



To:

Corporate Relationship Department
BSE Limited
PJ Towers,
Dalal Street,
Mumbai -400001
BSE SCRIP CODE: 543896

To:

The Manager
Listing Department
The National Stock Exchange of India Limited
“Exchange Plaza”, Bandra – Kurla Complex,
Bandra (EAST), Mumbai – 400051
NSE SYMBOL: AVALON

Sir(s)/Madam,

Sub: Submission of Business Responsibility and Sustainability Report (BRSR)

Ref: Disclosure under Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to the above captioned SEBI Regulations, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2023- 24, which also forms part of the Annual Report for FY 2023-24.

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

Yours sincerely,

For **Avalon Technologies Limited**

RAJESH V
Digitally signed by RAJESH
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Date: 2024.08.31 18:15:46
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Name of the Person: Dr. V. Rajesh

Designation: Company Secretary & Compliance Officer

Membership Number: F9213

Date: August 31, 2024

Avalon Technologies Limited

(Formerly Avalon Technologies Private Limited)

Corporate Identification Number: L30007TN1999PLC043479

Reg. Office 'TPI Block' B7, First Main Road, MEPZ-SEZ, Tambaram, Chennai 600 045

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www.avalontec.com

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L30007TN1999PLC043479
2	Name of the Listed Entity	Avalon Technologies Limited
3	Year of incorporation	1999
4	Registered Office Address	B-7, First Main Road, MEPZ-SEZ, Tambaram, Chennai -600045, Tamil Nadu, India
5	Corporate Office Address	B-7, First Main Road, MEPZ-SEZ, Tambaram, Chennai -600045, Tamil Nadu, India
6	Email	compliance@avalontec.com
7	Telephone	+9144 4222 0400
8	Website	https://www.avalontec.com/
9	Financial Year reported	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited
11	Paid up Capital - INR In crores	INR 13.14 Crores
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Dr. Rajesh V Company Secretary & Compliance Officer E-mail: compliance@avalontec.com Phone: +9144 4222 0400
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
14	Name of assurance provider	No
15	Type of assurance obtained	NA

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	Electronics Manufacturing Services	Our Company offers a comprehensive range of services which includes Printed Circuit Board Assembly (PCBA), box-build solutions, new product development, cable assembly, wire harnesses, sheet metal fabrications, machining, injection molded plastics, and magnetics. This diverse portfolio enables us to meet the varied needs of our clients, ensuring high-quality and efficient production processes across multiple industries.	100%

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
		Group	Class	Sub Class	
1.	PCBA, Box Build and Cables	261	2610	26104	More than 90%

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	5*	1	6
International	-	-	-

* 1 Plant is under construction and operations are set to commence in FY 2024-25

** - One of our Plants and Registered Office are located in the same address.

On a consolidated basis, our Group consists of 14 plants in India and the US.

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

Location	Numbers
National (No. of States)	5 major states in India (Gujarat, Maharashtra, Tamil Nadu, Andhra Pradesh and Karnataka)
International (No. of Countries)	18 Major Countries. 70% of export customers are US based & Europe based.

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

The contribution of export to the turnover is 47%.

c. A brief on types of customers

Avalon caters to a diverse range of B2B customers across various high-impact sectors. Our clientele includes companies in the Clean Energy sector, where we support the transition to sustainable power solutions through advanced electronics manufacturing services. In the Mobility sector, our customers benefit from our innovative and reliable solutions that enhance transportation and logistics. The Communication sector relies on our expertise to deliver high-performance electronic components essential for modern connectivity and data transmission. Industrial clients leverage our robust manufacturing capabilities to optimize their production processes and maintain high operational efficiency. Additionally, we serve the medical sector, providing precision-engineered electronic equipment that meets stringent regulatory standards and contributes to advancements in healthcare technology. By addressing the unique needs of these sectors, Avalon continues to foster long-term partnerships and drive progress across multiple industries.

IV. Employees

20. Details as at the end of Financial Year: March 31, 2024

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)	374	297	79 %	77	21 %
2	Other than Permanent (E)	13	5	38%	8	62%
3	Total employees (D+E)	387	302	78%	85	22%
Workers						
4	Permanent (F)	498	437	88%	61	12%
5	Other than Permanent (G)	111	58	52%	53	48%
6	Total workers (F+G)	609	495	82%	114	18%

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)	1	1	100 %	NIL	NIL
2	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3	Total differently abled employees (D+E)	1	1	100 %	NIL	NIL
Differently Abled Workers						
4	Permanent (F)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (G)	NIL	NIL	NIL	NIL	NIL
6	Total differently abled workers (F+G)	NIL	NIL	NIL	NIL	NIL

21. Participation/Inclusion/Representation of women

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

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	24%	15%	18%	15%	17%	21%	13%	20%
Permanent Workers	42%	32%	41%	43%	39%	43%	50%	49%	50%

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

23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Avalon Technology and Services Private Limited	Subsidiary	100%	Yes
2.	Sienna ECAD Technologies Private Limited	Subsidiary	99.9972%	Yes
3.	ABV Electronics Inc. (D/B/A Sienna Corporation)	Subsidiary	100%	No

VI. CSR Details

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

Threshold	FY 2023-24	FY 2022-23
Turnover (in INR)	4,41,67,94,477	4,79,36,99,847
Net worth (in INR)	6,73,17,29,204	6,56,99,42,359

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)	Current Financial Year 2023-24			Previous Financial Year 2022-23		
		No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

Weblink: <https://www.avalontec.com/investors/>

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
1	Transparency, Corporate Governance, Business Ethics and Zero corruption	Opportunity	<p>Corporate Governance and Transparency has been a crucial component of our Business. Prioritizing this has ensured that we act in the best interest of our stakeholders and mitigate business risks, which is essential for our sustained growth.</p> <p>We are aware that corruption and unethical business practices, whether through our own activities or those of third parties (including partners, suppliers, agents, and potential acquisitions), can result in significant consequences for the company by way of damage to reputation, legal liabilities etc.</p> <p>Hence, we ensure that we develop and follow utmost corporate governance practices, which has helped us in building trust with our stakeholders and enhanced our business opportunities.</p>	<ol style="list-style-type: none"> 1. Implementation of whistleblowing system. 2. Gauging employees’ confidence in reporting unethical conduct. 3. Ensuring the adequacy, reliability and accuracy of the information being disclosed by the Company to the stakeholders. 4. Development and enforcement of policies aimed at reducing corruption and preventing bribery. 	Positive
2	GHG emission reduction	Risk and opportunity	<p>Risk</p> <p>Failure to meet GHG emission targets aligned with 1.50C global warming threshold.</p> <p>Reputational damage and loss of trust from customers, employees and investors</p> <p>Opportunity</p> <p>Advancement towards using renewable sources of energy.</p>	<ol style="list-style-type: none"> 1. Implementing a comprehensive climate strategy for both operations and the supply chain. 2. Focusing on renewable energy adoption, reducing SF6 leakages, and enhancing energy efficiency. 	Positive & Negative

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)
3	CSR	Opportunity	<p>Opportunity</p> <p>The chance to give back to the community.</p> <p>The ability to uplift and support the local community.</p> <p>The opportunity to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs).</p>	<p>1. A comprehensive CSR policy and framework.</p> <p>2. CSR programs tailored to address community needs.</p>	Positive
4	Water Stewardship	Risk	<p>Inadequate water management practices will lead to the depletion of vital water resources.</p>	<p>1. A robust environmental policy.</p> <p>2. An Integrated Management System certified to ISO 14001 standards.</p> <p>3. Environmental Health and Safety (EHS) assessments at each site.</p> <p>4. Implementation of a comprehensive water conservation strategy and action plan across all sites.</p>	Negative
5	Healthy and Safe working conditions	Risk & Opportunity	<p>Risk</p> <p>Serious or fatal employee injuries or illnesses pose significant risks including:</p> <ul style="list-style-type: none"> - Harm to employees' well-being - Potential property damage - Adverse effects on the company's reputation - Diminished trust from customers - Potential financial penalties <p>Opportunity</p> <p>Enhance confidence among current and prospective employees.</p> <p>Continuously improve safety standards and practices.</p>	<p>1. Comprehensive safety strategy and global safety directives.</p> <p>2. Protocol for investigating serious incidents.</p> <p>3. Environmental Health and Safety (EHS) assessments at each site.</p> <p>4. Objective to reduce the medical incident rate.</p>	Positive and negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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	NA	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	N	N	Y	Y	N	NA	N	N
c. Web Link of the Policies, if available:	https://www.avalontec.com/investors/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	AS 9100D and ISO 9001: 2015, IATF 16949								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Avalon has begun to actively advance its initiatives to reduce greenhouse gas (GHG) emissions, slowly advancing towards achieving net zero emissions. Concurrently, we are committed to mitigating the environmental footprint of our operations and products. Through implementing innovative practices and strategic investments, Avalon aims to minimize resource consumption and optimize efficiency across our value chain.</p> <p>Central to our corporate ethos is the promotion of equal opportunity through robust diversity and inclusion initiatives, ensuring a workplace culture that values and respects every individual. Moreover, we prioritize sustainability education by providing comprehensive training programs to all employees. These programs equip our workforce with the knowledge and skills necessary to integrate sustainability principles into their daily roles, fostering a collective commitment to environmental stewardship and driving Avalon's sustainability agenda forward.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable.								

Disclosure Questions
P1 P2 P3 P4 P5 P6 P7 P8 P9
Governance, leadership and oversight

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

In the era where Sustainability is determining the future of companies, our commitment to sustainability is undeterred and remains an important aid of our corporate strategy. With a legacy spanning over two decades, Avalon has established itself as a distinct player in the Electronics Manufacturing Services industry, renowned for forging enduring partnerships with industry leaders and innovative ventures in various market segments. Our commitment to sustainability is ingrained in every facet of our operations, reflecting our responsibility to stakeholders, the environment, and future generations. As specialists in engineering, manufacturing, quality assurance, supply chain management, and logistics, Avalon brings a wealth of expertise to the forefront of sustainable practices. We are dedicated to contribute positively to both business success and global sustainability efforts.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Managing Director

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. Yes, Managing Director

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director									Frequency (Annually)								
	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	Y	Y	Y	Y	Y	Y	NA	Y	Y	Y	Y	Y	Y	Y	Y	NA	Y
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	NA	Y	Y	Y	Y	Y	Y	Y	Y	NA	Y	Y

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
NO	NO	NO	NO	NO	NO	NA	NO	NO

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicator

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	2	Corporate Governance, Updates on our Industry	100%
Key Management Personnel	2	Importance of implementing Environment, Social and Governance initiatives in an Organization,	100%
Employees other than BOD and KMPs	51	Behavioural and technical trainings like Kaizen, Safety, POSH, IPC Training, QMS, Special Skills Training, Inter-Personal skills Training, ISO Training, Waste Management etc.	90%
Workers	72	Firefighting training, First Aid Training, Waste Management, Material Handling Training, Electrical Safety, Chemical Safety, Emergency Response Plan Training.	100%

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

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

Non-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: Not Applicable

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

In our commitment to the highest standards of integrity and transparency, Avalon is dedicated to uphold ethical conduct and ensures that all our business operations are conducted with the utmost honesty and fairness.

Weblink: <https://www.avalontec.com/investors/>

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

Segment	Current Financial Year 2023-24	Previous Financial Year 2022-23
Board of Directors	Nil	Nil
Key Management Personnel	Nil	Nil
Employees other than BOD and KMPs	Nil	Nil
Workers	Nil	Nil

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

Segment	Current Financial Year 2023-24		Previous Financial Year 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

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

Segment	Current Financial Year 2023-24		Previous Financial Year 2022-23	
	Number	Remarks	Number	Remarks
Number of days of accounts payables	50	-	57	-

9. Openness 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	Current Financial Year 2023-24	Previous Financial Year 2022-2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	67.14%	54.06%
	b. Number of trading houses where purchases are made from	559	556
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	28.18%	27.37%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	25%	26%
	b. Sales (Sales to related parties / Total Sales)	33%	31%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	61%	100%

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

Essential Indicator

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 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R & D	Nil	Nil	-
CAPEX	Nil	Nil	-

2. a) Does the entity have procedures in place for sustainable sourcing? No
b) If yes, what percentage of inputs were sourced sustainably? NA
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.**
Plastics (including packaging) – Sold to Authorized recyclers.
E- waste –Sold to Authorised recyclers.
Hazardous waste and other waste – Disposed to TNPCB authorised agencies.

4. a) Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities: Yes
- b) 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, Avalon Technologies Limited adheres to Extended Producer Responsibility (EPR) regulations, as outlined in the Plastic Waste Management Rules of 2016. These regulations provide guidelines for the responsible management of plastic waste generated by producers, with the overarching objective of minimizing the environmental impact of plastic litter through effective waste management practices. We are actively working to comply with these regulations and are currently in the process of registering for EPR with the Pollution Control Board (PCB).

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

Essential Indicator

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)
Permanent Employees											
Male	297	297	100%	297	100%	NIL	NIL	NIL	NIL	297	100%
Female	77	77	100%	77	100%	77	100%	NIL	NIL	77	100%
Total	374	374	100%	374	100%	77	21%	NIL	NIL	374	100%
Other than Permanent Employees											
Male	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL

- 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)
Permanent Workers											
Male	437	437	100%	437	100%	NIL	NIL	NIL	NIL	437	100%
Female	61	61	100%	61	100%	61	100%	NIL	NIL	61	100%
Total	498	498	100%	498	100%	61	12%	NIL	NIL	498	100%
Other than Permanent Workers											
Male	58	58	100%	58	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	53	53	100%	53	100%	53	100%	NIL	NIL	NIL	NIL
Total	111	111	100%	111	100%	53	48%	NIL	NIL	NIL	NIL

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.79%	0.68%

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

Benefits	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	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	97%	94%	Y	96%	91%	Y
Gratuity	100%	100%	N	100%	100%	N
ESI	6%	92%	Y	16%	90%	Y
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 – Have accessibility facility such as Wheelchair facility, Lift and means of access such as Pathways, Ramps, Signage, Pedestrian Crossing, etc.

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.

In alignment with its commitment to diversity, equity, and inclusion (DEI), Avalon maintains an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. This policy ensures that individuals with disabilities have equal access to employment opportunities, facilities, and career development initiatives within the organization. Avalon strives to create an inclusive workplace culture where all employees, including those with disabilities, are valued for their unique abilities and contributions. By adhering to the provisions of the Act, Avalon not only complies with legal requirements but also fosters an environment that promotes dignity, respect, and equal participation for individuals of diverse abilities.

Weblink: <https://www.avalontec.com/investors/>

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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

Gender	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Our grievance mechanism provides an avenue for the stakeholders to voice their concerns and gives transparency on how grievances will be managed internally, which aims to reduce conflict and strengthen relationships.
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	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	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	Current Financial Year 2023-24					Previous Financial Year 2022-23				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	297	234	78%	96	32%	292	202	69%	111	38%
Female	77	70	90%	26	34%	72	68	94%	28	39%
Total	374	304	81%	122	33%	364	270	75%	139	38%
Workers										
Male	437	397	90%	210	48%	416	350	84%	221	53%
Female	61	51	83%	41	67%	52	45	86%	39	75%
Total	498	448	89%	251	50%	468	395	84%	260	56%

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	297	240	81%	292	263	90%
Female	77	53	69%	72	52	72%
Total	374	293	78%	364	315	87%
Workers						
Male	437	278	64%	416	195	47%
Female	61	36	59%	52	27	52%
Total	498	314	63%	468	222	47%

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, AVALON has implemented an occupational health and safety management system that ensures the safety and well-being of its employees. The coverage of this system includes, identifying potential hazards, assessing risks, and establishing appropriate controls. Also, it ensures compliance with relevant laws and regulations, provision of regular training, health monitoring, and continuous improvement of the safety practices.

- b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
1. Identification and closure of identified hazards and potential risks.
 2. Recording and addressing near-miss incidents to proactively eliminate hazards.
 3. Regular safety committee meetings held to review, and address identified risks and hazards.
- 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*	Current Financial Year 2023-24	Previous Financial Year 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company emphasises on safety practises across the Units. The company has implemented Safety Management System which provides guidelines to employees in their daily activities with the best Safety, Health and Environmental standards. All new entrants (Permanent/ Contract/ etc.,) have been imparted with Safety Induction Training programme covering all the safety aspects. The main objective of Safety department of the Company is to establish health & safety culture across the plant through awareness training and promotional activities. The company ensures all employees and workmen undergo Safety Training.

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	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	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

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

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 since no safety related incidents and no significant concern arose during the year.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS.
Essential Indicator
1. Describe the processes for identifying key stakeholder groups of the entity.

Stakeholders encompass individuals, groups, and entities affected by the company's business operations and projects. Key stakeholders are those who significantly influence and derive value from the company's activities. They include employees, shareholders/investors, distributors, customers, channel partners, research analysts, vendors, suppliers, regulators, and government agencies, among others. These stakeholders play crucial roles in shaping and supporting the company's operations and strategic direction.

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), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Phone calls, Visits, One-one Meetings, Seminars, Conferences & Events E-mail, customer care number, customer satisfaction surveys, website, social media	Ongoing, Need Based	New Product Availability, Relationship Management, Product quality & effectiveness, Product pricing Innovation, Customer feedback & grievances
Employees	No	Internal Surveys, Internal communication through E-mails, Internal Meetings, Workshops, Events, Trainings, Internal Website, Notice, Boards Newsletters	Ongoing, Need Based	Professional & Personal Improvement, Global & Local Policy changes, Work-life balance, Employee engagement, Diversity and equal opportunity, learning & development
Shareholders	No	Annual General Meeting, Annual Report, Website, Newspaper Publications, Analyst Meetings, Investor Presentations	Quarterly, Annually and Need Based	Financial Performance, Business Goals & Strategies, Corporate Governance, Key Business Highlights of the Year

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities and NGOs	No	Direct engagement through meetings, websites, Visits and camps CSR Projects Initiation, and Implementation and Monitoring.	Ongoing, Need Based	Education & healthcare, Environmental protection, Social upliftment, Employment opportunities
Value Chain Partners	No	Supplier meets & Conferences, Face-face meetings, Phone Calls, Business Reviews Trainings, Events Audits/ Assessments.	Ongoing, Need Based	Business Continuity and Business Development, Relationship Management, Business Transparency, Environment Footprint, Social Accountability, Training and Development of partners and suppliers, Business Ethics and Transparency.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

Essential Indicator

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

Category	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	374	374	100%	292	292	100%
Other than permanent	13	13	100%	11	11	100%
Total Employees	387	387	100%	303	303	100%
Workers						
Permanent	498	498	100%	416	416	100%
Other than permanent	111	111	100%	137	137	100%
Total Workers	609	609	100%	553	553	100%

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

Category	Current Financial Year 2023-24					Previous Financial Year 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	297	-	-	297	100%	292	-	-	292	100%
Female	77	-	-	77	100%	72	-	-	72	100%
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	5	-	-	5	100%	5	-	-	5	100%
Female	8	-	-	8	100%	6	-	-	6	100%
Workers										
Permanent										
Male	437	-	-	437	100%	416	-	-	416	100%
Female	61	-	-	61	100%	52	-	-	52	100%
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	58	58	100%	-	-	76	76	100%	-	-
Female	53	53	100%	-	-	61	61	100%	-	-

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	INR 8,00,000	1	INR 10,00,000
Key Managerial Personnel	3	INR 8,90,000	-	-
Employees other than BoD and KMP	295	INR 67,500	77	INR 41,800
Workers	437	INR 19,000	61	INR 19,000

Note: 1. The median remuneration of Board of Directors are calculated on an annual basis for the FY 2023-24. Sitting Fees paid to Independent Directors and remuneration paid to Managing Director are taken into consideration.

2. The median remuneration of KMP, Employees other than BoD & KMP and Workers are calculated based on monthly wages during the FY 2023-24..

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Gross wages paid to females as % of total wages	13%	13%

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

Yes, Avalon has established dedicated committees such as the Works Committee, Safety Committee, and Sexual Harassment Committee, each serving as focal points for addressing specific aspects of human rights impacts within the company. The Works Committee ensures effective communication and resolution

of labor-related issues, fostering a fair and supportive workplace environment. Meanwhile, the Safety Committee oversees the implementation of safety protocols and addresses health and safety concerns to safeguard employees' well-being. Additionally, the Sexual Harassment Committee is responsible for preventing and addressing instances of harassment, ensuring a respectful and inclusive workplace for all employees. These committees actively monitor, assess, and mitigate human rights impacts caused or contributed to by Avalon's business operations, demonstrating the company's commitment to upholding human rights standards and promoting a positive corporate culture.

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

Avalon has established robust internal mechanisms to address grievances related to human rights issues, primarily through its Works Committee. This committee convenes periodically or as needed to address and resolve grievances pertaining to human rights within the workplace. The Works Committee facilitates open dialogue between management and employees, ensuring fair treatment, resolving labor-related disputes, and promoting a conducive work environment that upholds human rights principles. These internal mechanisms demonstrate Avalon's commitment to fostering transparency, accountability, and respect for human rights throughout its operations.

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	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:

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

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

- 1) The identity of the Aggrieved employee, Respondent, Witnesses, statements and other evidence obtained in the course of inquiry process, recommendations of the committees, action taken by the Employer is considered as confidential and not published or made known to anyone.
- 2) Management always pays special attention towards complainant working condition and career growth to ensure that there are no adverse consequences due to the complaint.

- 3) Management consistently prioritizes the working conditions and career development of the complainant to mitigate any negative impact stemming from the complaint. This approach ensures that employees feel supported and reassured of fair treatment throughout the grievance resolution process.

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

Yes, statutory and regulatory requirement clauses stipulate regarding human values, child labour, equal remuneration and social security.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Other - Please specify	NIL

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

No risk/ concern has arisen and there is no necessity for corrective action.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicator

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Renewable sources		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
Non-renewable sources		
Total electricity consumption (D)	1,24,05,225.60	1,20,86,568.00
Total fuel consumption (E)	38,36,48,000.00	29,90,60,000.00
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	39,60,53,225.60	31,11,46,568.00
Total energy consumed (A+B+C +D+E+F)	39,60,53,225.60	31,11,46,568.00
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations (INR in Millions))	89,669.32	64,907.26
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP (INR in Millions))	24,793.16	17,946.56
Energy intensity in terms of physical output	199.2	162.7
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	20262	21709
(iii) Third party water	432	1392
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20694	23101
Total volume of water consumption (in Kilolitres)	20694	23101
Water intensity per rupee of turnover (Total water consumption / Revenue from operations (INR in Millions))	4.69	4.81
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations (INR in Millions) adjusted for PPP)	1.30	1.33
Water intensity in terms of physical output	0.01	0.01
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to Third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	Nil	Nil
Total water discharged (in Kilolitres)	Nil	Nil

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	µg/m ³	26.49	21.75
SOx	µg/m ³	14.43	13.52
Particulate matter (PM)	µg/m ³	39.44	38.79
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	NA	NA

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

Parameter	Unit	Current Financial Year 2023-24	Previous Financial Year 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	25.61	22.52
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	1,909.30	2,403.88
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations (INR in Millions))		0.44	0.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations (INR in Millions) adjusted for PPP)		0.12	0.14
Total Scope 1 and Scope 2 emission intensity in terms of physical output		2.20	2.64
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. No.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	17.60	4.18
E-waste (B)	4.19	8.76
Bio-medical waste (C)	0.05	
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	0.52	2.84
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Discarded containers – 1.11 Spent oil – 0.38KL Waste or residues containing oil – 0.015 Spent solvents – 37.6KL	Discarded containers – 0.969 Spent oil – 0.15KL Waste or residues containing oil – 0.065 Spent solvents – 47.4KL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Aluminium scrap – 15.90 Copper scrap – 7.30 MS/iron scrap – 149.10 Stainless steel – 4.35 Waste carton box – 44.34 Wooden waste – 29.95 General waste – 100.00	8.05 5.26 41.41 1.10 22.76 21.93 60.00
Total (A+B + C + D + E + F + G + H)	412.3	224.9
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations (INR in Millions))	0.09	0.05
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations (INR in Millions) adjusted for PPP)	0.026	0.013
Waste intensity in terms of physical output	0.0002	0.00011
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	381.78	191.3
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	381.78	191.3
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.015	0.065
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	0.015	0.065

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.

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.

At Avalon, our waste management practices are integral to our commitment to sustainability. We continuously evaluate and implement innovative solutions to reduce our environmental footprint. This includes exploring new technologies and methodologies to further enhance waste reduction and optimize resource utilization across our operations. By integrating these practices into our daily operations, we strive to foster a cleaner and healthier environment while meeting the highest standards of environmental stewardship.

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NA	NA	NA
	NA	NA	NA
	NA	NA	NA

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

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

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes

- *The Tamil Nadu Groundwater (Development and Management) Act, 2003
- *The Air (Prevention and Control of Pollution) Rules, 1982
- *The Water (Prevention and Control of Pollution) Act, 1974 as amended in 1988
- *The Water (Prevention and Control of Pollution) Rules, 1975
- *The Environmental (Protection) Act, 1986 as amended in 1991
- *The Environmental (Protection) Rules, 1986

Sl. 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	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 Indicator

1. (a) Number of affiliations with trade and industry chambers/ associations: 2
- (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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State /National)
1	Indo-Japan Chamber of Commerce & Industry	International
2	Indo American Chamber of Commerce	International

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

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

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicator

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
Nil	Nil	Nil	Nil	Nil	Nil

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
	Nil	Nil	Nil	Nil	Nil	Nil

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

At Avalon, we have a dedicated CSR team that plays a pivotal role in interacting with and supporting the broader community. These teams are not only responsible for addressing community grievances but also for spearheading meaningful projects that benefit local residents. By cultivating strong relationships with key stakeholders such as the community members themselves, district officials, and political representatives, Avalon ensures that grievances are heard and resolved effectively. This collaborative approach not only enhances transparency but also promotes sustainable development aligned with the needs and aspirations of the communities where Avalon operates.

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23
Directly sourced from MSMEs / small producers	3%	2%
Directly from within the India	31%	17%

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	Previous Financial Year 2022-23
Rural	4.11%	4.63%
Semi-urban	0.11%	0.34%
Urban	20.93%	24.65%
Metropolitan	9.59%	6.75%

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

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

Essential Indicator

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

Avalon has implemented robust mechanisms to receive and respond to consumer complaints and feedback. Our approach includes dedicated communication channels that provide support through both telephone and email. This ensures that consumers can easily reach out for assistance and receive timely responses to their queries or issues. Additionally, our service teams address any product-related concerns on-site. These proactive measures not only prioritize customer satisfaction but also underscore Avalon's commitment to delivering prompt and effective solutions to consumer needs.

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	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

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

	Current Financial Year 2023-24			Previous Financial Year 2022-23		
	Received during	Pending resolution at end of year	Remarks	Received during	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

Remarks	Number	Reason for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

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 were required to be undertaken during the year. To mitigate the impact of cyber-attacks on our operations, Avalon has implemented robust measures. This includes the installation of advanced firewalls and threat monitoring systems equipped with immediate response capabilities to swiftly address identified threats. Additionally, we maintain a stringent system for controlling and monitoring access to our critical IT infrastructure. Regular testing of these access controls ensures their effectiveness in safeguarding sensitive data and systems. These proactive steps underscore Avalon's commitment to ensuring the security and privacy of our customers' information while maintaining resilience against potential cyber threats.

7. Provide the following information relating to data breaches:

- a. Frequency of data breach incidents: Nil
- b. Proportion of data breaches involving personally identifiable information of customers: Nil
- c. Consequences, if any, resulting from the data breaches: Nil