



# RISHABH INSTRUMENTS LIMITED

(Formerly Rishabh Instruments Private Limited)

August 22, 2024

To,  
National Stock Exchange of India Limited,  
Exchange Plaza, Plot No. C/1, G Block, Bandra-  
Kurla Complex, Bandra (East), Mumbai –  
400051  
NSE Symbol: RISHABH

To,  
BSE Limited,  
Phiroze Jeejeebhoy Towers,  
21st Floor, Dalal Street,  
Mumbai – 400001  
BSE Scrip Code: 543977

Dear Sir/Madam,

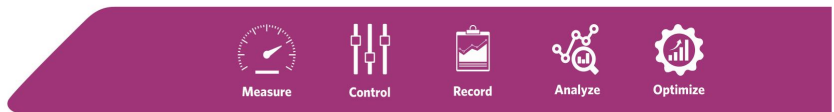
**Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24**

In compliance with Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report of the Company for the Financial Year 2023-24.

Kindly take the same on your records.

**For Rishabh Instruments Limited**

**Ajinkya Joglekar**  
**Company Secretary and Compliance Officer**  
**ICSI Membership No.: A57272**



BUSINESS  
**RESPONSIBILITY**  
& SUSTAINABILITY  
**REPORT**  
**2024**



## SECTION A GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the listed entity	L31100MH1982PLC028406
2	Name of the listed entity	Rishabh Instruments Limited
3	Year of incorporation	1982
4	Registered office address	A-54, MIDC, Opp MIDC Bus Depot, Andheri (East), Mumbai City, Mumbai - 400 093, Maharashtra, India
5	Corporate address	F-31, MIDC Satpur, Nasik - 422 007, Maharashtra, India
6	E-mail	cs@rishabh.co.in
7	Telephone	02532202183
8	Website	<a href="https://rishabh.co.in/">https://rishabh.co.in/</a>
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited; National Stock Exchange of India Limited
11	Paid-up Capital (in INR Million)	382.05
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. Ajinkya Joglekar (Telephone: 02532202183; E-mail: cs@rishabh.co.in)
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

### II. PRODUCTS/SERVICES

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

Description of Main Activity	Description of Business Activity	% of turnover of the entity
Manufacturing	Computer, electronics, communication and scientific measuring & control equipment	100



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

Product/Service	NIC Code	% of Total Turnover Contributed
Manufacture of other electrical equipment	27900	100

### III. OPERATIONS

16. Number of locations where plants and/or operations/offices of the entity are situated:

#### NATIONAL

NUMBER OF PLANTS	2
NUMBER OF OFFICES	8
<b>TOTAL</b>	<b>10</b>

#### INTERNATIONAL

NUMBER OF PLANTS	0
NUMBER OF OFFICES	0
<b>TOTAL</b>	<b>0</b>

17. Markets served by the entity:

a. Number of locations

NATIONAL (NO. OF STATES)	7
INTERNATIONAL (NO. OF COUNTRIES)	0

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

49%

c. A brief on types of customers

Manufacturers and traders of electrical Instruments

#### IV. EMPLOYEES

##### 18. Details as at the end of Financial Year 2023-24:



###### a. Employees and workers - including differently abled (Financial Year 2023-24):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	366	330	90.16	36	9.84
2.	Other than permanent (E)	22	18	81.82	4	18.18
<b>3.</b>	<b>Total Employees (D + E)</b>	<b>388</b>	<b>348</b>	<b>89.69</b>	<b>40</b>	<b>10.31</b>
<b>WORKERS</b>						
4.	Permanent (F)	130	33	25.38	97	74.62
5.	Other than permanent (G)	114	0	-	114.00	100.00
<b>6.</b>	<b>Total Workers (F + G)</b>	<b>244</b>	<b>33</b>	<b>13.52</b>	<b>211.00</b>	<b>86.48</b>

###### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than permanent (E)	0	0	0	0	0
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

##### 19. Participation/Inclusion/representation of women

	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
 Board of Directors	6	1	16.67%
 Key Management Personnel	4	0	0.00%



## 20. Turnover rate for permanent employees & workers (Disclose trends for the past 3 years)

Persons leaving the employment of the entity shall include those who leave the entity voluntarily or due to dismissal, termination, retirement or death in service.	2023-24 (Turnover rate in current FY)					
	No. of persons who have left the employment of the entity in the 2023-24			Average no. of persons employed in the category		
	Male	Female	Total	Male	Female	Total
Permanent employees	56	7	63	4.5	0	4.5
Permanent workers	1	2	3	0	0.5	0.5

	2022-23 (Turnover rate in previous FY)					
	No. of persons who have left the employment of the entity in the 2022-23			Average no. of persons employed in the category		
	Male	Female	Total	Male	Female	Total
Permanent employees	38	1	39	4	0.5	4.5
Permanent workers	0	1	1	0	0	0

	2021-22 (Turnover rate in the year prior to the previous 2021-22)					
	No. of persons who have left the employment of the entity in the 2021-22			Average no. of persons employed in the category		
	Male	Female	Total	Male	Female	Total
Permanent employees	47	3	50	3	0.5	3.5
Permanent workers	0	0	0	0	0	0

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 21. (a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
1	EnergySolution Labs Private Limited	Subsidiary	99.58	No
2	Dhruv Enterprises Limited	Subsidiary	100	No
3	Sifam Tinsley Instrumentation Inc. US	Subsidiary	100	No
4	Sifam Tinsley Instrumentation Limited UK	Subsidiary of Dhruv Enterprises Limited	50.10	No
5	Lumel Alucast Sp. z.o.o	Subsidiary of Dhruv Enterprises Limited	100	No
6	Lumel S.A., Poland	Subsidiary of Dhruv Enterprises Limited	100	No
7	Shanghai VA Instruments Co. Limited China	Subsidiary	99.94	No

**VI. CSR DETAILS**

22.

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No): **Yes**

(ii) Turnover (in INR Million): **INR 1,959.80/-**

(iii) Net worth (in INR Million): **INR 2,432.35/-**








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**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**

**23. 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)	2023-24 Current Financial Year			2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
 <b>Communities</b>	No	0	0	Nil	0	0	Nil
 <b>Investors (other than shareholders)</b>	No	0	0	Nil	0	0	Nil
 <b>Shareholders</b>	Yes	3	0	Issues relating to ASBA facilities and unblocking of funds	0	0	Nil
 <b>Employees and workers</b>	Yes	3	3	Routine issues such as infrastructural changes were raised and resolved	7	7	Routine issues such as housekeeping and canteen were raised and resolved
 <b>Customers</b>	Yes, through the sales team available in each region	0	0	Nil	0	0	Nil
 <b>Value chain partners</b>	No	0	0	Nil	0	0	Nil
 <b>Other (please specify)</b>	No	0	0	Nil	0	0	Nil

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

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)
NIL	NIL	NIL	NIL	NIL



## 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
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					YES				
b. Has the policy been approved by the Board? (Yes/No)					YES				
c. Web link of the policies, if available	The Corporate policies of the Company can be viewed at the weblink: <a href="https://rishabh.co.in/">https://rishabh.co.in/</a>								
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Rishabh instruments, including its subsidiaries, supports, adopts and complies with multiple domestic and international standards, as relevant. Some key certifications are listed below: <ol style="list-style-type: none"> <li>1. ISO 9001:2015</li> <li>2. ISO 14001:2015</li> <li>3. IATF 16949:2015</li> <li>4. NABL Accreditation</li> <li>5. CE, ROHS, and UKCA, among others</li> </ol>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We don't have mandated targets, commitments, or evaluation process for all policies. We have procedures in place to track key parameters.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We track key parameters in policies and record them for learning and development to enhance our policies.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	As Directors committed to driving our Company's sustainability agenda, we are proud to present our latest Business Responsibility Report, showcasing our dedication to Environmental, Social, and Governance (ESG) Principles. Over the past year, we have made significant strides in addressing key ESG challenges with innovative solutions and collaborative efforts. We are excited to highlight our achievements, including a substantial decrease in waste production and the successful implementation of renewable energy projects. These accomplishments reflect our unwavering commitment to creating a positive impact and advancing towards a more sustainable future. Our journey is ongoing and we remain dedicated to further enhancing our ESG performance and driving positive change within our industry.								



DISCLOSURE QUESTIONS	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight									Board of Directors
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									No

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)									
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	
Performance against above policies and follow up action																			Policies wherever stated have been approved by Board/Committees of Board/Senior Management of the Company. Polices are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on a need basis, whichever is earlier. Necessary updates are made to the policies.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			The Company has necessary procedures in place to ensure compliance with all relevant regulations.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										No, however all policies and processes are subject to audits/reviews conducted internally in the Company from time to time.

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)									

## PRINCIPLES



### PRINCIPLE 1

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



### PRINCIPLE 2

Businesses should provide goods and service in a manner that is sustainable and safe



### PRINCIPLE 3

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



### PRINCIPLE 4

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



### PRINCIPLE 5

Businesses should respect and promote human rights



### PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment



### PRINCIPLE 7

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



### PRINCIPLE 8

Businesses should promote inclusive growth and equitable development



### PRINCIPLE 9





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


**PRINCIPLE 1**

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
 Board of Directors	Nil	-	Nil
 Key Managerial Personnel	1	Expert Talk	100
 Employees other than BoD and KMPs	5	Expert Talk, Productivity Improvement using LeanTools, Purchase Management & Negotiaion, Industrial Automation Courses - PLC/SCADA/Digital Communication, Orientation Programme	100
 Workers	4	Emotional Intelligence, Anandmay Jeevan	100

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format:

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

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

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

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

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

Rishabh Code of Conduct Policy  
 Weblink: <https://rishabh.co.in/>

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	2023-24 (Current Financial Year)		2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of conflict of interest of the KMPs		-		-

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:

No such action was taken or is underway for the year under review.



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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Accounts payables	0	0
Cost of goods/services procured	0	0
Number of days of accounts payables	0	0

**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:**

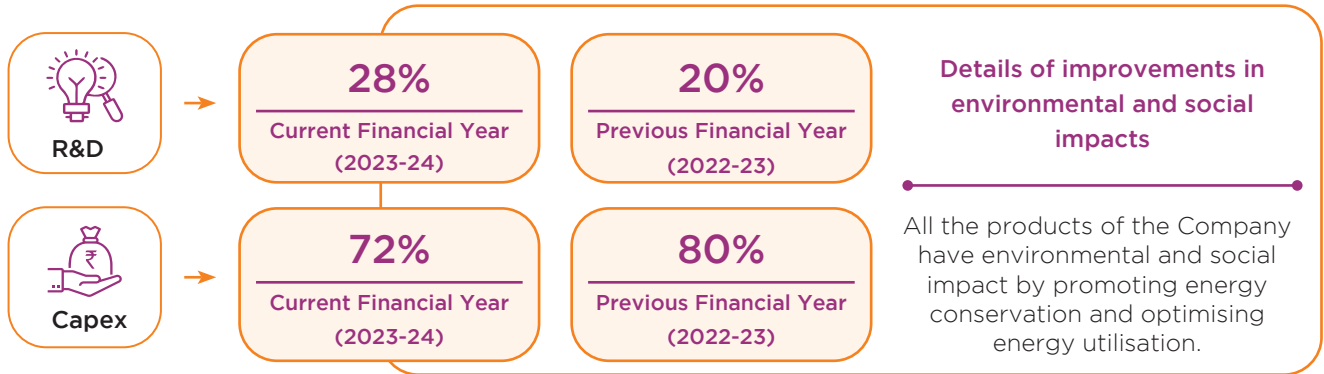
Parameter	Metrics	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	59	63
	b. Number of dealers/distributors to whom sales are made	175	177
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	28	25
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	17.33	22.66
	b. Sales (Sales to related parties/ Total Sales)	203.95	187.05
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	65.55	Nil
	d. Investments (Investments in related parties/Total Investments made)	Nil	Nil

**PRINCIPLE 2**

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

**Essential Indicators**

- 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.



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- Does the entity have procedures in place for sustainable sourcing? (Yes/No) : No
  - If yes, what percentage of inputs were sourced sustainably? : No
- 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.

We adhere to the Standard Operating Procedure (SOP) titled “Waste Management,” which encompasses various categories including plastic, electronic waste, hazardous waste, and other distinct types of materials. For the disposal of hazardous waste, we engage with government-authorized agents to ensure compliance with regulatory standards and environmental protection.

- 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.

Yes, Extended Producer Responsibility (EPR) is applicable to our activities. Our waste collection plan is fully aligned with the EPR plan submitted to the Pollution Control Board. We are committed to adhering to these standards and ensuring compliance with relevant regulations.

**Leadership Indicators**

- 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?

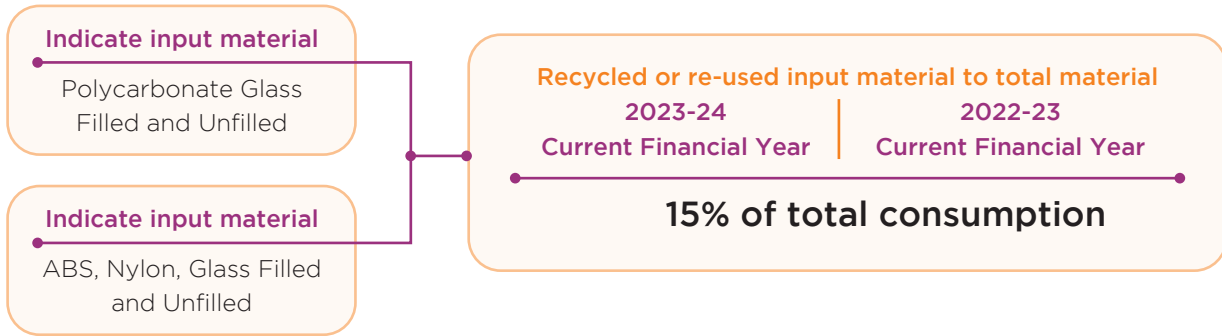
NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NIL					



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
NIL		

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).



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

Particulars	Recycled or re-used input material to total material					
	2023-24 Current Financial Year			2022-23 Current Financial Year		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
<b>Plastics (including packaging)</b>	9.68	Nil	Nil	12.91	Nil	Nil
<b>E-waste</b>	Desktop - 9 Servers - 15	Nil	Nil	Laptops - 45 Desktop - 3 Printer - 1 Projector - 2	Nil	Nil
<b>Hazardous waste</b>	Nil	Nil	ION RESIN 6.78	Nil	Nil	0.35
<b>Other waste</b>	Nil	Nil	Non-ferrous metal - 14.63, Ferrous metal - 21.7, Glass scrap - 2.55, Other scrap (wooden + corr box) - 74.51	Nil	Nil	Non-ferrous metal - 12.96, Ferrous metal - 34.6, Glass scrap - 2.83, Other scrap (wooden + corr box) - 59.3

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

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



**PRINCIPLE 3**

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

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

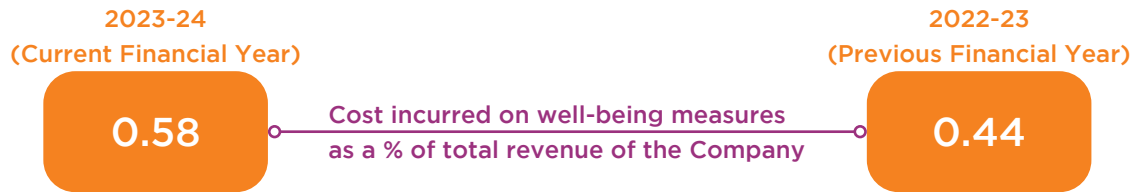
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees (Full time/part time employed for an indeterminate period)</b>											
Male	330	0	0	0	0	0	0	0	0	0	0
Female	36	0	0	0	2	5.56	0	0	0	0	0
<b>Total</b>	<b>366</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than permanent employees (Fixed term employment, ends when period expires, or after completion of a specific task)</b>											
Male	18	0	0	0	0	0	0	0	0	0	0
Female	4	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	33	0	0	0	0	0	0	0	0	0	0
Female	97	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>130</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than permanent workers</b>											
Male	114	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>114</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



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



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

Benefits	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	26%	81%	Yes	26%	81%	Yes
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil

3. Accessibility of workplaces

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

Yes

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

Yes.

Weblink: <https://rishabh.co.in/>

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

Permanent employees (Full time/part time employed for an indeterminate period)						
Gender	Return to work rate			Retention rate		
	Total no. of employees that did return to work after parental leave ended	Total no. of employees due to return to work after parental leave ended	Return to work rate	Total no. of employees retained 12 months after returning to work following a period of parental leave	Total no. of employees returning from parental leave in the prior reporting period (Previous Financial Year)	Retention rate
Male	0	0	0	0	0	0
Female	2	2	100	2	0	0
<b>Total</b>	<b>2</b>	<b>2</b>	<b>100</b>	<b>2</b>	<b>0</b>	<b>0</b>

Permanent workers						
Gender	Return to work rate			Retention rate		
	Total no. of employees that did return to work after parental leave ended	Total no. of employees due to return to work after parental leave ended	Return to work rate	Total no. of employees retained 12 months after returning to work following a period of parental leave	Total no. of employees returning from parental leave in the prior reporting period (Previous Financial Year)	Retention rate
Male	0	0	0	0	0	0
Female	3	0	0	3	0	0
<b>Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>

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, we have established grievance redressal mechanisms for all categories of workers and employees. This includes dedicated channels for submitting concerns, a structured process for addressing grievances, and regular review meetings to ensure timely and effective resolution.

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

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total employees /workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Employees</b>						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total permanent employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
Male	33	33	100%	33	33	100%
Female	97	97	100%	99	99	100%
<b>Total permanent workers</b>	<b>130</b>	<b>130</b>	<b>100%</b>	<b>132</b>	<b>132</b>	<b>100%</b>



## 8. Details of training given to employees and workers

Category	2023-24 (Current Financial Year)					2022-23 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	330	130	39.39	11	3.33	289	0	62	21.45	
Female	36	36	111.11	0	-	33	0	16	48.48	
<b>Total</b>	<b>366</b>	<b>170</b>	<b>46.45</b>	<b>11</b>	<b>3.01</b>	<b>322</b>	<b>0</b>	<b>78</b>	<b>24.22</b>	
<b>Workers</b>										
Male	33	20	60.61	0	0	33	0	0	0	
Female	97	85	175.26	0	0	99	135	136.36	0	
<b>Total</b>	<b>130</b>	<b>105</b>	<b>146.15</b>	<b>0</b>	<b>0</b>	<b>132</b>	<b>135</b>	<b>102.27</b>	<b>0</b>	

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

Category	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	330	330	100.00	289	288	99.65
Female	36	36	100.00	33	33	100.00
<b>Total</b>	<b>366</b>	<b>366</b>	<b>100.00</b>	<b>322</b>	<b>321</b>	<b>99.69</b>
<b>Workers</b>						
Male	33	33	100.00	33	33	100
Female	97	97	100.00	99	99	100
<b>Total</b>	<b>130</b>	<b>130</b>	<b>100.00</b>	<b>132</b>	<b>132</b>	<b>100</b>

## 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, Rishabh Instruments Limited (RIL) has established, documented, implemented, maintains, and continuously improves an EH&S management system that meets the requirements of the international standard ISO 14001:2004 and OHSAS 18001:2007.

- 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 entity utilises an Environmental Aspect Impact Register to systematically identify and control potential risks associated with both routine and non-routine activities. This register helps in assessing work-related hazards and evaluating their potential impact, ensuring proactive risk management and mitigation strategies.

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

Yes

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

Yes

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

Safety incident/Number	Category	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
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	Nil	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

RIL Trains employees by conducting periodical trainings on electricity & safety norms, 5S, housekeeping, first aid, fire fighting and evacuation drills to convey the policies and awareness of emergency responses. RIL Keeps on organising Yearly Medical Checkups, Blood Donation Camps, Yoga Camps. The Company encourages provision of adequate sanitation facilities, safe drinking water, overall hygiene, and crèche in office.



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

	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	NA	0	0	NA
Health & safety	0	0	NA	0	0	NA

**14. Assessments for the year:**



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

Not Applicable



**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.

No such processes are 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 & marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
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Nil





## 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	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Total (A)	No. of employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	366	366	100	322	322	100
Other than permanent	22	22	100	3	3	100
Total Employees	388	388	100	325	325	100
<b>Workers</b>						
Permanent	130	130	100	132	132	100
Other than permanent	114	0	0	95	0	0
Total Workers	244	130	53.28	227	132	58.15

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

Category	2023-24 (Current Financial Year)					2022-23 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	366	0	0	366	100	322	0	0	322	100
Male	330	0	0	330	100	289	0	0	289	100
Female	36	0	0	36	100	33	0	0	33	100
Other than permanent	22	0	0	22	100	3	0	0	3	100
Male	18	0	0	18	100	3	0	0	3	100
Female	4	0	0	4	100	0	0	0	0	0



Category	2023-24 (Current Financial Year)					2022-23 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
Permanent	130	3	2.31	127	97.69	132	2	1.52	130	98.48
Male	33	0	-	33	100	33	0	-	33	100.00
Female	97	3	3.09	94	96.91	99	2	2.02	97	97.98
Other than permanent	114	114	100	0	0	95	95	100	0	0
Male	114	114*	100	0	0	95	95*	100	0	0
Female	0	0	0	0	0	0	0	0	0	0

A few of the workers are earning slightly below the minimum wage due to the pressures faced by the business during the COVID-19 pandemic. However, it is important to note that the Company provided additional wages during the lockdown period, even when work was not actively performed by the employees.

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

#### a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages (in INR Million) of respective category	Number	Median remuneration/salary/wages (in INR Million) of respective category
Board of Directors (BoD)	1	13		
Key Managerial Personnel	4	3		
Employees other than BoD and KMP	325	0	36	0.43
Workers	33	0	97	0.025

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



#### 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 HR Department is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The internal mechanisms in place to address grievances related to human rights issues include the Workers Union, the Internal Committee (IC), and the HR Department. These bodies collectively ensure that any concerns are effectively managed and resolved.



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

	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child labour	Not applicable	Not applicable	Nil	Not applicable	Not applicable	Nil
Forced labour/involuntary labour	Not applicable	Not applicable	Nil	Not applicable	Not applicable	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

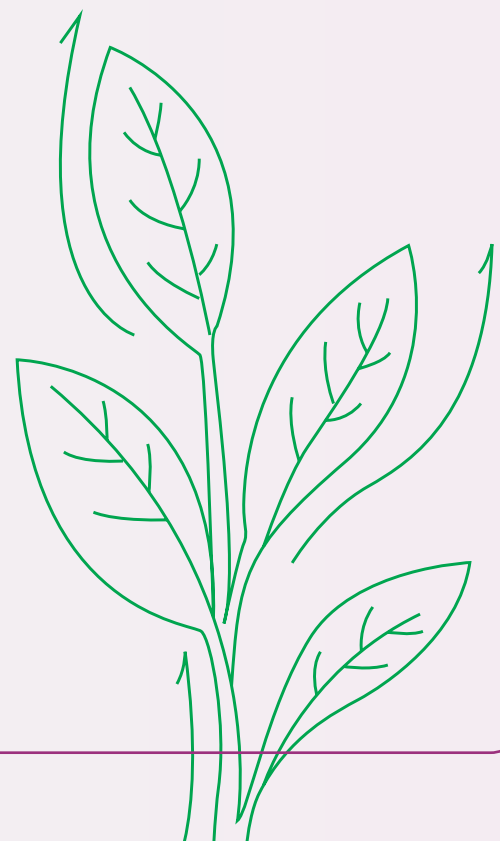
	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

Internal Union and through the HR Department.

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

No.



**10. Assessments for the year:**

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

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

Not Applicable.




**PRINCIPLE 6**

Businesses should respect and make efforts to protect and restore the environment

**Essential Indicators**
**1. Details of total energy consumption (in joules or multiples) and energy intensity**
**Total Energy Consumption**

S. No.	Description	Unit of Measurement	Quantity {Current Financial Year (2023-24)}	Quantity {Previous Financial Year (2022-23)}
1	Biomass Briquette	MT	N.A.	N.A.
2	Renewable Sources (PPA)	Joules	N.A.	N.A.
3	Solar Energy (On site) - Rooftop/Streetlights	Joules	11,79,16,20,00,000	9,02,61,00,00,000
4	Diesel Consumption in Operation (Boiler/DG/ Forklift/Others)	KL	6.6	5.385
5	Grid Electricity Consumption	Joules	69,99,44,49,81,818	67,45,13,28,00,000
6	Diesel Consumption for Company Owned Vehicles	KL	Negligible	Negligible
7	Coal Consumption for Operations (Canteen food preparation)	KG	NA	NA
8	Natural Gas Used in Operations	SCM	NA	NA
9	Furnace Oil Consumption in Operations	KL	NA	NA
10	LDO Used in Operations	KL	NA	NA
11	LPG Used in Operations	KG	NA	NA
12	Steam Consumption in Operations (Please provide the pressure and temp values of the steam)	MT	NA	NA
13	Any other fuel consumed in operations		NA	NA

Note: Green marked are the renewable energy sources.

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

No such scheme is in place.

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

S. No.	Parameters	Unit	Current Financial Year (2023-24)	Previous Financial Year (2022-23)
<b>Water Withdrawal by source (in kilolitres)</b>				
(i)	Surface water	Kilolitre	10,791	12,097
(ii)	Groundwater	Kilolitre	NA	NA
(iii)	Third party water	Kilolitre	NA	NA
(iv)	Sea water/desalinated water	Kilolitre	NA	NA
(v)	Others	Kilolitre	NA	NA
	Total volume of water withdrawal (in kilolitres)	Kilolitre	NA	NA
	Total volume of water consumption (in kilolitres)	Kilolitre	10,791	12,097
	Water Intensity per rupee of turnover (Total water consumption/Revenue from operations)	Kilolitre	0.0086	0.011
	Water intensity in terms of physical output	Kilolitre	N.A.	N.A.

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



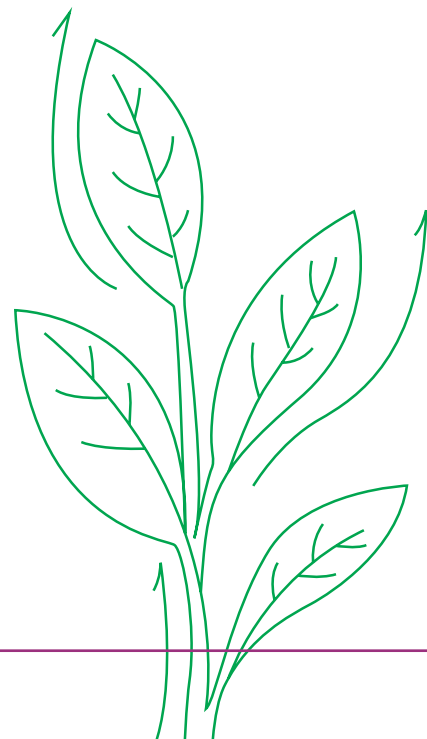
#### 4. Provide the following details related to water discharged:

S. No.	Parameter	Unit	Current Financial Year (2023-24)	Previous Financial Year (2022-23)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>				
(i)	To surface water	Kilolitre	1050	1050
	a. No treatment	Kilolitre	NA	NA
	b. With treatment - please specify level of treatment	Kilolitre	NA	NA
(ii)	Groundwater	Kilolitre	NA	NA
	a. No treatment	Kilolitre	NA	NA
	b. With treatment - please specify level of treatment	Kilolitre	NA	NA
(iii)	To sea water	Kilolitre	NA	NA
	a. No treatment	Kilolitre	NA	NA
	b. With treatment - please specify level of treatment	Kilolitre	NA	NA
(iv)	Sent to third-parties	Kilolitre	NA	NA
	a. No treatment	Kilolitre	NA	NA
	b. With treatment - please specify level of treatment	Kilolitre	NA	NA
(v)	Others		NA	NA
	a. No treatment	Kilolitre	NA	NA
	b. With treatment - please specify level of treatment	Kilolitre	NA	NA
<b>Total water discharged (in Kilolitres)</b>		<b>Kilolitre</b>	<b>1050</b>	<b>1050</b>

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

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

No



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

Parameter	Please specify unit	Current Financial Year (2023-24)	Previous Financial Year (2022-23)
NOx	Nil	Nil	Nil
SOx	Nil	Nil	Nil
Particulate matter (PM)	Nil	Nil	Nil
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others- please specify	Nil	Nil	Nil

Note: The Company was required to appoint an external agency for the purpose of air emission tracking, due to some exigencies, no tracking was carried out in previous and current Financial Year.

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

No

**7. Does the entity have any project related to reducing Green House Gas emissions? If Yes, then provide details.**

No

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

Parameter	Current Financial Year (2023 -24)	Previous Financial Year (2022-23)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	9.6866	12.91
E-waste (B)	Negligible	Negligible
Bio-medical waste (C)	N.A.	N.A.
Construction and demolition waste (D)	N.A.	N.A.
Battery waste (E)	N.A.	N.A.
Radioactive waste (F)	N.A.	N.A.
Other hazardous waste. Please specify, if any. (G)	ION RESIN 6.78	0.35
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Non-ferrous metal - 14.63, Ferrous metal - 21.7, Glass scrap - 2.55, Other scrap (wooden + corr box) - 74.51	Non-ferrous metal - 12.96, Ferrous metal - 34.6, Glass scrap - 2.83, Other scrap (wooden + corr box) - 59.3



Parameter	Current Financial Year (2023 -24)	Previous Financial Year (2022-23)
Total waste generated (in metric tonnes)	129.8566	122.95
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.73	0.83
Waste intensity in terms of physical output	Negligible	Negligible
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
i. Recycled	Nil	Nil
ii. Re-used	Nil	Nil
iii. Other recovery operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
i. Incineration	Nil	Nil
ii. Landfilling	Nil	Nil
iii. Other disposal operations	Nil	Nil
<b>Total</b>	<b>Nil</b>	<b>Nil</b>

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

No

**9. 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.**

Our waste management practices include meticulous segregation, recycling, and safe disposal of all waste materials. We reduce hazardous chemical usage through R&D, process optimisation, and supplier collaboration. Additionally, we conduct employee training and continuously improve our waste management strategies to ensure sustainability.

**10. 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 ovals/clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance being complied with? (Y/N). If no, the reason of and corrective action is taken, if any.
Nil	Nil	Nil	Nil



11. 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
Nil	Nil	Nil	Nil	Nil	Nil

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

S. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil	Nil	Nil	Nil	Nil





**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.**

Four (4).

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

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
Nashik Industries and Manufacturers' Association	State
Maharashtra Chamber of Commerce, Industry & Agriculture	State
Indian Electrical & Electronics Manufacturers' Association	National
Nashik Industries Welfare Centre	State

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

**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
Not undertaken					

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

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the Financial Year (In INR)
Not undertaken						

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

No such mechanism is available as of now

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

	2023-24 (Current Financial Year)	2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	Nil	Nil
Directly from within India	Nil	Nil

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

Location	Current Financial Year (2023-24)	Current Financial Year (2022-23)
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	Nil	Nil



**PRINCIPLE 9**

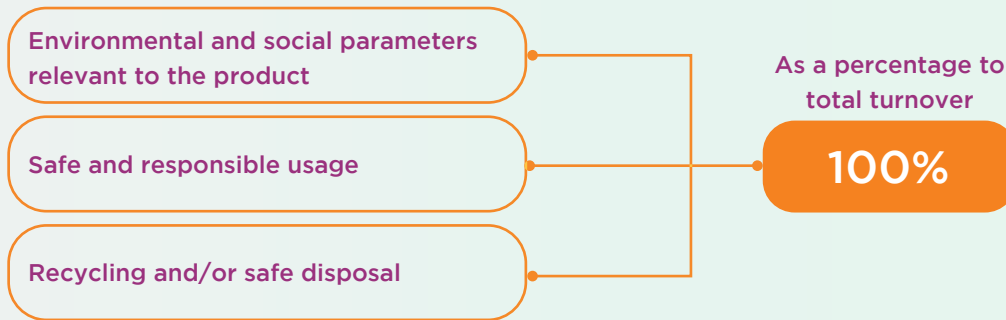
Businesses should engage with and provide value to their consumers in a responsible manner

**Essential Indicators**

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

Customer complaints and feedback are received by Email/Phone Call/Product receipt through Sales Engineer or Service. After reviewing the case feedback is provided to the customer.

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



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

	2023-24 (Current Financial Year)			2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive trade practices	-	-	-	-	-	-
Restrictive trade practices	-	-	-	-	-	-
Unfair trade practices	-	-	-	-	-	-
Others - (quality, logistic, workorder etc)	-	-	-	-	-	-



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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

**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. Weblink: <https://rishabh.co.in/>

**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 corrective actions related to cybersecurity or other listed issues are currently in progress.

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	0

