



PRICOL LIMITED

Passion to Excel

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pricol.com

CIN: L34200TZ2011PLC022194

CUSTOMERS EMPLOYEES SHAREHOLDERS SUPPLIERS

PL/SEC/TGT/2023-2024/078

Saturday, 15th July, 2023

The Manager Listing Department National Stock Exchange of India Limited “Exchange Plaza”, C-1, Block G Bandra-Kurla Complex, Bandra (E), Mumbai – 400 051 Script Code: PRICOLLTD	Corporate Relationship Department BSE Limited 1 st Floor, New Trading Ring Rotunda Building, P J Towers, Dalal Street, Fort, Mumbai 400 001 Script Code: 540293
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Dear Sir,

Sub: Business Responsibility and Sustainability Report for FY2022-23

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, we submit herewith the **Business Responsibility and Sustainability Report ('BRSR')** for the **financial year 2022-23**, which forms part of Annual Report for FY2023.

We request you to kindly take the same on record.

Thanking you

Yours faithfully,
For Pricol limited

T.G.Thamizhanban
Company Secretary
ICSI M.No: F7897

Encl: as above



ANNEXURE “F” TO DIRECTORS’ REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

[Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L34200TZ2011PLC022194
2. Name of the Listed Entity	Pricol Limited
3. Year of Incorporation	2011
4. Registered office address	109, Race Course, Coimbatore - 641 018, India.
5. Corporate office address	109, Race Course, Coimbatore - 641 018, India.
6. E-mail id	cs@pricol.com
7. Telephone	04224336000
8. Website	www.pricol.com
9. Financial year for which reporting is being done	2022 - 2023
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11. Paid-up capital	₹ 1,218.81 lakhs
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. T.G. Thamizhanban Company Secretary, Pricol Limited Tel : +0422 4336272 Email : cs@pricol.com
13. Reporting boundary	The disclosures under this report are made on Standalone basis.

II. PRODUCTS / SERVICES

14. 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	Manufacturing	Electrical & Electronics equipment, General Purpose and Special purpose machinery & equipment, Transport 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
Auto components - Oil Pumps - Motor Vehicles - Motor Cycles - Three Wheelers	28132, 29301, 29304 & 30913	95



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III. OPERATIONS

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

S.No.	Location	Number of plants	Number of offices	Total
1	National	8	1	9
2	International*	1	3	4

* Including Subsidiary Entities

17. Markets served by the entity:

a. Number of locations

S.No.	Locations	Number
1	National (No. of States)	28 States & 3 Union Territories
2	International (No. of Countries)	25

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

7.35% of the total turnover of the entity.

c. A brief on types of customers

Pricol Limited is one of India's leading automotive technology and precision engineered products and solutions providing company that serves to all major global OEM's including TVS Motor Company, Hero MotoCorp, Bajaj Auto, Royal Enfield, Honda Motorcycle and Scooter India, Yamaha Motor India, KTM, Triumph, Piaggio, Ducati, Harley Davidson, Kawasaki, Suzuki Motorcycle India, TATA Motors, Ashok Leyland, Volvo Eicher Commercial Vehicle, Mahindra and Mahindra, PSA Grope, Skoda, Renault Nissan, Maruti Suzuki, Mitsubishi, Force Motors, Swaraj Mazda, Daimler, CNH Industrial, John Deere, Caterpillar, JCB, Escorts, TAFE, Polaris, Generac, Deutz, TATA Hitachi, Hyundai Construction Equipments, Swaraj, Sonalika, Indo Farm Equipment Limited, Kubota. Pricol is a leading supplier of various components for the companies in India and around the world.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,055	981	93	74	7
2.	Other than Permanent (E)	66	61	92	5	8
	Total employees (D + E)	1,121	1,042	93	79	7
WORKERS						
3.	Permanent (F)	817	594	73	223	27
4.	Other than Permanent (G)	3,711	3,193	86	518	14
	Total workers (F + G)	4,528	3,787	84	741	16

ANNEXURE “F” TO DIRECTORS’ REPORT

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)	2	1	50	1	50
2.	Other than Permanent (E)	—	—	—	—	—
	Total differently abled employees (D + E)	2	1	50	1	50
DIFFERENTLY ABLED WORKERS						
3.	Permanent (F)	1	—	—	1	100
4.	Other than Permanent (G)	—	—	—	—	—
	Total differently abled workers (F + G)	1	—	—	1	100

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22
Key Management Personnel	5	1	20

20. Turnover rate for permanent employees and workers

	FY '23 (Turnover rate in current FY)			FY '22 (Turnover rate in previous FY)			FY '21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.98	29.85	22.54	4.82	—	4.36	17.25	13.02	16.86
Permanent Workers	5.41	10.21	6.74	1.54	4.58	2.41	6.35	6.36	7.20



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

21. 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	Pricol Asia Pte. Limited, Singapore	Subsidiary	100 %	No
2	PT Pricol Surya Indonesia	Subsidiary	100 %	No
3	PT Sripri Wiring Systems, Indonesia *	Subsidiary	100 %	No
4	Pricol Asia Exim DMCC, Dubai **	Subsidiary	100 %	No

NOTE: * Subsidiary of PT Pricol Surya Indonesia

** Subsidiary of Pricol Asia Pte. Limited

VI. CSR Details

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

(ii) Turnover * - ₹ 1,431.45 Crores

(iii) Net worth *- ₹ 568.56 Crores

*The Above mentioned turnover and net worth is as per FY21-22.

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)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://pricol.com/contact-us/	—	—	—	—	—	—
Investors (other than shareholders)	NA	—	—	—	—	—	—
Shareholders	Yes, as per SEBI listing regulation	—	—	—	—	—	—
Employees and Workers	Yes (Available on Intranet Portal)	—	—	—	—	—	—
Customers	Yes https://pricol.com/contact-us/	—	—	—	—	—	—
Value Chain Partners	Yes https://pricol.com/contact-us/	—	—	—	—	—	—

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

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Delay in Customer Compensations	Risk	Delays in recovery of customer compensations every quarter from key customers	<ol style="list-style-type: none"> Active discussions were undertaken with customers to control such delays Regular engagement with customer teams with clear account statements to facilitate the amounts to be recovered Weekly monitoring mechanism has implemented with internal teams 	Negative financial implication
2	Availability of Semiconductors	Risk	<ol style="list-style-type: none"> Not able to meet customer demand. Disruption in production schedules. Impact in raw material costs. 	<ol style="list-style-type: none"> Negotiations are under place with key suppliers to soften the material availability and delivery Engineering team is working on alternate ICs as risk mitigation plan Prices of ICs continues to remain high though supply situation is recovering, and continuous negotiations are in place with supplier for price reduction and customers for compensation 	Negative financial implication
3	Energy	Opportunity	Consumption of Renewable Energy has increased significantly	NA	Positive financial impact
4	Attrition rate	Risk	Due to sudden demand in the market for Product and Process engineers	<ol style="list-style-type: none"> Atmost focus is given to retain talent by addressing all the attrition issues. HR Policies have been suitably renewed inline to market standards and expectations Outreach programs with brand positioning undertaken to attract talent 	Negative financial implication
5	Employee Engagement	Opportunity	Increased loyalty and productivity	NA	Neutral financial impact



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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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1- P9 as given below:

- Principle 1 (P1)** Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
- Principle 2 (P2)** Businesses should provide goods and services in a manner that is sustainable and safe
- Principle 3 (P3)** Businesses should respect and promote the well-being of all employees, including those in their value chains
- Principle 4 (P4)** Businesses should respect the interests of and be responsive towards all its stakeholders
- Principle 5 (P5)** Businesses should respect and promote human rights
- Principle 6 (P6)** Businesses should respect, protect and make efforts to restore the environment
- Principle 7 (P7)** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- Principle 8 (P8)** Businesses should promote inclusive growth and equitable development
- Principle 9 (P9)** Businesses should engage with and provide value to their consumers in a responsible manner

Policy and Management

1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs ? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

b. Has the policy been approved by the Board? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

c. Web Link of the Policies, if available

P1	P2	P3	P4	P5	P6	P7	P8	P9
https://pricol.com/wp-content/uploads/2022/11/BusinessResponsibilityPolicy.pdf								

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2. Whether the entity has translated the policy into procedures? (Yes / No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle.

P1	Pricol Limited Code of Conduct
P2	IATF 16949:2016 (QMS Certification for Automotive Parts)
P3	No
P4	ISO 45001:2018 (Safety Management System Certification)
P5	No
P6	ISO 14001:2015 (Environment Management System Certification)
P7	No
P8	No
P9	No

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Pricol Limited is committed to implement the following : <ol style="list-style-type: none"> ISO 50001 Energy Management ISO 27001 Data Security Management System 75 % Renewable Energy by next financial year 								

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Pricol Limited ESG Roadmap with specific commitments, goals and targets are under development.								

Governance, Leadership and oversight

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

Board oversees the ESG / Sustainability initiatives of the company. Roadmap with specific goals and targets are under development. Once they are in place, implementation of actions would be monitored for their progress and updates will be shared with all the stakeholders on a periodical basis.

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

Board of the company continuously evaluates the Company's social, environmental, governance, and economic obligations.



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9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?

No, currently the board is responsible for decision making on sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other -please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and required policy and procedure adjustments are adopted.									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with all legal responsibilities that are relevant to the principles, and in case of any non-compliances, the Board looks into and rectifies the issues.									Annually								

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, currently the policies are periodically evaluated for their efficacy through internal audit mechanism

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

Not applicable as all principles are covered by business responsibility policy.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BOD)	Nil	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil
Employees other than BoD and KMPs	215	Key Topics : POSH, Six Sigma, Time Management, Team Building, Reliability Workshop, Operational Excellence, Lean Manufacturing, Communication Skill, Leadership Skill.	NA
Workers	156	Key Topics : POSH, 5S, Team Building, First Aid, Poka Yoke & Kaizen, Behaviour Based Safety, Daily Work Management.	NA

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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:

No fines / penalties / punishment / award / compounding fees / settlement amount were paid in any proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year.

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

Not Applicable

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

Yes, Pricol Limited has zero tolerance to any form of corruption or bribery and has an Anti - Corruption and Anti Bribery Policy which commands strict actions against anyone caught engaging in such unethical behaviour. The policy applies to all employees of the Company, its subsidiaries and affiliates at all levels and in all locations around the world. In every sector of action, all employees are required to act with the utmost honesty. All of the Company's facilities must adhere to a variety of anti-bribery and anti-corruption laws and regulations. All agents, suppliers, contractors, and business partners are informed of the Company's zero tolerance policy to bribery and corruption during the commencement of the Company's business engagement with them. Wherever it operates, the Company maintains the highest standards and does not tolerate bribery or corruption. The policy is available to the internal stakeholders on the Company's intranet platform.

Weblink: <https://pricol.com/wp-content/uploads/2023/07/Anti-Bribery-Anti-Corruption-Policy.pdf>

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directors	—	—
KMPs	—	—
Employees	—	—
Workers	—	—

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

	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	—	—	—	—
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.

Not Applicable

Leadership Indicators

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

No trainings provided or conducted for value chain partners during FY2022-23.



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

Yes, Pricol has processes in place to avoid/manage conflict of interests involving members of the board and it is as per the Terms of Appointment of Directors to Board. The Company's Code of Conduct states that the Board members and Senior Management of the Company are needed to abstain themselves from discussion, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; restrict themselves from serving as a Director of any Company that is in direct competition with the Company, or must take prior approval from the Company's Board of Directors before accepting such position.

PRINCIPLE 2

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

Essential Indicators

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

₹ in Lakhs

	FY 2023 Current Financial Year	FY 2022 Previous Financial Year	Details of improvements in environmental and social impacts
Revenue	6,677.03	3,495.01	We have not tracked the investments made 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.
Capex	838.51	323.56	

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

Yes, the Company has a procurement policy in place for the purchase of goods and raw materials. The Company has identified the regional vendors for different components/ materials based on QCDDS (Quality, Cost, Development, Deliver & Services) criteria. Currently company is updating the policy to incorporate agenda of sustainable sourcing by assessing the vendors on the environmental practices as well. It is the one of the major criteria for selection / onboard of supplier.

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

It is difficult to ascertain the percentage of inputs sourced from these suppliers accounting for total inputs due to different kinds of materials being used in manufacturing by the Company.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

- | | |
|-----------------------------------|----------------|
| a. Plastics (including packaging) | b. E-waste |
| c. Hazardous waste | d. Other waste |

We, Pricol Limited, supply the product directly to the OEMs. The Company has limited scope for reclaiming it at the end of its life cycle. However, the company has system in place to

- i) reduce the plastic waste, most of our finished good product are sent to OEM in reusable bins,
- ii) ensure safe disposal of Plastic packing, E- waste, Hazardous waste are disposed to authorized Pollution Control Board approved vendors and the recycling certificate is obtained from the authorized vendors.

Also, the Company has taken sustainability goals to reduce the waste generation. Currently the Company is not disposing any waste to land, all the waste is disposed through authorized vendor for safe recycling of product.

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

Yes. To ensure the Net Zero quantity of plastic packing cover disposal to land, we Pricol Limited registered for Importer and Brand owner category, we have action plan to collect back up to 80 to 90% plastic packing cover for FY 2023-2024. The credit certificate will be submitted in eprplastic.cpcb.gov.in

Leadership Indicators

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

The Company's action is to embed the principles of sustainability, to extend possible, into the various stages of product life cycle but as the products are directly supplied to the OEMs, the Company has limited scope for life cycle assessments.

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.

S.No.	Name of Product / Service	Description of the risk / concern	Action Taken
1	Oil Pump	There is no risk or concern involved in the products indicated.	1. Different materials used in the products indicated are recyclable. 2. Parts made out of different materials found to be defective at Pricol are recycled at Pricol end. 3. Products sold to our end customers are recycled as per the procedure laid out by them.
2	Water Pump		
3	Fuel Pump Module		
4	Cabin Tilt System		
5	E - Purge Valve		
6	Driver Information System (DIS)	There is no risk or concern involved in the products indicated.	1. All materials used in the indicated products are recyclable, except Electronic Sub. Assembly & Components (E-Waste). 2. E-Waste is shipped to the appropriate vendor approved by Pollution Control Board, for scraping / recycling. 3. Finished Products sold to OEM are recycled as per the procedure laid out by them.
7	Telematics Control Unit (TCU)		
8	Sensors		

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).

S.No.	Indicate input material	Recycled or re-used input material to total material	
		FY 2023 Current Financial Year	FY 2022 Previous Financial Year
1	Waste Water	100 %	100 %
2	Raw Material	Data will be provided in the next year	
3	Finished good packing reuse		

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

Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle.

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

Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle.



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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)
Permanent Employees											
Male	981	981	100 %	981	100 %	—	—	—	—	—	—
Female	74	74	100 %	74	100 %	74	100 %	—	—	74	100 %
Total	1,055	1,055	100 %	1,055	100 %	74	7 %	—	—	74	7 %
Other than Permanent Employees											
Male	61	61	100 %	61	100 %	—	—	—	—	—	—
Female	5	5	100 %	5	100 %	5	100 %	—	—	5	100 %
Total	66	66	100 %	66	100 %	5	8 %	—	—	5	8 %

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	594	594	100 %	594	100 %	—	—	—	—	—	—
Female	223	223	100 %	223	100 %	223	100 %	—	—	223	100 %
Total	817	817	100 %	817	100 %	223	27 %	—	—	223	27 %
Other than Permanent Workers											
Male	3,193	3,193	100 %	3,193	100 %	—	—	—	—	—	—
Female	518	518	100 %	518	100 %	518	100 %	—	—	518	100 %
Total	3,711	3,711	100 %	3,711	100 %	518	14 %	—	—	518	14 %

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

S.No.	Benefits	FY 2023 Current Financial Year			FY 2022 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.)
1	PF	100 %	100 %	Y	100 %	100 %	Y
2	Gratuity	100 %	100 %	Y	100 %	100 %	Y
3	ESI	100 %	100 %	Y	100 %	100 %	Y

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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.

The Company's various locations, including the offices / premises have been equipped with ramps, lifts, and handrails for stairwells to facilitate the movement of differently abled individuals. Thus, Company's premises has been made access friendly.

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?.

Weblink: <https://pricol.com/wp-content/uploads/2023/07/Diversity-Equity-and-Inclusion-Policy.pdf>

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

The company is under process at framing the parental leave policy.

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.

Permanent Workers	Other than Permanent Workers	Permanent Employees	Other than Permanent Employees
-------------------	------------------------------	---------------------	--------------------------------

Yes. The Company has a Grievance Policy to give its employees a way to voice their concerns arising from employment. The Policy ensures that such grievances are handled quickly, in a fair and impartial manner by a Grievance Committee and in compliance with the Organization's other policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behavior, inaction, or proposed action in relation to them. According to the policy's grievance redress system, the first step in resolving any problem is to communicate openly. An employee should seek informal resolution of any concern with his or her immediate supervisor first. If such informal dialogue fails to resolve the issue, and the employee believes his or her complaint has progressed to the level of a grievance, the employee may file a formal grievance as stated in this policy in order to seek a fair resolution.

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

Category	FY 2023 Current Financial Year			FY 2022 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)
- Male	981	—	—	847	—	—
- Female	74	—	—	60	—	—
Total Permanent Employees	1,055	—	—	907	—	—
- Male	594	523	88 %	627	556	89 %
- Female	223	218	98 %	247	242	98 %
Total Permanent Workers	817	741	91 %	874	798	91 %



ANNEXURE “F” TO DIRECTORS’ REPORT

8. Details of training given to employees and workers:

Category	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	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	981					847				
Female	74	229	22 %	1,055	100 %	60	394	43 %	907	100 %
Total	1,055					907				
Workers										
Male	594					627				
Female	223	334	41 %	817	100 %	247	294	34 %	874	100 %
Total	817					874				

Note: Above data is captured for overall training given to employees and workers, bifurcation of Male and female will be captured in upcoming years. Pricol provided Health awareness Sessions behavior based safety, POSH awareness, First AID training as a health and safety / Wellness measure.

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

Category	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	981	981	100 %	847	847	100 %
Female	74	74	100 %	60	60	100 %
Total	1,055	1,055	100 %	907	907	100 %
Workers						
Male	594	594	100 %	627	627	100 %
Female	223	223	100 %	247	247	100 %
Total	817	817	100 %	874	874	100 %

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 such system?

Yes; To Ensure occupational health and safety management system, all manufacturing plants of the Company has been certified with ISO 14001:2015 Environmental Management System & ISO 45001:2018 Occupational Health and Safety (OH&S) Management System Standards. Safety is committed by Top Management, ZERO harm is our aim.

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

We Pricol Limited, committed to Safety First, to identify work-related hazards, All the machine are audited and certified by Environment, Health and Safety (EHS) team in design stage. To control the work related hazard all the activity are reviewed by using HIRA Tool (Hazard Identification and Risk Assessment) and all non-routine activity work related hazard are controlled by Permit to work system. Work-related hazards are audited on yearly basis by the external auditors.

ANNEXURE “F” TO DIRECTORS’ REPORT

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)

Yes, the company has put in place a Safety committee Meeting and Near Miss reporting system.

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

Yes. We Pricol Limited is creating an environment for employees in which their financial needs are met beyond their salary. All of the Company’s employees are offered a variety of health and wellness benefits, including medical insurance and accident insurance for the employee and his immediate family, which provides financial assistance in the event of an accident or serious illness.

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

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

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

Safety Policy, Competence, Communications system / policy, Insurance Systems, First Aid, Training, Occupational Health, Inspection Systems, Audits, Procurement, Contractors Control & Risk Assessments: Pricol Limited has established comprehensive safety policies and procedures to address various aspects of health and safety management. This includes ensuring competence and communication among employees, implementing insurance systems, providing first aid services, conducting training programs, focusing on occupational health, implementing inspection systems and audits, managing procurement processes, and controlling risks associated with contractors.

Compliance with statutory requirements: The company ensures that it complies with all preventive healthcare and occupational health and safety requirements mandated by relevant laws and regulations. Pricol Limited aims to proactively identify hazards and determine controls to eliminate or minimize risks to an acceptable level. Additionally, it identifies relevant risks and opportunities related to the occupational health and safety management system’s objectives.

Training programs: Pricol Limited provides comprehensive safety training to its employees, including specific training on working at heights, confined space entry, refresher training, on-site emergency response training, and on-the-job safety training. This ensures that employees are equipped with the necessary knowledge and skills to handle various safety situations.

Safety Committee: The company has established a Safety Committee that collaborates with management to achieve the objectives outlined in the Health, Safety, and Environment (HSE) Policy. The committee addresses health, safety, and environmental matters, provides practical solutions to problems, promotes safety awareness among workers, and conducts educational, training, and promotional activities.

The health and safety management systems at Pricol Limited involve active involvement and participation from shop floor workers to management. The company focuses on hazard identification, risk assessment, health and well-being programs, emergency response planning, compliance with local regulations, and management



ANNEXURE “F” TO DIRECTORS’ REPORT

systems. Additional measures include wellness initiatives, medical check-ups, workplace audits, cooperation with global health and safety leaders, and floor-based safety control measures.

By implementing these measures, Pricol Limited strives to create a safe and healthy work environment for its employees, ensuring their well-being and minimizing the likelihood and consequences of potential hazards and risks.

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

	FY 2023 Current Financial Year			FY 2022 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	—	—	NA	—	—	NA
Health & Safety	—	—	NA	—	—	NA

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.

We Pricol Limited track the accidents in all of our locations. The overall reduction in health and safety incidences is attributed to the strong commitment of both management and workers to ensure a safe working environment by adhering to the Company's set management approach and adopting a health and safety mind-set in the execution of duties.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

a. Employees (Y/N) b. Workers (Y/N)

Yes, Pricol offers assistance in the event of a tragic occurrence, such as death, and has a death relief settlement in place for its employees.

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

The Company takes great care to ensure that the statutory dues applicable are deducted and deposited by the value chain partners. All supply chain partners must adhere to it in every way in order to support business responsibility principles and ideals of transparency and accountability.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q.11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023 Current Financial Year	FY 2022 Previous Financial Year	FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Employees	—	—	—	—
Workers	—	—	—	—

ANNEXURE “F” TO DIRECTORS’ REPORT

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

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	All the critical suppliers are evaluated for health and safety working condition practices.
Working Conditions	Only ethical business suppliers are part of our value chain partners. Each of the suppliers signs the Code of conduct of the company.

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

Health and Safety working condition and Environmental Legal requirement will be checked while vendor selection process, only equipped supplier will be part our business and they will be re-evaluated on need basis.

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.

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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

S.No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Employees	No	Internal web portal, employee newsletters, posters and notice boards.	On need basis	Safety, professional growth of employees, well being, training and awareness.
2.	Investors / Shareholders	No	As Needed: Press releases and press conferences, email advisories, facility visits, in-person meetings, investor conferences, conference calls expectations.	Quarterly. Financial statements, earnings call, exchange notifications, press conferences	1. Educating the investor community about company integrated value creation model and business Plan for the long term. 2. Helping investors voice their concerns regarding company policies, reporting, etc. 3. Understanding shareholder expectations.
3.	Suppliers & service providers	No	1. Supplier & vendor meets 2. Dialogue in the context of industry initiatives, joint events, training courses, presentations	On need basis	Supply of material & services.



ANNEXURE “F” TO DIRECTORS’ REPORT

Leadership Indicators

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

Pricol Limited is in on process of forming a ESG Committee. The ESG committee will be responsible for keeping the Board informed about various developments and seeking input from the Directors. Continuous stakeholder engagement, combined with an in-depth assessment by the ESG committee, will aid the organisation in aligning its business with ESG, allowing it to better serve its stakeholders. □

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

Yes, Pricol Limited has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed. □

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

Please refer to the following link for information about the Company's community work: <https://pricol.com/csr/>

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:**

There have been no training program conducted during this year on human rights issues and policies

- Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	1,055	—	—	1,055	100 %	907	—	—	907	100 %
Male	981	—	—	981	100 %	847	—	—	847	100 %
Female	74	—	—	74	100 %	60	—	—	60	100 %
Other than Permanent	66	—	—	66	100 %	57	—	—	57	100 %
Male	61	—	—	61	100 %	51	—	—	51	100 %
Female	5	—	—	5	100 %	6	—	—	6	100 %
Workers										
Permanent	817	—	—	817	100 %	874	—	—	874	100 %
Male	594	—	—	594	100 %	627	—	—	627	100 %
Female	223	—	—	223	100 %	247	—	—	247	100 %
Other than Permanent	3,711	553	15	3,158	85 %	3,528	437	12	3,091	88 %
Male	3,193	440	14	2,753	86 %	3,079	330	11	2,749	89 %
Female	518	113	22	405	78 %	449	107	24	342	76 %

ANNEXURE “F” TO DIRECTORS’ REPORT

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)
Board of Directors (BoD)	7	12.60	2	167.23
Key Managerial Personnels (Chairman, MD, CEO, CFO, CS)	4	70.46	1	324.56
Employees other than BoD and KMP	978	0.53	74	0.38
Workers	594	0.52	223	0.50

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 employees can address their complaints or grievances to the Human Resource department. There shall be no retaliation or reprisal taken against any employee or associate who raise concerns. A committee shall be formed (or) delegated to investigate the reported issues. The Committee is responsible for evaluating the reported issues and ensuring that they are addressed and rectified. In collaboration with Senior Management, the Committee will recommend a suitable resolution.

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

To maintain a balanced work environment that is free from employee grievances, in context of which, a sound and resolute grievance redressal forum acts as a vital support system to ensure healthy work atmosphere for all the employees. The management always ensures that there is a formal grievance procedure in place, communicate the procedural changes, investigate all grievances promptly, treat all employees who file grievances equally, preserve confidentiality at all stages of the process, resolve all grievances and always respect no-retaliation strategy. The mechanism works by following the instructions outlined below:

- If the employee is comfortable to discuss the subject matter transparently, employee shall reach out to the immediate supervisor / reporting manager or to location HR, discuss the concern and get it resolved.
- If the employee is uncomfortable to discuss the subject matter transparently, employee shall fill out an employee grievance redressal form (available with location HR / printed forms placed under the feedback box) and drop it in the feedback box anonymously.

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

	FY 2023 Current Financial Year			FY 2022 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	—	—	—	—	—	—
Discrimination at workplace	—	—	—	—	—	—
Child Labour	—	—	—	—	—	—
Forced Labour / Involuntary Labour	—	—	—	—	—	—
Wages	—	—	—	—	—	—
Other human rights related issues	—	—	—	—	—	—



ANNEXURE “F” TO DIRECTORS’ REPORT

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

While dealing with the complaints as a part of grievance redressal mechanism every care is taken to conduct the enquiry in a peaceful manner for avoiding any stressful conditions. The entire process is carried out in a highly confidential manner. The Company has a Grievance Policy which states that any staff member questioned about an issue, is bound by a duty of confidentiality at all times and must keep all the information confidential. Harsh or insulting behaviour of anyone participating in or conducting grievance- proceedings will not be encouraged. Any such behaviour will be viewed as misconduct under the Organization's disciplinary policies and strict actions will be taken against such unethical behaviour.

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

No

9. Assessments for the year:

Pricol has assessed 100% of its plants by external auditors who audit the statutory compliances in relation to the indicators mentioned below. The assessments are done on a quarterly basis.

- Child labour
- Sexual harassment
- Forced/involuntary labour
- Discrimination at workplace
- Wages

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

All the plants of the Company were found to be having no negative impacts and as a result no corrective actions were required on the criteria stated above.

Leadership Indicators

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

Not applicable

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

Human rights due diligence is yet to be conducted. We are planning to take it up in the coming years.

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

YES

4. Details on assessment of value chain partners:

Pricol has assessed 100% of its value chain partners in relation to the indicators mentioned below.

- Child labour
- Sexual harassment
- Forced/involuntary labour
- Discrimination at workplace
- Wages

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

Not applicable

ANNEXURE “F” TO DIRECTORS’ REPORT

PRINCIPLE 6*

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

(* The data on the Principle 6 are excluding of Plant 12 which is added pursuant to amalgamation of Pricol Wiping System India Limited with Pricol Limited.)

Essential Indicators

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

Parameter	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Value	Unit	Value	Unit
Total electricity consumption (A)	75,536.43	GJ	90,087.20	GJ
Total fuel consumption (B)	11,869.23	GJ	9,687.29	GJ
Energy consumption through other sources (C)	—	GJ	—	GJ
Total energy consumption (A+B+C)	87,405.66	GJ	99,774.49	GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00000452	GJ/rupee	0.00000652	GJ/rupee
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	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
Water withdrawal by source				
(i) Surface water	—	—	—	—
(ii) Groundwater	83,975.40	m3	95,236.00	m3
(iii) Third party water	26,430.15	m3	35,683.00	m3
(iv) Seawater / desalinated water	—	—	—	—
(v) Others by the entity	382.00	—	—	—
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,10,787.55	m3	1,30,919.00	m3
Total volume of water consumption (in kilolitres)	57,272.53	m3	53,095.47	m3
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000029649	kiloliter/rupees	0.0000034695	kiloliter/rupees
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



ANNEXURE “F” TO DIRECTORS’ REPORT

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

We Pricol Limited are working towards Zero Liquid discharge systems, our industrial process water are treated through effluent treatment system having capacity of 10 Kilolitre / Day, Industrial water are 100% treated with Effluent treatment system, Treated water will reused and Treated sludge from the process are disposed to the authorized pollution control board vendor to reuse as alternate fuel resource in cement industry.

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

Parameter	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Value	Please specify unit	Value	Please specify unit
Air emissions (other than GHG emissions)				
(i) NOx	147	tCO2e	130	tCO2e
(ii) SOx	—	tCO2e	—	tCO2e
(iii) Particulate Matter (PM)	19	tCO2e	19	tCO2e
(iv) Persistent Organic Pollutants (POP)	—	tCO2e	—	tCO2e
(v) Volatile Organic Compounds (VOC)	1,760	tCO2e	1,758	tCO2e
(vi) Hazardous Air Pollutants (HAP)	—	tCO2e	—	tCO2e

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, the independent assessment is carried out by below listed external agency for the respective plants.

Plant 1,3 & 10 – SMS Labs Service Private Limited. Plant 2 & 9 – Balwan Singh Universal Analytical Lab.

Plant 7 – Newcon Consultants and Laboratories. Plant 5 – Mitcon Consultants and Laboratories.

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

Parameter	Unit	FY 2023 (Current Financial Year)		FY 2022 (Current Financial Year)	
		Greenhouse Gas Emissions (Scope 1 Emissions)	Greenhouse Gas Emissions (Scope 2 Emissions)	Greenhouse Gas Emissions (Scope 1 Emissions)	Greenhouse Gas Emissions (Scope 2 Emissions)
Total GHG Emissions	Metric tonnes of CO2 equivalent	817.00	14,581.81	665.00	18,607.40
CO2	Metric tonnes of CO2 equivalent	806.97	NA	656.95	NA
CH4		0.14	NA	0.12	NA
N2O		9.89	NA	7.93	NA
HFCs		—	NA	—	NA
PFCs		—	NA	—	NA
SF6		—	NA	—	NA
NF3		—	NA	—	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent / rupee	0.000007972		0.0000012605	

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

ANNEXURE “F” TO DIRECTORS’ REPORT

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

We Pricol Limited are working strongly towards reducing the Green House Gas emission, with list of projects as mentioned below.

1. We are operating our plants with 71% renewal energy for FY 2023. We are working towards 100 % renewal energy for FY 2025.
2. We have generated 33.81 Lakh unit of power per annum from the Roof top solar energy.
3. We use natural lights wherever possible and we also promote the energy saving equipment to reduce the Greenhouse gas emission.
4. We have planted around 6,000 Trees across all plants to observe the CO₂ and reduce the Greenhouse Gas.
5. All hazardous wastes are disposed to the authorized pollution control board vendor and all the waste generated are reused as alternate fuel energy for industries.
6. To reduce the freshwater consumption, we have in-built rainwater storage tank across all buildings.

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

a. Total Waste generated

Parameter	Hazardous Waste Generated			
	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Value	Unit	Value	Unit
Plastic Waste	318.65	tonne	339.56	tonne
E-Waste	38.05	tonne	4.43	tonne
Bio- Medical Waste	—	tonne	—	tonne
Construction and demolition Waste	6.62	tonne	—	tonne
Battery Waste	0.73	tonne	2.40	tonne
Radioactive Waste	—	tonne	—	tonne
Used or Spent Oil	17.28	tonne	14.93	tonne
Waste or Residue Containing Oil	17.50	tonne	0.94	tonne
Spent Solvent	30.15	tonne	54.93	tonne
Process Waste or Residue	21.77	tonne	45.22	tonne
Chemical Sludge	0.08	tonne	0.33	tonne
Oil & Grease skimming	0.62	tonne	—	tonne
Chemical Container Waste	7.21	tonne	4.29	tonne
Other Non - Hazardous Waste Generated				
Food Waste	5.07	tonne	—	tonne
Metal Waste	161.24	tonne	237.39	tonne
Glass Waste	4.69	tonne	2.68	tonne
Paper & Cardboard Waste	369.73	tonne	357.76	tonne
Aluminium Waste	52.35	tonne	44.80	tonne
Miscellaneous Waste	122.83	tonne	—	tonne
Polycarbonate Opaque Purge	3.68	tonne	5.67	tonne
Total Waste Generated	1,178.25	tonne	1,115.33	tonne



ANNEXURE “F” TO DIRECTORS’ REPORT

b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

FY 2023 (Current Financial Year)				
Category of waste: Hazardous waste	Total	(i) Recycled	(ii) Re-used	(iii) Other recovery operations
Plastic Waste	248.45	248.45	—	—
E-Waste	38.20	38.20	—	—
Bio- Medical Waste	—	—	—	—
Construction and demolition Waste	3.89	3.89	—	—
Battery Waste	1.21	1.21	—	—
Radioactive Waste	—	—	—	—
Used or Spent Oil	15.98	15.98	—	—
Waste or Residue Containing Oil	17.50	17.50	—	—
Spent Solvent	20.14	20.14	—	—
Process Waste or Residue	16.36	16.36	—	—
Chemical Sludge	—	—	—	—
Oil & Grease skimming	0.005	0.005	—	—
Chemical Container Waste	5.21	5.21	—	—
Food Waste	0.07	0.07	—	—
Metal Waste	163.19	163.19	—	—
Glass Waste	3.28	3.28	—	—
Paper & Cardboard Waste	291.67	291.67	—	—
Aluminium Waste	41.57	41.57	—	—
Miscellaneous Waste	101.91	101.91	—	—
Polycarbonate Opaque Purge	—	—	—	—

FY 2022 (Previous Financial Year)				
Category of waste: Hazardous waste	Total	(i) Recycled	(ii) Re-used	(iii) Other recovery operations
Plastic Waste	272.93	272.93	—	—
E-Waste	4.07	4.07	—	—
Bio- Medical Waste	—	—	—	—
Construction and demolition Waste	—	—	—	—
Battery Waste	1.93	1.93	—	—
Radioactive Waste	—	—	—	—
Used or Spent Oil	12.23	12.23	—	—
Waste or Residue Containing Oil	0.93	0.93	—	—
Spent Solvent	30.28	30.28	—	—
Process Waste or Residue	35.96	35.96	—	—
Chemical Sludge	0.32	0.32	—	—
Oil & Grease skimming	—	—	—	—
Chemical Container Waste	3.65	3.65	—	—
Food Waste	4.00	4.00	—	—
Metal Waste	215.69	215.69	—	—
Glass Waste	2.26	2.26	—	—
Paper & Cardboard Waste	296.61	296.61	—	—
Aluminium Waste	44.59	44.59	—	—
Miscellaneous Waste	—	—	—	—
Polycarbonate Opaque Purge	—	—	—	—



ANNEXURE “F” TO DIRECTORS’ REPORT

c. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

FY 2023 (Current Financial Year)				
Category of waste: Hazardous waste	Total	Incineration	Landfilling	Other disposal operations
Plastic Waste E-Waste Bio- Medical Waste Construction and demolition Waste Battery Waste Radioactive Waste Used or Spent Oil Waste or Residue Containing Oil Spent Solvent Process Waste or Residue Chemical Sludge Oil & Grease skimming Chemical Container Waste Food Waste Metal Waste Glass Waste Paper & Cardboard Waste Aluminium Waste Miscellaneous Waste Polycarbonate Opaque Purge	Data will be provided for the next year			
FY 2022 (Previous Financial Year)				
Category of waste: Hazardous waste	Total	Incineration	Landfilling	Other disposal operations
Plastic Waste E-Waste Bio- Medical Waste Construction and demolition Waste Battery Waste Radioactive Waste Used or Spent Oil Waste or Residue Containing Oil Spent Solvent Process Waste or Residue Chemical Sludge Oil & Grease skimming Chemical Container Waste Food Waste Metal Waste Glass Waste Paper & Cardboard Waste Aluminium Waste Miscellaneous Waste Polycarbonate Opaque Purge	Data will be provided for the next 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



ANNEXURE “F” TO DIRECTORS’ REPORT

- 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.**

At Pricol, we place a strong emphasis on Waste Management and actively promote the principles of Reduce, Recycle, and Reuse. We categorize waste based on its characteristics, and disposal is carried out by authorized personnel designated by the Pollution Control Board, aligning with our commitment to the zero-landfill concept.

To conserve water Management, we have implemented measures such as collecting and replenishing 100% of rainwater into the ground, enabling us to maximize the reuse of water and minimize our reliance on freshwater sources. Our cumulative rainwater storage capacity is up to 2500 KL, allowing us to effectively capture and utilize this valuable resource. Additionally, we treat and reuse wastewater for specific processes, further optimizing our water usage.

Our Waste to Wealth Projects:-

Zero waste to landfill concepts are implemented in our plant. All the Hazardous waste generated is now being recycled only through authorized recycler.

To Reduce the waste Generation various initiatives are taken as listed below

- By optimizing the space in packing standard which reduced up to 2 ton of carton waste generation.
- By brainstorming ideas from various team, foam rolls (packing material) are reused till end of life cycle and waste generation reduced up to 18,000 Kg Per year.
- By using the recycled material in packing systems carton waste reduced up to 96,000 Kg per year.
- We have optimized the Poly cover size for packing which reduces the plastic waste generation up to 1740 Kg per year.

- 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 approvals / clearances are required:**

Not Applicable

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

There is no requirement for environmental impact assessment.

- 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 :**

The Company is in compliance with all applicable environmental laws.

ANNEXURE “F” TO DIRECTORS’ REPORT

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)		
	Value	Unit	Value	Unit	
From renewable sources					
Total electricity consumption (A)	17,689.71	GJ	16,201.38	GJ	
Total fuel consumption (B)	—	GJ	—	—	
Energy consumption through other sources (C)	—	GJ	—	—	
Total energy consumed from renewable sources (A+B+C)	17,689.71	GJ	16,201.38	GJ	
From non-renewable sources					
Total electricity consumption (D)	57,846.72	GJ	73,885.82	GJ	
Total fuel consumption (E)	11,869.23	GJ	9,687.29	GJ	
Energy consumption through other sources (F)	—	GJ	—	—	
Total energy consumed from non-renewable sources (D+E+F)	69,715.95	GJ	83,573.11	GJ	

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. Provide the following details related to water discharged:

Parameter	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)		
	Value	Unit	Value	Unit	
Water discharge by destination and level of treatment					
(i) To Surface water	—	—	—	—	
- No treatment	—	—	—	—	
- With treatment	—	—	—	—	
- Primary treatment	—	—	—	—	
- Secondary treatment	—	—	—	—	
- Tertiary treatment	—	—	—	—	
(ii) To Groundwater	53,904.35	m3	77,823.53	m3	
- No treatment	558.33	m3	—	m3	
- With treatment	53,346.02	m3	77,823.53	m3	
- Primary treatment	1,803.39	m3	77,823.53	m3	
- Secondary treatment	12,590.00	m3	—	m3	
- Tertiary treatment	38,952.63	m3	—	m3	



ANNEXURE “F” TO DIRECTORS’ REPORT

Parameter	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Value	Unit	Value	Unit
(iii) To Seawater	—	—	—	—
- No treatment	—	—	—	—
- With treatment	—	—	—	—
- Primary treatment	—	—	—	—
- Secondary treatment	—	—	—	—
- Tertiary treatment	—	—	—	—
(iv) Sent to third-parties	—	—	—	—
- No treatment	—	—	—	—
- With treatment	—	—	—	—
- Primary treatment	—	—	—	—
- Secondary treatment	—	—	—	—
- Tertiary treatment	—	—	—	—
(v) Others	—	—	—	—
- No treatment	—	—	—	—
- With treatment	—	—	—	—
- Primary treatment	—	—	—	—
- Secondary treatment	—	—	—	—
- Tertiary treatment	—	—	—	—
Total water discharged	53,904.35	m3	77,823.53	m3

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

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

Not applicable, we don't have any operations in areas of water stress.

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

Scope-3 emissions are not considered in Pricol Limited emission calculations presently. We are in the process of doing the same in the upcoming years.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

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

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water Conservation	The Sewage Water Treatment Plant (STP) data are connected to online continual monitoring system.	Effective use of resources.
2	Energy conservation	Light Motion sensors are installed.	Electric power consumption is reduced.

ANNEXURE “F” TO DIRECTORS’ REPORT

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

We Pricol limited, have" EMERGENCY PREPARDNESS AND RESPONSE" is to identify potential environmental emergency situations, accidents/ incidence and subsequent prevention, control and mitigation of environmental associated impacts and OHS related risks considering of environmental emergency plan.

We are having Emergency communication matrix, which addresses the emergency communication matrix and hierarchy of responsibility.

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

Not applicable

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

All of our value chain partners are accessed for environmental impacts.

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.

Pricol Limited affiliates with 9 trade and industry chambers/associations.

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	Automotive Components Manufacturers' Association (ACMA)	National
3	Society of Indian Automobile Manufacturers (SIAM)	National
4	Engineering Export Promotion Council of India (EEPC)	National
5	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
6	Quality Circle Forum of India (QCFI)	National
7	Indian Rubber Manufacturers Research Association (IRMRA)	National
8	The Global Association for Electronics Manufacturing (IPC)	National
9	Coimbatore Management Association	State

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

There were no incidents of anti-competitive behavior involving the Company during the reporting period (2022-23).

Leadership Indicators

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

The Company directly or through trade bodies and other associations puts forth a number of suggestions with respect to the industry in general and its activities in particular.



ANNEXURE “F” TO DIRECTORS’ REPORT

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

There is no requirement for the company to do Social Impact Assessment.

- 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 FY (In Lacs INR)
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Not Applicable

- Describe the mechanisms to receive and redress grievances of the community.**

Pricol Limited has a CSR Team to monitor the CSR Projects regularly which continuously interacts with the concerned communities in the areas of operation. The grievances as and when they arise are timely addressed & resolved by the CSR Team.

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directly sourced from MSMEs / small producers	4.5 %	5.25 %
Sourced directly from within the district and neighbouring districts	46 %	32 %

Leadership Indicators

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

S.No.	Details of negative social impact identified	Corrective action taken
1	NIL	NIL

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

Not Applicable.

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Y/N)** : No
 - From which marginalized /vulnerable groups do you procure?** : Not Applicable
 - What percentage of total procurement (by value) does it constitute?** : Not Applicable

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

Not Applicable

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

Not Applicable

ANNEXURE “F” TO DIRECTORS’ REPORT

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Government hospital - Cleaning Program	Immeasurable	NA
2	Tree Plantation	Immeasurable	NA
3	Medical Checkup -Women	500	NA
4	Eye Camp at Govt. Schools	5,600	NA
5	Eye Camp-Public	200	NA
6	Government school building - Renovation	400	NA
7	Wildlife SOS	Non-measurable	NA
8	Children's Park	Non-measurable	NA
9	Road safety mirrors	Immeasurable	NA
10	Contribution to old age home	10	NA
11	Contribution to children education	50	NA
12	Contribution to Siruthuli	Immeasurable	NA

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 response and customer satisfaction are one of the most important factors of Pricol limited. The Company engages with its customers at various platforms to understand their expectations. The Company obtains customer feedback directly via Email communication, Telephone, feedback forms for quality, Customer satisfaction survey each quarter. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals for getting the directives for improvement.

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

Pricol products conform to our customers specifications and regulatory requirements, including labelling and identification as necessary for safe and responsible use or for end-of-life recycling and safe disposal. Since the products are directly supplied to the OEMs, the Company has limited scope in providing information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal.

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

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

Note: Pricol Limited is a tier 1 supplier to automotive OEMs. As a B2B business we do not have any direct interaction with the end consumer and do not receive any such complaints.



ANNEXURE “F” TO DIRECTORS’ REPORT

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

	Number	Reasons for recall
Voluntary recalls	—	No Recalls
Forced recalls	—	No 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.

Pricol is in process for implementation and readiness of ISO 27001 Data Security Management System certificate.

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

Not Applicable

Leadership Indicators

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

Pricol Limited's website has information about all of the products it offers. The web-link for the site is www.pricol.com

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the general customer, Pricol has no scope for informing and educating the end user about the safe and responsible usage of its products.

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the general customer, Pricol has limited scope for informing the end user about the risk of disruption/discontinuation of its essential Services.

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

Yes, the products manufactured, designed and tested as per the OEM customer specific requirements including the mandatory standard test required for the product.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact : Nil
- b. Percentage of data breaches involving personally identifiable information of customers : Nil