastic waste and E-waste. CPCB approved recyclers for both waste categories, has transferred credit points to the Company in exchange for its responsible waste management practices. This arrangement signifies compliance with environmental regulations and a commitment to sustainable waste management.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
27503	Ceiling Fans	43.40	The Company's LCP model represents a cradle-to-gate system.	No	No
27503	TPW Fans	11.77			
27400	Lighting	24.99			
27331/27339	Switchgear & Wires	4.49			
27502	Water Heater	4.72			
27509	Cooler	3.85			

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
Ceiling Fan TPW Fan Lights (P Lum & C Lum) Water Heater	Use of Expanded Polystyrene (EPS) for Packaging	Implemented pulp trays packaging in several of our products to decrease the usage of Expanded Polystyrene packaging. Corrugated fitments have been implemented in approximately 70% of the stock to reduce the usage of packaging material. Polybags with a thickness of 51 microns or more are being used in production / packaging in accordance with government guidelines.
Ceiling Fan	Electricity Consumption of the Product	The usage of BLDC motors has resulted in a reduction in product power consumption of up to 50%.

*Life cycle assessment of the aforementioned products is being conducted from FY 2022-23.

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	
	FY 23-24	FY 22-23
Not Applicable		

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:

	FY 23-24			FY 22-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous Waste	Nil	Nil	0.07	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
	Not Applicable

PRINCIPLE 3: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1115	1115	100.00	1115	100.00	00	0.00	1115	100.00	1115	100.00
Female	75	75	100.00	75	100.00	75	100.00	00	0.00	75	100.00
Total*	1190	1190	100.00	1190	100.00	75	100.00	1115	100.00	1190	100.00
Other than Permanent Employees											
Male	52	52	100.00	52	100.00	00	0.00	52	100.00	52	100.00
Female	8	8	100.00	8	100.00	8	100.00	00	0.00	8	100.00
Total*	60	60	100.00	60	100.00	8	100.00	52	100.00	60	100.00

*Percentage of (D) & (E) - maternity & paternity benefit (resp.) is calculated as 100% considering (A) as total employees for the purpose of the said benefit, as per FAQs on BRSR issued by NSE

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

	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	110	110	100.00	110	100.00	00	0.00	00	0.00	00	0.00
Female	52	52	100.00	52	100.00	52	100.00	00	0.00	00	0.00
Total*	162	162	100.00	162	100.00	52	100.00	00	0.00	00	0.00
Other than Permanent Workers											
Male	1825	1825	100.00	1825	100.00	00	0.00	00	0.00	00	0.00
Female	307	307	100.00	307	100.00	307	100.00	00	0.00	00	0.00
Total*	2132	2132	100.00	2132	100.00	307	100.00	00	0.00	00	0.00

*Percentage of (D) - maternity benefit (resp.) is calculated as 100% considering (A) as total employees for the purpose of the said benefit, as per FAQs on BRSR issued by NSE

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

	FY 23-24	FY 22-23
Cost incurred on well-being measures as a % of total revenue of the company	0.29	0.26

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

Benefits	FY 23-24			FY 22-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	NA	NA	NA	NA	NA	NA

* All permanent employees, including permanent staff, receive compensation exceeding the ESI threshold, rendering them ineligible for ESI benefits. Permanent employees are enrolled in the group medical insurance program for comprehensive coverage.

3. Accessibility of workplaces

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

Yes, the offices have entry ramps, lifts, Persons with Disabilities toilets, and are also wheelchair accessible to accommodate differently abled employees and workers.

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

The Company is dedicated to fostering equal opportunities in the workplace, ensuring they are provided equal opportunities without discrimination based on age, gender, or ethnicity. Our Equal Opportunity policy is in accordance with the Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate %	Retention rate%	Return to work rate%	Retention rate%
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Several forums, including the Work Committee, Grievance Committee, POSH Committee, and Canteen Committee, are available to workers for addressing their grievances.
Other than Permanent Workers	Yes, HR Help Desk is available in addition to a complaint register and emails to respective HR spoc.
Permanent Employees	There is a dedicated AI platform called Amber available to employees. They can also approach via in-person or through emails to dedicated HR spoc entrusted to handle grievances.
Other than Permanent Employees	Each location has its own designated HR team or helpdesk to handle grievances.

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

Category	FY 23-24			FY 22-23		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1190	0	0.00	951	0	0.00
Male	1115	0	0.00	900	0	0.00
Female	75	0	0.00	51	0	0.00
Total Permanent Worker	162	35	21.60	83	22	26.50
Male	110	35	31.81	74	22	29.72
Female	52	0	0.00	09	0	0.00

8. Details of training given to employees and workers:

	FY 23-24					FY 22-23				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1115	1115	100.00	1115	100.00	900	900	100.00	900	100.00
Female	75	75	100.00	75	100.00	51	51	100.00	51	100.00
Total	1190	1190	100.00	1190	100.00	951	951	100.00	951	100.00
Workers										
Male	110	110	100.00	110	100.00	74	32	43.24	42	56.76
Female	52	52	100.00	52	100.00	09	09	100	0	0.00
Total	162	162	100.00	162	100.00	83	41	49.40	42	50.60

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

Category	FY 23-24			FY 22-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1115	1115	100.00	900	900	100.00
Female	75	75	100.00	51	51	100.00
Total	1190	1190	100.00	951	951	100.00
Workers						
Male	110	110	100.00	74	29	39.19
Female	52	52	100.00	09	0	0.00
Total	162	162	100.00	83	29	34.94

10. Health and safety management system:

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

Yes, the Company has implemented an Occupational Health and Safety Management System, and its Noida and Faridabad Plants are certified to ISO 45001:2018 standards.

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

The Company conducts regular evaluations of its workspace to identify and mitigate hazards. It utilizes Hazard Identification & Risk Assessment (HIRA) for identifying health and safety hazards. Additionally, the Company follows procedures for hazard identification and risk control for both routine and non-routine work.

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

The Company conducts daily safety audits at its plants to report work-related hazards and maintains a risk control register for all types of hazard reporting.

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

A medical examination is conducted every six months, and necessary statutory submissions are made to the government. All employees are covered under health insurance.

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

Safety Incident/Number	Category	FY 23-24	FY 22-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	12	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company is committed to providing a healthy and safe working environment for its employees and workers. It consistently strives to improve business practices and takes proactive steps to create a healthy workplace. Some of the proactive measures taken include:

1. Establishment of clear health and safety policies.
2. Regular risk assessments and management procedures.
3. Comprehensive employee training on safety protocols.
4. Provision of necessary safety equipment and facilities.
5. Offering health and wellness programs.
6. Organising health check-up camps.
7. Conducting regular inspections and audits.
8. Encouraging employee involvement in safety initiatives.
9. Ensuring compliance with health and safety regulations.
10. Developing and practicing emergency response plans.
11. Continuous monitoring and improvement of safety measures.
12. Near Miss Reporting.
13. Safety Audit by Line Supervisor.

14. Hazards Identification and Risk Assessment (HIRA) Regular Review.
15. ISO 45001:2018: Audit by external certification agency
16. Mock Drills.
17. Kaizens and Rewards and Recognition.
18. OHC Centre with Ambulance van.
19. Tie up with Hospitals.
20. Reactive Measures: Incident Recording and Incident Investigation and Corrective and Preventive Actions.

The Company conducts various activities to enhance safety culture, including:

1. Holding Safety committee meetings every quarter.
2. Organizing Safety and Environment weeks with promotional activities.
3. Conducting Tree plantation drives.
4. Providing awareness sessions on handling electric devices and gazettes, and Emergency Procedure Plans.
5. Regular adherence to SOPs, timely training sessions, and consistent efforts to improve health and safety culture contribute to fostering a secure and supportive work environment.

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

	FY 23-24			FY 22-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	18	6	The Complaints were pertaining to issues w.r.t routine working conditions, which including those received towards the close of the financial year, were addressed promptly,	Nil	Nil	None
Health & Safety	8	3	The Complaints were pertaining to issues w.r.t few safety related matters which including those received towards the close of the financial year, were addressed promptly,	Nil	Nil	None

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

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

One of the key priorities of the Company is workplace safety. The Company has always emphasized safety and individual responsibility. As part of safety measures, regular safety audits and plant safety rounds are conducted, along with prompt closure of reported unsafe acts and conditions. Additionally, elevator checks/service and HVAC servicing are carried out at regular intervals.

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

Yes. All employees and workers are covered.

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

According to the contractual obligations, the respective manpower providing organizations are required to deduct and deposit the applicable statutory dues without delay. Periodic confirmatory proof of compliance is taken by the Company.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 23-24	FY 22-23	FY 23-24	FY 22-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes, the Company prioritizes skill development and enhancement, organizing regular sessions to upgrade the skills of its workforce, contributing to their lifelong learning journey. This investment benefits them not only during their employment but also in their post-retirement pursuits.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company conducted an assessment of value chain partners through a Survey Form that covers various aspects of ESG principles, reflecting a comprehensive approach to sustainability assessment. This form includes inquiries on elements of working conditions and health and safety, aiming to evaluate the vendor's performance across these dimensions.
Working Conditions	
71.86 % of value chain partners were assessed on the mentioned parameters.	

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.

Few health & safety provisioning related observations are noted at some of the value chain partners out of the exercise done in aforementioned table 5. The Company shall look forward to address the same in coming years.

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

Essential Indicators

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

Orient Electric considers its stakeholders to be essential and values developing strong ties with them. Using an analysis of their influence on the Company's operations and business, the stakeholders– both internal and external– are identified by the OEL. The community at large, regulatory agencies, shareholders, workers, suppliers, and customers are among the key stakeholders identified.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	In person/ Email/ SMS/ Meetings/ Notice Board/ HR Portal	Continued engagement/ Daily/ Monthly/ Need basis	Employee connect session/ Learning and Developments / Health and Wellness
Customers	No	Email / SMS /Calls	Daily / Monthly/ Quarterly/ Periodically / need basis (at sales/ service times)	Product related information and Services
Suppliers	No	Email / Meetings	Monthly / Periodically / need basis	Follow up w.r.t input material / goods / service/ order delivery
Investors	No	Email, Meetings	Periodically	Business Operations/ Governance
Analysts	No	Email, Meetings	Need Basis	Business Operations
Shareholders	No	Email, SMS, Newspaper Advertisement, Letters, Annual Report, Notices, Dissemination on Company's website and portals of Stock Exchanges	Periodically	Statutory requirement and for the benefit of the shareholders in terms of claiming their unclaimed shares and dividend and for getting their KYC details, etc. updated in the system
Regulatory Bodies	No	Through returns / filings / submissions etc.	Periodically	For completing statutory compliance requirements
Community around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Meetings, Notice Board, Website, display on the locations	Periodically	Statutory Requirement. CSR activities

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 Company regularly engages with various stakeholders to discuss issues related to its business operations, focusing on environmental, social and governance parameters. It also hires consultants to conduct in-depth analysis and due diligence. The analysis report is subsequently reviewed by management and, when necessary, submitted to the board.

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

Yes, based on discussions between management and the Board, the Board provides guidance to management on steps to be taken regarding the mentioned topics, directing them to incorporate these directives into existing policies or formulate new ones as necessary. These topics encompass ERM Policy, processes for capitalizing assets,

SOPs for servicing defective products, CSR Projects and employee background verification.

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

Orient Electric is deeply committed to engaging with and addressing the concerns of vulnerable and marginalized stakeholder groups. Through various community outreach programs, the Company actively collaborates with local NGOs and community leaders to raise awareness and provide support to these communities. Our employees also play a vital role in this effort through volunteering activities, offering assistance and companionship to those in need. Our CSR projects are mainly towards education, woman empowerment, skill enhancement and improved medical care.

Some of the key actions are:

Ujjwal - Electrician Upskilling: Orient Electric partnered with Dee Foundation and Teach India to upskill over 5,000 electricians across India, enhancing their employability and providing broader skills training aligned with the National Skill Development Corporation framework.

Renovation & Modernisation of Govt. Girls' Schools: Adopting two government girls' schools in Faridabad, Orient Electric enhanced infrastructure with facilities like rainwater harvesting, improved

sanitation, safety measures, and organized sports events, aiming to provide a conducive learning environment for girls.

Mind Culture Program: Orient Electric contributed to the Mind Culture Program by Ramakrishna Mission, focusing on emotional maturity, time management, work-life balance, and stress management workshops for students.

Campus Infrastructure Development at Chanakya University: Orient Electric contributed to infrastructure development at Chanakya University's Global Campus, aiming to provide world-class education facilities accessible to all, development of youths who are rooted in ideals and groom them into becoming inspiring leaders with life-mastering skills.

Nutritious Food to Children: Orient Electric partnered with Akshaya Patra Foundation to provide nourishing meals to students in government schools in Delhi, addressing malnutrition among children from low-income families.

Improved Medical facilities: Orient Electric upgraded medical infrastructure and patient care services by providing necessary medical equipment and facilities in SJM Hospital, Noida and First Referral Unit -1, Faridabad, a government hospital and also providing for free medical assistance and treatment expenses for critical illnesses for underprivileged individuals.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1190	1190	100.00	951	951	100.00
Other than permanent	60	60	100.00	50	50	100.00
Total Employees	1250	1250	100.00	1001	1001	100.00
Workers						
Permanent	162	162	100.00	83	20	24.09
Other than permanent	2132	2132	100.00	2068	1182	57.16
Total Workers	2294	2294	100.00	2151	1202	55.88

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

Category	FY 23-24					FY 22-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1190	0	0.00	1190	100.00	951	0	0.00	951	100.00
Male	1115	0	0.00	1115	100.00	900	0	0.00	900	100.00
Female	75	0	0.00	75	100.00	51	0	0.00	51	100.00
Other than Permanent	60	0	0.00	60	100.00	50	0	0.00	50	100.00
Male	52	0	0.00	52	100.00	47	0	0.00	47	100.00
Female	8	0	0.00	8	100.00	3	0	0.00	3	100.00
Workers										
Permanent	162	108	66.67	54	33.33	83	41	49.40	42	50.60
Male	110	56	50.91	54	49.09	74	32	43.24	42	56.75
Female	52	52	100.00	00	0.00	09	09	100	0	0.00
Other than Permanent	2132	1662	77.95	470	22.05	2068	1499	72.48	569	27.51
Male	1825	1355	74.25	470	25.75	1846	1288	69.78	558	30.22
Female	307	307	100.00	00	0.00	222	211	95.05	11	04.95

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

a. Median remuneration/ Wages:

Gender	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (Rs. in Crores/year)	Number	Median remuneration/ Salary/ Wages of respective category (Rs. in Crores/year)
Board of Directors (BoD)**^	1	2.10	0	0
Key Managerial Personnel^	2	1.52	0	0
Employees other than BoD and KMP	1112	0.09	75	0.09
Workers**	110	0.02	52	0.01

* Remuneration is being paid only to Managing Director. Non-executive directors are not paid any remuneration except sitting fees and commission, therefore, not considered.

^Remuneration includes variable pay for financial year 23-24 as per Provisions Policy of the Company.

** Workers include the Permanent Workers of Orient Electric

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

	FY 23-24	FY 22-23
Gross wages paid to females as % of total wages*	6.05	6.62

*Female Workers include the Permanent Female Workers of the Company

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

Yes. The Human Resource department takes care of all human rights related issues.

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

The Company is committed to give its workers and employees a safe and healthy work environment. It has put in place a strong system to sustain a safety-conscious workplace culture. To handle any issues that may come up, a number of committees have been established, including the Canteen Committee, Whistle-blower Committee, Internal Complaint Committee under POSH, Grievance Committee, and Work Committee. For the purpose of handling inquiries and complaints, specific HR points of contact have been established to each location and factory.

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

	FY 23-24			FY 22-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None

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

Category	FY 23-24			FY 22-23		
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil	None	Nil	Nil	None
Complaints on POSH as a % of female employees/ Workers	Nil	Nil	None	Nil	Nil	None
Complaints on POSH upheld	Nil	Nil	None	Nil	Nil	None

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

The Company is committed to provide a secure and encouraging work environment to all its employees and workers. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has formulated Prevention of Sexual Harassment (POSH) Policy. All accusations pertaining to sexual harassment are handled by internal committees. Grievance procedures are divided into several phases. If a grievance remains unresolved, it moves up to the Head Office level from the local hierarchy, which includes HR SPOCs. The Company has put in place a Whistle-blower Policy to report suspicious transactions.

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

Yes, the Company makes sure that all of the relevant and necessary clauses are included in all of its contracts and commercial agreements.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100% offices and plants assessed by the Company
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 Question 9 above.

There were no significant risks arising from the assessments. However, the Company has robust mechanisms in place to address any human rights issues that may arise.

Leadership Indicators

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

The Company is committed to provide a secure workplace for its workers and employees. Since no grievances were found, no procedures were changed. If the need ever arises, the Company does, however, have a strong grievance redressal procedure in place.

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

During the reporting year, no human rights due-diligence was conducted.

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

Yes, visitors with challenges can access the Company's Corporate Office and plants. They have wheelchair accessibility, lifts and ramps available if needed. Furthermore, the Company continuously strives to enhance its infrastructure to guarantee accessibility for every guest.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company evaluates its value chain partners based on business and human rights criteria through a value chain survey form. This form is structured to assess vendors' adherence to both ethical business practices and fundamental human rights standards.
Discrimination at workplace	
Child Labour	
Forced Labour Involuntary Labour	
Wages	
Others - Please Specify	71.86 % of value chain partners were assessed on the mentioned parameters.

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

During assessments, it was observed that some of the vendors assessed are not taking appropriate environmental measures. The Company shall increase its engagement with suppliers on key areas of sustainability, conduct regular audits, pursue options with lower environmental footprints including exploring options of using renewable energy, and track environmental impact KPIs.

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

Essential Indicators

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

Parameter	FY 23-24	FY 22-23
From renewable sources		
Total electricity consumption (A)	2,85,602.40	2,98,278.00
Total fuel consumption (B)	1,16,95,233.90	94,65,753.60
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,19,80,836.30	97,64,031.60

Parameter	FY 23-24	FY 22-23
From non-renewable sources		
Total electricity consumption (D)	2,27,89,195.50	1,85,49,198.00
Total fuel consumption (E)	9,66,813.67	1,08,26,070.40
Energy consumption sources (F) through other	0	0
Total energy consumed from non-renewable sources (D+E+F)	2,37,56,009.17	2,93,75,268.40
Total energy consumed (A+B+C+D+E+F)	3,57,36,845.47	3,91,39,300.00
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0013 MJ/₹	0.0015 MJ/₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.028	0.034
Energy intensity in terms of physical output	-	-

* For the calculation of Energy, Warehouses have also been taken into consideration for the FY 23-24, unlike FY 22-23.

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any**

Sites / Facilities / Plants of the Company are not included within the ambit of the Perform, Achieve, and Trade (PAT) Scheme initiated by the Government of India.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	29,762.54	22,391.40
(iii) Third party water	8,657.25	6,148.29
(iv) Seawater / desalinated water	0	0
(v) Others (Packaged Drinking Water)	90.57	69.35
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	38,510.36	28,609.04
Total volume of water consumption (in kilolitres)	18,335.93	16,069.77
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000652 kl/₹	0.000000635 kl/₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000015	0.000014
Water intensity in terms of physical Output	-	-

*For the calculation of water management, Warehouses have also been taken into consideration for the FY 23-24, unlike FY 22-23.

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

4. Provide the following details related to water discharged

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	989.13	124.10
- With treatment - Primary and Tertiary treatment	19,185.30	12,415.17
(v) Others	0	0
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	20,174.43	12,539.27

*For the calculation of water discharge, Warehouses have also been taken into consideration for the FY 23-24, unlike FY 22-23

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Process wastewater is treated at Orient Electric's Faridabad Plant. The process wastewater undergoes a comprehensive treatment process within our Effluent Treatment Plant (ETP). Initially, it undergoes treatment through Ultra Filtration (UF) and Reverse Osmosis (RO) plants, culminating in the Deionization (DM) plant. Through this series of treatments, we successfully convert the wastewater into Deionized (DM) water, which is then reintroduced into our industrial processes. Approximately 50% of this treated water is reused within the production processes, contributing to a fully sustainable water usage model. The remaining 50% is reintegrated into the inlet water tank for further treatment, ensuring optimal resource utilization.

Furthermore, our approach extends to the treatment of domestic sewage water, which is addressed through our Sewage Treatment Plant (STP). After undergoing treatment, a portion of this treated wastewater, around 50%, finds application in activities such as floor cleaning and the maintenance of our horticulture and green spaces. This dual-stage treatment not only ensures the effective management of our wastewater but also contributes to our commitment to environmental sustainability and resource conservation.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Kg	13.33	The air emissions of the entity were meagre, hence not reported.
SOx	Kg	2.62	
Particulate matter (PM)	Kg	1.52	
Persistent organic pollutants (POP)	-	-	
Volatile organic compounds (VOC)	-	-	
Hazardous air pollutants (HAP)	-	0	
Others - CO	Kg	7.60	

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

Independent assessments for air emissions testing have been conducted for the Kolkata, Faridabad and Noida plants. The Kolkata Plant's testing was carried out by Bharat Foundation, which is recognized by the West Bengal Pollution Control Board. For the Faridabad Plant, the air emissions testing was conducted by Arihant Laboratory. And, for the Noida plants, the evaluation was carried out by NABL certified lab named Newcon Lab.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	802.44	761.60
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	5,127.57	4,173.57
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000000211 Metric tonnes of CO ₂ equivalent / ₹	0.000000195 Metric tonnes of CO ₂ equivalent/₹
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.00000047	0.00000043
Total Scope 1 and Scope 2 emissions intensity in terms of physical output		-	-

*For the calculation of GHG emissions, Warehouses have also been taken into consideration for the FY 23-24, unlike FY 22-23.

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Company is into various projects aimed towards reduction of GHG emissions:

- (i) Installation of 1 megawatt (MW) power natural gas (PNG) gensets
- (ii) Implementation of a compost machine for food waste utilization in the Company's garden.
- (iii) Procurement of energy-efficient motors for conservation efforts.
- (iv) Utilization of renewable energy through solar plant installation.
- (v) Implementation of a dual fuel kit for 620 KVA generator (70% diesel and 30% PNG).
- (vi) Achievement of ISO 50001:2018 in Faridabad Plot-11 certification for Energy Management System (ENMS) by TUV SUD.
- (vii) Tree plantation initiative carried out in IMT Faridabad.
- (viii) Attainment of ISO 14001:2015 certification in Faridabad Plot-11 for Environmental Management System by TUV SUD.
- (ix) Substituted hazardous Chromium and Phosphating with Nano (Green Chemical) for metal surface treatment processes, thereby contributing to the reduction of water pollution.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	111.00	61.88
E-waste (B)	1.48	1.23
Bio-medical waste (C)	0.02	0.02
Construction and demolition waste (D)	10.00	15.00
Battery waste (E)	0.00	0.001
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G) (Used Oil)	141.16	143.56
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Paper waste, Carton box waste, Wood waste)	345.50	4,762.37
Total (A+B + C + D + E + F + G + H)	609.16	4,984.06
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000022 metric tonnes/₹	0.000000197 metric tonnes/₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000049	0.00000044
Waste intensity in terms of physical output		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic and e-waste		
(i) Recycled	111.31	4637.14
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.000
Total	111.31	4637.14
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Hazardous and non-hazardous waste		
(i) Incineration	142.05	0.01
(ii) Landfilling	255.20	5.79
(iii) Other disposal operations	100.60	341.12
Total	497.85	346.92

*For the calculation of waste management, Warehouses have not been taken into consideration for the FY 23-24

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Waste Management Strategy Implemented by Orient Electric Ltd:

i. Hazardous Waste Management:

- The Company has established partnerships with authorized recyclers approved by the

Pollution Control Board for the responsible management of hazardous waste generated during manufacturing processes.

- The Company maintains strict compliance with all regulations concerning the handling, transportation and disposal of hazardous waste.

ii. Electronic Waste (E-Waste) Management:

- The Company has partnered with authorized e-waste recyclers to handle the proper disposal and recycling of electronic waste generated from outdated or non-functional electronic equipment.

- Collection points within the organization have been established to facilitate the proper disposal of electronic waste by employees.

iii. Extended Producer Responsibility (EPR) for Plastic Waste:

- The Company has successfully implemented an EPR program to take responsibility for managing the plastic waste generated by its products.
- Initiatives implemented to reduce the use of plastic in packaging and product design along with partnerships with recycling facilities to ensure effective plastic waste recycling.

iv. Organic Waste Management:

- The Company has implemented a composting program to manage organic waste, including canteen waste.
- Onsite composting facilities have been set up. Collaborations with local composting facilities have also been established to convert organic waste into compost.

- Employees have been educated about the importance of segregating organic waste and encouraged to participate in composting initiatives.

v. Continuous Improvement and Monitoring:

- The Company conducts regular reviews of waste management practices to identify areas for improvement and optimization.
- Audits are regularly conducted to ensure compliance with waste management regulations and Company policies.
- Employee engagement and participation in waste reduction and recycling efforts are continuously encouraged through training programs and awareness campaigns.
- Through the ongoing implementation of this comprehensive waste management strategy, the Company continues to effectively reduce its environmental footprint, maintain compliance with regulatory requirements, and contribute to a more sustainable future.

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	Types of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions. This strategic decision underscores the Company's commitment to responsible business practices and environmental stewardship, avoiding potential harm to delicate ecosystems. By deliberately choosing locations that are not ecologically sensitive, the Company aims to minimize its environmental impact and contribute to the preservation of biodiversity and natural habitats.

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

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

12. 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Serial Number	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-Compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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The Company adheres to all relevant environmental laws and regulations.

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 : Faridabad - Plot 11
- ii. Nature of operations : Manufacturing
- iii. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	21,410.89	15,791.40
(iii) Third party water	4,919.51	4,188.44
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	26,330.40	19,979.84
Total volume of water consumption (in kilolitres)	11,895.10	13,314.67
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000042 kl/₹	0.000000526 kl/₹
(i) Into Surface water	-	-
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	-	-
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater	-	-
- No treatment		
- With treatment - please specify level of treatment	0	
(iv) Sent to third-parties	14,435.3	6,665.17
- No treatment	0	-
- With treatment - Primary and tertiary treatment	14,435.3	6,665.17
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	14,435.3	6,665.17

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

For the calculation of Scope 3 parameters, only Waste Generation is taken into consideration

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) - Limited	Metric tonnes of CO ₂ equivalent	1,26,062.52	Not assessed
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent/₹	0.0000045	

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company refrains from conducting its operations in environmentally fragile or ecologically sensitive regions.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of 1 megawatt (MW) power natural gas (PNG) gensets - Faridabad Plot 11	The initiative involves installing 1 MW power natural gas (PNG) gensets to generate on-site electricity. Its goal is to boost operational efficiency, reliability, and sustainability. By using natural gas, it reduces reliance on external power, cuts costs and lessens environmental impact. Additionally, the gensets provide backup power during grid failures. Overall, it's a strategic investment to enhance energy resilience, competitiveness and sustainability.	The substitution of diesel with PNG leads to a decrease in greenhouse gas (GHG) emissions, aligning with regulatory requirements such as the Central Pollution Control Board's Comprehensive Action Plan (CAP) for Graded Response Action Plan (GRAP). This transition not only fulfills compliance obligations but also contributes to environmental stewardship by curbing the release of harmful pollutants. By adhering to the regulations set forth by the Central Pollution Control Board, the Company demonstrates its commitment to sustainable practices and environmental responsibility.
2.	An ETP has been equipped with a DM plant and UF-RO plant, serving as a recycling facility to transform wastewater generated by the ETP into demineralized (DM) water. - Faridabad Plot 11	The initiative involves the installation of a DM (demineralization) plant and UF-RO (Ultrafiltration-Reverse Osmosis) plant within the Effluent Treatment Plant (ETP). This integrated system serves as a recycling facility aimed at converting wastewater generated by the ETP into demineralized water. By implementing this initiative, the company seeks to optimize water usage, reduce environmental impact, and ensure responsible resource management.	Through the implementation of the initiative, a total of 381 kilolitres of water has been conserved.
3.	Implementation of a compost machine for food waste utilization in the Company garden. - Faridabad Plot 11	The initiative entails the implementation of a compost machine to effectively utilize food waste within the Company's garden. This composting process aims to convert organic waste into nutrient-rich compost, which can then be used to enrich the soil and enhance the overall health and productivity of the garden. Through this sustainable practice, the Company aims to reduce waste sent to landfills while simultaneously promoting environmental stewardship and resource efficiency.	A total of 268 kilograms of waste food has been composted for utilization in the Company garden, promoting sustainability and reducing waste sent to landfills.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Procurement of energy-efficient motors for conservation efforts.- Faridabad Plot 11	The initiative involves the procurement of energy-efficient motors as part of conservation efforts. These motors are selected for their ability to optimize energy usage, thereby reducing overall energy consumption and promoting sustainability. By upgrading to energy-efficient motors, the Company aims to enhance operational efficiency, minimize environmental impact and contribute to long-term conservation goals.	The TBC (Total Benefit Cost) analysis related to the aforementioned initiative serves to assess the overall impact and effectiveness of procuring energy-efficient motors for conservation efforts. It evaluates factors such as reduced energy consumption, cost savings, environmental benefits, and potential return on investment. By conducting a comprehensive TBC analysis, the Company can quantify the tangible and intangible benefits derived from this initiative, enabling informed decision-making and ensuring the maximum value proposition for sustainability efforts.
5.	Co-processing of waste paint sludge - Faridabad Plot 11	The initiative involves the co-processing of waste paint sludge, which refers to the practice of utilizing waste paint residues as alternative raw materials or fuels in industrial processes such as cement kilns. By incorporating paint sludge into the cement manufacturing process, the Company aims to minimize waste generation, reduce environmental pollution and optimize resource utilization. This sustainable practice not only helps in waste management but also contributes to the conservation of natural resources and supports circular economy principles.	The outcome of the initiative involves the sustainable utilization of waste paint as a fuel source in the cement kiln, resulting in the processing of 269.82 metric tons (MT) of waste paint sludge.
6.	Utilization of renewable energy through solar plant installation. - Faridabad Plot 11 and Head office	By utilizing solar power, the Company aims to reduce reliance on non-renewable energy sources, lower carbon emissions, and promote environmental sustainability. This initiative contributes to energy diversification, cost savings and resilience against fluctuating energy prices. Additionally, it demonstrates the Company's commitment to corporate social responsibility and environmental stewardship.	The outcome of the initiative resulted in the generation of 68,381 kilowatt-hours (KWH) of renewable energy through the solar plant.
7.	Implementation of a dual fuel kit for 620 KVA generator - Faridabad Plot 11	The initiative involves the implementation of a dual fuel kit for a 620 kilovolt-ampere (KVA) generator. This kit enables the generator to run on either diesel or PNG, providing flexibility in fuel usage and potentially reducing operational costs. By utilizing natural gas, the Company aims to lower emissions and enhance environmental sustainability. Additionally, the dual fuel capability ensures reliability and resilience in power generation, particularly during fluctuations in fuel availability or pricing. Overall, the initiative aims to optimize efficiency, reduce environmental impact and improve energy resiliency.	The outcome of the initiative with the implementation of the dual fuel kit results in the utilization of 70% diesel and 30% natural gas (PNG) for the 620 KVA generator, contributing to reduced emissions, improved efficiency and enhanced sustainability in power generation operations.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
8.	Achievement of ISO 50001:2018 certification for Energy Management System (ENMS) by TUV SUD. - Faridabad Plot 11	The initiative involves the successful attainment of ISO 50001:2018 certification for the Energy Management System (ENMS) by TUV SUD. This certification signifies the company's commitment to implementing systematic approaches to continuously improve energy performance, enhance energy efficiency, and reduce energy consumption. It demonstrates compliance with international standards and best practices in energy management, reflecting the Company's dedication to sustainability and responsible resource usage.	Achieving ISO 50001:2018 certification for the Energy Management System (ENMS) by TUV SUD signifies the company's commitment to sustainable practices and efficient resource management. This certification ensures that the Company has implemented effective energy management strategies, leading to reduced energy consumption, cost savings, and enhanced environmental stewardship. Additionally, it enhances the Company's reputation and credibility among stakeholders, showcasing its dedication to sustainability and responsible business practices.
9.	Attainment of ISO 14001:2015 certification for Environmental Management System by TUV SUD.- Faridabad plot 11 and Kolkata	This certification signifies the Company's commitment to implementing effective environmental management practices and minimizing its environmental impact. It demonstrates compliance with international standards and regulations, showcasing the Company's dedication to sustainability and responsible environmental stewardship. Achieving ISO 14001:2015 certification reflects the Company's proactive approach to environmental management and its ongoing efforts to improve environmental performance.	The outcome of achieving ISO 14001:2015 certification for the Environmental Management System (EMS) by TUV SUD underscores the company's dedication to sustainable practices and environmental responsibility.
10.	Tree plantation initiative carried out in IMT Faridabad. - Faridabad Plot 11	The initiative involves a tree plantation drive conducted in IMT Faridabad, where 250 plants were planted. This endeavour aims to contribute to environmental conservation, enhance green cover, and promote biodiversity in the area. By planting trees, the initiative seeks to mitigate the effects of climate change, improve air quality, and create a more sustainable and eco-friendly environment for the community and future generations.	<p>The tree plantation initiative in IMT Faridabad, which saw the planting of 250 plants, yields various positive outcomes. These include an increase in green cover, improved air quality, and the fostering of biodiversity, all contributing to a healthier and more sustainable environment. Additionally, the initiative promotes community engagement and environmental stewardship, encouraging residents to take ownership of their surroundings and participate in efforts to enhance the local ecosystem.</p> <p>Furthermore, this initiative aligns with broader sustainability goals by creating green spaces and improving overall quality of life for residents. The newly planted trees provide shade, beautify the surroundings, and create a more pleasant and liveable environment. Overall, the tree plantation initiative in IMT Faridabad serves as a proactive step towards building a more sustainable and resilient community, with long-lasting benefits for both people and the environment.</p>

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
11.	An Ultrafiltration (UF) Plant has been set up within the Sewage Treatment Plant (STP) to conduct additional filtration of wastewater, enabling its reuse in horticulture and floor cleaning purposes. - Faridabad Plot 11	The initiative involves the installation of an Ultrafiltration (UF) Plant within the Sewage Treatment Plant (STP) to conduct advanced filtration of wastewater. This treated water is then reused for horticultural purposes and floor cleaning, aiming to optimize water resources and promote sustainability.	Through the implementation of the initiative, a total of 5,554.26 kilolitres of water has been conserved.

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

Orient Electric Ltd.'s Business Continuity and Disaster Management Plan emphasizes the commitment to safety and readiness to address any potential emergency, whether originating from internal operations or external factors, occurring at any time of the day or night, including holidays. Clear responsibilities are assigned to ensure the protection of all individuals both on-site and off-site from accidents, emergencies, and disastrous situations.

The plan ensures the establishment of adequate assembly points and emergency control procedures, with comprehensive instruction provided to all involved personnel. Identification and mapping of high-risk areas are conducted, along with the estimation of emission rates and dispersion behaviours.

External agencies are engaged in mutual aid efforts to prevent emergencies from escalating into disasters. The Business Continuity Plan (BCP) document serves as a guide, offering procedures to assist process owners in minimizing disruptions to business operations and mitigating the impact on the brand image.

A list of potential events that may result in operational disruptions or supply interruptions to customers is outlined

in the BCP document. Each identified risk event includes a description of probable "Risk Drivers" that could lead to its occurrence. Action plans are defined for respective process owners against each risk event to ensure continuity of operations.

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

The Company has not undertaken any mitigation or adaptation measures as of yet.

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

The Company assessed its value chain partners through a comprehensive value chain survey form. This form solicited disclosures on various parameters critical to sustainability, including environmental certifications, sustainability audits, responsible sourcing practices, options for low emission transportation, Scope 1 & 2 greenhouse gas emissions, utilization of renewable energy sources, Life cycle assessment, sustainability reports, etc.

71.86% of Company's value chain partners were assessed on various parameters including sustainability.

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.

The Company has four (4) trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Indian Fan Manufacturers Association	National
2.	Electric Lamp and Component Manufacturers Association	National
3.	Indian Electric and Electronics Manufacturers Association	National
4.	Electrical Research & Development Association	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as there were no adverse orders reported from any regulatory authorities during the fiscal year 2023-24.		

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 (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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The Company engages with industry associations to advocate for industry advancement and public welfare. It maintains a Code of Conduct Policy and a Code of Ethical Standards and Behavioural Conduct to uphold the highest standards of business conduct in its interactions with these associations and industry bodies.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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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 Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

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

The people at large can raise questions and concerns through many channels of communication that the Company uses. The Company routinely interacts with the community and works closely with them to enhance and elevate them through various CSR projects. During the fiscal year 2023-24, the Company has, through an independent agency, carried out an impact assessment of some of its major CSR projects undertaken in previous years to assess the impact on the society and concerns, if any. In order to immediately and openly resolve any complaints, it closely monitors the advancement of these programmes.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	56.00	45.59
Directly from within India	44.00	66.26

5. Job creation in smaller towns Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
Rural	0.00	0.00
Semi- urban	0.00	0.00
Urban	48.86	40.21
Metropolitan	51.14	59.79

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
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. Orient Electric does not give preference and does not discriminate with any supplier.

- (b) From which marginalized /vulnerable groups do you procure?

Not Applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Ujjwal - Electrician Upskilling.	5,127	100.00
2.	Infrastructure Development of Government Girls School (NIT 03) in Faridabad, Haryana to promote Education and women empowerment.	1,728 Girl Students	< 90.00
3.	Renovation & Modernisation of Govt Girls School, Kaurali, Faridabad to promote Education and women empowerment.	214 Girl Students	< 90.00
4.	Mind Culture Program to build a centre for learning and development for young students by Ramakrishna Mission	-	Not ascertainable
5.	Campus Infrastructure Development at Chanakya University to provide world class education facilities.	-	Not ascertainable
6.	Critical Care Tie-up with SJM Hospital, Noida to provide medical assistance and treatment expenses for critical illnesses for underprivileged individuals.	1,184 patients	100.00
7.	Upgrade of medical infrastructure and patient care services at First Referral Unit - 1, Faridabad, mainly serving women and children, by providing necessary medical equipment and facilities.	3,702	100.00
8.	Mid-Day meals to girl students studying in government schools in Delhi through Akshay Patra.	2,096 Children	< 90.00

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

Essential Indicators

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

The processes for receiving and reacting to consumer complaints and feedback are described below.

- a) Helpline: A specific helpline number, 1800 103 7574, is available on multiple platforms, including the website, for consumers to relay their concerns and inquiries. Our Service team manages incoming calls and provides appropriate responses.
- b) Email: Customers can reach out to us via email using the address Customer.connect@orientelectric.com, utilizing our Non-Voice channels.
- c) Chat: WhatsApp Chat# 88263 13838 serves as a platform for clients to engage with our live operators.
- d) Website: Our website enumerates all available contact methods for customers. An online form facilitates direct communication with the customer service team.

- e) Feedback Calls/Surveys: Customer service representatives conduct feedback calls or surveys to gauge satisfaction levels and ensure complaints are addressed as per expectations.
- f) Escalation Procedures: Should a customer concern remain unresolved, we have established escalation protocols. This involves forwarding the complaint to higher management or specialized staff equipped to handle escalated issues.

All complaints are routed through the Company's our contact centre operations team provider, I-energiser, who is currently handling them.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	75.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

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

	FY 23-24		Remarks	FY 22-23		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil	Nil	None	Nil	Nil	None
Advertising	6	Nil	Complaints received from ASCI were promptly resolved	1	Nil	Complaints received from ASCI were promptly resolved
Cyber-security	Nil	Nil	None	Nil	Nil	None
Delivery of essential services	Nil	Nil	None	Nil	Nil	None
Restrictive Trade Practices	Nil	Nil	None	Nil	Nil	None
Unfair Trade Practices	Nil	Nil	None	Nil	Nil	None
Others (Consumer Complaint)	18,62,855	6,865	Grievances and suggestions received across channels	15,76,890	9,015	Grievances and suggestions received across channels

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

Case Details	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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

Yes, the Company has a Privacy Policy in place to protect itself from various cyber-risks and privacy concerns. The Company's Privacy Policy describes how it collects, uses, shares, and protects information. The policy is available on the Company's website at <https://www.orientelectric.com/privacy-policy>. The Company has implemented robust IT systems and firewalls that protects the Company from any probable Cyber Security threat.

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.

No complaints have been reported regarding the delivery of essential services, cybersecurity, and customer data privacy, as well as the recurrence of product recalls.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches :** NIL
- b. Percentage of data breaches involving personally identifiable information of customers:** NIL
- c. Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators

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

The Company uses various platforms for circulating information relating to its products such as its website, social media handles and media advertisements.

Further, information relating all the products can be accessed on www.orientelectric.com

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

Educating and informing consumers about the safe and responsible usage of products and services is crucial for both customer satisfaction and compliance with safety regulations. Here are some typical steps performed by the Company.

Clear Labelling and Packaging: The Company ensures that product packaging includes clear instructions for safe use and addresses any safety concerns.

User Manuals and Guides: Each product is accompanied by user manuals or guides containing detailed instructions on safe and ethical usage, including assembly, maintenance, and troubleshooting guidance.

Customer Service Support: Trained customer service representatives are available to assist and advise customers on product usage and safety. Customers can reach out for assistance via phone, email, live chat, or social media.

Compliance with Regulations: The Company strictly adheres to regulations and standards governing product safety and labeling. Compliance with these regulations ensures that consumers have accurate information regarding product usage and safety.

By implementing these measures, the company aims to empower consumers to make informed decisions and utilize products and services in a safe and responsible manner.

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

While a mechanism is in place for informing consumers through IVR and WhatsApp messaging platforms, it's noteworthy that no such situation necessitating activation occurred during the years.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

All product information is displayed in accordance with regulatory laws. The Company lists the exact characteristics and advantages of its products on its items, together with the details required by applicable rules, the Bureau of Indian Standard, the Legal Metrology Act of 2009, the Goods and Services Tax Act of 2017, the Companies Act of 2013, and other relevant laws.

The Company's website, www.orientelectric.com and media marketing also emphasize product characteristics and advantages. The Company follows ethical production and consumption practices.

Customer satisfaction surveys are conducted on a regular basis throughout the year with suitable sample sizes.

ANNEXURE –

Alignment of BRSR with Global Reporting Initiative ('GRI') and United Nations Sustainable Development Goals ('SDG')

1. Sections A¹

Section A of BRSR: General Disclosures Alignment with GRI


1.	No direct linkage
2.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
3.	No direct linkage
4.	No direct linkage
5.	GRI 2: General Disclosures 2021 GRI 2-1: Organizational details
6.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
7.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
8.	No direct linkage
9.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
10.	No direct linkage
11.	No direct linkage
12.	GRI 2: General Disclosures 2021 GRI 2-3: Reporting period, frequency and contact point
13.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
14.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
15.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
16.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
17.	GRI 2: General Disclosures 2021 GRI 2-6: Activities, value chain and other business relationships
18.	GRI 2: General Disclosures 2021 GRI 2-7: Employees GRI 2-8 Workers who are not employees
19.	GRI 405: Diversity and Equal Opportunity 2016 GRI 405-1 Diversity of governance bodies and employees
20.	GRI 401: Employment 2016 GRI 401-1: New employee hires and employee turnover
21.	GRI 2: General Disclosures 2021 GRI 2-2: Entities included in the organization's sustainability reporting
22.	GRI 201: Economic Performance 2016 GRI 201-1: Direct economic value generated and distributed
23.	GRI 2: General Disclosures 2021 GRI 2-25: Processes to remediate negative impacts
24.	GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-2: List of material topics GRI 3-3: Management of material topics a. describe

2. Section B¹

Management and Process disclosures

1. GRI 2: General Disclosures 2021
GRI 2-23: Policy commitments
2. GRI 2: General Disclosures 2021
(e) 2-24: Embedding policy commitments
3. GRI 2: General Disclosures 2021
(e) 2-24: Embedding policy commitments
4. No direct linkage
5. GRI 3: Material Topics 2021
GRI 3-3 Management of material topics
6. GRI 3: Material Topics 2021
GRI 3-3 Management of material topics
7. GRI 2: General Disclosures 2021
GRI 2-22: Statement on sustainable development strategy
8. GRI 2: General Disclosures 2021
GRI 2-13: Delegation of responsibility for managing impacts
9. GRI 2: General Disclosures
GRI 2-9: Governance structure and composition
10. No direct linkage
11. GRI 2: General Disclosures 2021
GRI 2-5: External assurance
12. No direct linkage






3. Section C² BRSR Principles


BRSR	GRI	SDG
<p>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021 -</p> <p>GRI 2-17: Collective knowledge of the highest governance body</p> <p>GRI 2-23: Policy commitments</p> <p>GRI 2-25: Processes to remediate negative impacts</p> <p>GRI 2-27: Compliance with laws and regulations</p> <p>GRI 3: Disclosures on material topics GRI 3-3 - Management of material topics</p> <p>GRI 205 - Anti-corruption</p> <p>GRI 205-3: Confirmed incidents of corruption and actions taken</p>	 
<p>PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 2-10: Nomination and selection of the highest governance body</p> <p>GRI 2-15: Conflicts of interest</p> <p>GRI 2-24: Embedding policy commitments</p>	

¹ https://www.globalreporting.org/media/ioqnxrnx/sebi_brsb_gri_linkage_doc.pdf


² https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf

BRSR	GRI	SDG
<p>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 301: Materials 2016</p> <p>GRI 301-2: Recycled input materials used</p> <p>GRI 3: Management of Material Topics GRI 3-3: Management of material topics</p> <p>GRI 306-2 Management of significant waste-related impacts</p>	   
<p>Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 3: Disclosures on material topics GRI 3-3: Management of material topics</p> <p>GRI 301: Materials 2016</p> <p>GRI 301-2: Recycled input materials used</p> <p>GRI 301-3: Reclaimed products and their packaging materials</p> <p>GRI 306-2: Management of significant waste-related impacts</p>	
<p>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 201: Economic Performance 2016 GRI 201-1: Defined benefit plan obligations and other retirement plans GRI 2-25: Processes to remediate negative impacts</p> <p>GRI 2: General Disclosure 2021 GRI 2-30: Collective bargaining agreements</p> <p>GRI 3: Disclosures on material topics GRI 3-3: Management of material topics</p> <p>GRI 401: Employment 2016</p> <p>GRI 401-2: Benefits provided to full- time employees that are not provided to temporary or part-time employees</p> <p>GRI 401-3: Parental leave</p> <p>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 403-1: Occupational health and safety management system</p>	     
<p>Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 403-2: Hazard identification, risk assessment, and incident investigation</p> <p>GRI 403-5: Worker training on occupational health and safety</p> <p>GRI 403-6: Promotion of worker health GRI 403-9: Work-related injuries</p> <p>GRI 403-10: Work-related ill health</p> <p>GRI 404: Training and Education 2016 GRI 404-1: Average hours of training per year per employee</p> <p>GRI 404-2: Programs for upgrading employee skills and transition assistance programs</p> <p>GRI 404-3: Percentage of employees receiving regular performance and career development reviews</p> <p>GRI 404: Training and Education 2016 GRI 404-2: Programs for upgrading employee skills and transition assistance programs</p> <p>GRI 3: Disclosures on material topics GRI 3-3: Management of material topics</p> <p>GRI 414: Supplier Social Assessment 2016</p> <p>GRI 414-2: Negative social impacts in the supply chain and actions taken</p>	

BRSR	GRI	SDG
<p>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021 GRI 2-29: Approach to stakeholder engagement</p> <p>GRI 3: Disclosures on material topics GRI 3-1: Process to determine material topics</p>	 
<p>Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 2: General Disclosures 2021 GRI 2-12: Role of the highest governance body in overseeing the management of impacts</p> <p>GRI 2-13: Delegation of responsibility for managing impacts</p> <p>GRI 3: Disclosures on material topics GRI 3-1: Process to determine material topics</p> <p>GRI 2: General Disclosures 2021 GRI 2-29: Approach to stakeholder engagement</p>	
<p>Principle 5 - Businesses should respect and promote human rights -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021</p> <p>GRI 2-13: Delegation of responsibility for managing impacts</p> <p>GRI 2-19 Remuneration policies a. describe the remuneration policies for members of the highest governance body and senior executives</p> <p>GRI 2-21 Annual total compensation ratio</p> <p>GRI 2-23 Policy commitments</p> <p>GRI 2-24: Embedding policy commitments</p> <p>GRI 2-25: Processes to remediate negative impacts</p> <p>GRI 3: Disclosures on material topics GRI 3-3 Management of material topics</p> <p>GRI 202: Market Presence 2016 GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage</p> <p>GRI 205: Anti-Corruption 2016</p> <p>GRI 205-2 Communication and training about anti-corruption policies and procedures</p> <p>GRI 403: Occupational Health and Safety 2018</p> <p>GRI 403-5 Worker training on occupational health and safety</p> <p>GRI 404: Training and Education 2016 GRI 404-1 Average hours of training per year per employee</p> <p>GRI 405: Diversity and Equal Opportunity 2016</p> <p>GRI 405-2 Ratio of basic salary and remuneration of women to men</p> <p>GRI 406: Non-discrimination 2016</p> <p>GRI 406-1 Incidents of discrimination and corrective actions taken</p> <p>GRI 410: Security Practices 2016</p> <p>GRI 410-1 Security personnel trained in human rights policies or procedures</p>	  

BRSR	GRI	SDG
<p>Principle 5 - Businesses should respect and promote human rights - LEADERSHIP INDICATORS</p>	<p>GRI 2: General Disclosures 2021 GRI 2-25 Processes to remediate negative impacts GRI 3: Material Topics 2021 GRI 3-1: Process to determine material topics GRI 3-3: Management of material topics GRI 414: Supplier Social Assessment 2016 GRI 414-1 New suppliers that were screened using social criteria GRI 414-2 Negative social impacts in the supply chain and actions taken</p>	
<p>Principle 6 - Businesses should respect and make efforts to protect and restore the environment - ESSENTIAL INDICATORS</p>	<p>GRI 302: Energy 2016 GRI 302-1 Energy consumption within the organization GRI 302-3: Energy intensity GRI 303: Water and Effluents 2018 GRI 303-1: Interactions with water as a shared resource GRI 303-3: Water withdrawal GRI 303-5: Water consumption GRI 304: Biodiversity 2016 GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 305: Emissions 2016 GRI 305-1 Direct (Scope 1) GHG emissions GRI 305-2: Energy indirect (Scope 2) GHG emissions. GRI 305-4: GHG emissions intensity GRI 305-5: Reduction of GHG emissions GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions GRI 306: Waste 2020 GRI 306-2 Management of significant waste related impacts GRI 306-3 Waste generated GRI 306-5 Waste directed to disposal GRI 2: General Disclosures 2021 GRI 2-27 Compliance with laws and regulations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities GRI 413-1 Operations with local community engagement, impact assessments, and development programs</p>	 <p>The SDG icons shown are: 3 Good Health and Well-being (green), 6 Clean Water and Sanitation (blue), 7 Affordable and Clean Energy (yellow), 12 Responsible Consumption and Production (orange), 13 Climate Action (green), 14 Life Below Water (blue), and 15 Life on Land (green).</p>

BRSR	GRI	SDG
<p>Principle 6 - Businesses should respect and make efforts to protect and restore the environment -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 302: Energy 2016 GRI 302-1: Energy consumption within the organization GRI 303: Water and Effluents 2018 GRI 303-3 Water withdrawal GRI 303-4 Water discharge GRI 304: Biodiversity 2016 GRI 304-2 Significant impacts of activities, products and services on biodiversity GRI 304-3 Habitats protected or restored GRI 305: Emissions 2016 GRI 305-3 Other indirect (Scope 3) GHG emissions GRI 305-4 GHG emissions intensity GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria</p>	
<p>Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 308: Supplier Environmental Assessment 2016 GRI 308-1 New suppliers that were screened using environmental criteria GRI 308-2 Negative environmental impacts in the supply chain and actions taken GRI 3: Material Topics 2021, GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour</p>	
<p>Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent -</p> <p>LEADERSHIP INDICATORS</p>	<p>GRI 2: General Disclosures 2021 GRI 2-28 Membership associations GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages anti-competitive behaviour GRI 415: Public Policy 2016</p>	
<p>Principle 8 - Businesses should promote inclusive growth and equitable development -</p> <p>ESSENTIAL INDICATORS</p>	<p>GRI 2: General Disclosures 2021 GRI 2-25 Processes to remediate negative impacts GRI 3: Material Topics 2021 GRI 3-3 Management of material topics The organization shall report how it manages local communities GRI 204: Procurement Practices 2016 GRI 204-1 Proportion of spending on local suppliers GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs</p>	

BRSR	GRI	SDG
<p>Principle 8 - Businesses should promote inclusive growth and equitable development - LEADERSHIP INDICATORS</p>	<p>GRI 3: Material Topics 2021 GRI 3-3 Management of material topics GRI 413: Local Communities 2016 GRI 413-1 Operations with local community engagement, impact assessments, and development programs</p>	
<p>Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner - ESSENTIAL INDICATORS</p>	<p>GRI 417: Marketing and Labeling 2016 GRI 417-1 Requirements for product and service information and labelling GRI 418: Customer Privacy 2016 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 3: Material Topics 2021 GRI 3-3 Management of material topics</p>	
<p>Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner - LEADERSHIP INDICATORS</p>	<p>GRI 417: Marketing and Labeling 2016 GRI 417-1 Requirements for product and service information and labelling GRI 418: Customer Privacy 2016 GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data GRI 3: Material Topics 2021 GRI 3-3 Management of material topics</p>	

Note:

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