

TD Power Systems Limited
(CIN -L31103KA1999PLC025071)

REGISTERED OFFICE & FACTORY:
27, 28 and 29, KIADB Industrial Area
Dabaspet, Nelamangala Taluk
Bengaluru Rural District
Bengaluru – 562 111 India

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Date: 17/07/2023

The Corporate Service
Department
BSE Limited
P J Towers, Dalal Street
Mumbai - 400 001

The Listing Department
The National Stock Exchange of India Ltd.
Exchange Plaza, Bandra- Kurla Complex
Bandra (East)
Mumbai - 400 051

Sirs,

Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23, which also forms part of Annual Report of the Company for the Financial Year 2022-23.

Kindly take note of the above on record.

Thanking you,

Yours faithfully,
For **TD Power Systems Limited**

Bharat Rajwani
Company Secretary

Encl: A/a

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) 2022-23

SECTION A: GENERAL DISCLOSURES

1. Details of the listed entity

Sr. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Company	L31103KA1999PLC025071
2	Name of the Listed Entity	TD Power Systems Limited
3	Year of incorporation	April 16, 1999
4	Registered office address Corporate address	# 27, 28 and 29, KIADB Industrial Area, Dabaspet, Nelamangala Taluk, Bangalore – 562111
5	E-mail	tdps@tdps.co.in
6	Telephone	080-22995700/6633 7700
7	Website	www.tdps.co.in
8	Financial year reported	April 01, 2022 - March 31, 2023
9	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid up capital	₹ 3,120.85 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Bharat Rajwani Email: investor relations@TDPS.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on a Standalone Basis.

II. Products/services

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

Sr. no.	Description of Main Activity	Description of Business activity	% of Turnover of the entity
1	Manufacturing	Electrical equipment, General Purpose and Special purpose Machinery & equipment, Transport equipment	95.33

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	AC Generator	27101	95.33

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	1	3	4

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17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	103

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

Response: 47% of our total turnover comes from export.

c. A brief on types of customers

Response: TDPS is an original equipment manufacturer (OEM) of prime movers (AC Generators and Electric Motors) for captive plants.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	386	349	90.4%	37	9.6%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total employees (D + E)	386	349	90.4%	37	9.6%
WORKERS						
4	Permanent (F)	268	268	100.0%	0	0.0%
5	Other than Permanent (G)	284	268	94.4%	16	5.6%
6	Total workers (F + G)	552	536	97.1%	16	2.8%

Note: Permanent employees (D) include staff

Permanent workers (F) include workmen.

Other than permanent workers (G) include Fixed Term Employees (FTE)/Temporary Trainees (TT).

Staff represent management category (white collared) employees.

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	0	0	0.0%	0	0.0%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total employees (D + E)	0	0	0.0%	0	0.0%
WORKERS						
4	Permanent (F)	0	0	0.0%	0	0.0%
5	Other than Permanent (G)	0	0	0.0%	0	0.0%
6	Total workers (F + G)	0	0	0.0%	0	0.0%

19. Participation/ Inclusion/ Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.3%
Key Management Personnel ⁽¹⁾	3	1	33.3%

⁽¹⁾Key Management Personnel includes Managing Director, Chief Financial Officer and Company Secretary.

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

	Turnover rate in fiscal 2023 (in %)			Turnover rate in Fiscal 2022 (in %)			Turnover rate in the Fiscal 2021 (in %)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1.4	2.6	1.4	1.1	1.6	1.1	0.7	0.9	0.7
Permanent Workers	0.1	0.0	0.1	0.6	0.0	0.6	0.03	0.0	0.3

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

21. (a) **Response:** Names of holding / subsidiary / associate companies / joint ventures

Refer to Annexure 1 of the Annual Report for details of Subsidiary, Joint Ventures and Associate Companies. The subsidiaries of the Company are in overseas jurisdiction and do not participate directly in the Business Responsibility initiatives, However, all these subsidiaries adopt same practices generally as carried out the Company.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in ₹ lakhs) 82,148.42

(iii) Net worth (in ₹ lakhs) 59,389.25

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 weblink for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (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, The details are disclosed in Essential Indicator 3 of principle 8			Yes			
shareholders	Yes, Company is registered on Scores portal of SEBI to redress grievance of shareholders also a tab is created on the Company's website exclusively for investors related queries & grievance.			Nil			
Employees and workers	Yes, group email ID, suggestion box, grievance form, drop box						
Customers	Yes, customer complaint handling flowchart						
Value Chain Partners	No						
Others (Please specify)	No						

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24. 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

Sr. 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	Waste	Risk, Opportunity	<p>Risk: Manufacturing of heavy equipment leads to significant waste generation, which could have a negative impact on the environment. Lack of waste related initiatives could lead to decrease in operational efficiency.</p> <p>Opportunity: By implementing waste management initiatives, waste disposal cost can be reduced. Resource recovery can be done with the implementation of waste management initiatives.</p>	We have a sewage treatment plant (STP) and an effluent treatment plant (ETP), which basically treats common effluents (CETP). We also reuse water for gardening purposes, to minimise unwanted discharge. The sludge which is released during operations is handled over to the authorised agency for safe disposal.	Positive: Material cost reduction, resource utilisation, revenue generation.
2	Environmental Compliance	Risk	<p>Risk: Non-compliance to relevant environmental laws and regulations could lead to the imposing of fines and penalties, which could affect the business financially.</p>	TDPS is certified with ISO 14001:2015 which is widely accepted standard internationally and mandate to follow the local regulations.	Negative: Increased compliance and operational costs, increased fines and penalties, decreased brand reputation.
3	Product Safety & Quality	Opportunity	With compliance to relevant norms and regulations during product make, safety and quality of the product can be ensured, and can meet customer requirements.	-	Positive: Increased customer demand, increased brand reputation, financial profits incurred.

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Sr. 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)
4	Occupational Health & Safety	Risk, Opportunity	<p>Risk: Lack of adherence to safety protocols can lead to occupational hazards and accidents, thereby leading to production downtime and workforce absenteeism.</p> <p>Opportunity: Following on the job safety protocols can lead to reduction in workplace accidents and improve employee/worker health and safety.</p>	We regularly conduct training and awareness programs related to occupational health and safety. We have displayed safety posters and installed robots to automate most of our operations to reduce the risk of accidents. We also conducted promotional activities such as National Safety Week. We also conduct HIRA and maintain a register for the same. Our facilities are certified with ISO 45001:2018	<p>Positive: Increased occupational productivity, reduced cost of accident recovery, reduction in legal and regulatory fines</p> <p>Negative: Increased production downtime, increased cost of insurance premiums, reduced employee morale and retention, increased training costs</p>
5	Customer Relations	Opportunity	Complying to relevant laws and regulations pertaining to environment, quality, health and safety, can lead to increased customer satisfaction and improve product demand for the business.	-	Positive: Increased customer demand, brand reputation, increased revenue generation

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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.

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	https://tdps.co.in/investor_crprt_grvnc.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	ISO 9001-2015, ISO 14001-2015, ISO 45001-2018								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	No								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No								

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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)

Response: The prime focus of TDPS is to build an energy sustainable future. To achieve this, we intend to deliver the best products and services in our business line by converging technology and quality to meet customer delight. We will optimise resources through operational and design excellence driven by continuous innovation to add economic value and provide a conducive environment of growth and value to all our stakeholders. Our mission is to maintain market leadership by encouraging innovation and nourishing young talents to provide high product quality with superior customer support.

TDPS is renowned as a top workplace due to its unwavering dedication to diversity and inclusion. At TDPS, employees experience a sense of value as their contributions are acknowledged and esteemed. We have fostered an environment that empowers individuals to flourish and advance, thereby enabling TDPS to attract and retain exceptional talent within the industry.

TDPS's success can be attributed to its people-centric strategy. The company's achievement is fuelled by a diverse and passionate workforce, a culture of inclusivity, and a strong emphasis on employee growth and development. These factors have enabled TDPS to develop innovative products that help in driving progress and keep the world in motion.

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

Response: The Board of Directors are responsible for implementation and oversight of business responsibility, which constitutes of various policies that align with how our business is to be conducted.

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.

Response: No, we do not have a specified committee. The Board of Directors are 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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All our policies are reviewed by the board of directors on an Annual Basis.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	TDPS is in compliance with external regulations, as applicable.																	

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								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5	1. Company sales, marketing, business outlook and strategies	50%
Key Managerial Personnel		2. Update on compliance status of applicable laws and cost audit report 3. Update on secretarial audit and compliance report 4. Updates on code of conduct under SEBI PIT regulations 5. Regulatory amendments under FEMA, MCA, and SEBI listing regulations	
Employees other than BoD and KMPs	395	1. Skill upgradation through relevant domain specific trainings 2. General trainings on company policies 3. Health and safety related trainings	58.4%
Workers	545	1. Skill upgradation through relevant domain specific trainings 2 Health and safety related trainings	49%

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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, 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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Not applicable				
Settlement					
Compounding fee					
Non-monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not applicable				
Punishment					

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

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

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

Response: Yes, the Company has an anti-bribery policy which highlights the categories of bribery and corruption, guidance to employees for adhering to the policy, and actions pertaining to violation of the policy.

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

Response: There have been no disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors, KMP, employees and workers of the Company.

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	No cases			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	No cases			

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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.

Response: Not applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company has not conducted any awareness programs for our value chain partners. However, by certain practices and set of documentation, the Company ensures that, value chain partners are complied with the Company's standards and business ethics.		

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.

Response: The Company, within its governance ecosystem, has implemented best practices concerning the review of Directors' conflicts of interest. The Company evaluates periodic disclosure received by Board of Directors with respect to their interest in other entities and ensures the requisite approval wherever required, are in place before transaction with such entities.

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.

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D (in ₹ Lacs.)	100%	100%	<p>1. Cooler Design and Drawing Automation: New Automation Developed is used to design the highly optimised coolers used in Synchronous Generators. These optimised coolers reduce the fabricated material usage, cooler tube material reduction, cooling water requirement reduction and generator losses reduction which improves the efficiency and reduce the fuel (diesel/coal/water-Hydro) consumption.</p> <p>2. Ansys Simulation tool and EMTP Electrical System Simulation Tool added newly and used for simulation of Synchronous Generators to estimate the transient characteristics of Motors during Staring or fault conditions or Grid disturbances (LVRT) etc. This allows to Design the machine optimally and ensure the safe and reliable operation of machine during its lifetime.</p>
Capex (in ₹ Lacs.)	100%	100%	

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			<p>3. Invested on Ventilation and Thermal design simulation software - Flownex and is being used for cooler design and generator/Motor thermal design. This software helps in optimising the Ventilation and Thermal circuits and hence reduce the material content, noise reduction and water usage for water cooled machines.</p> <p>4. Modified Air circuit with double end axial fan to meet specific customer site requirement of hot air exhaust at Top towards Turbine end. This ensures the reliable operation of the Generator inside Enclosure with double end cooling with weight reduction of complete machine.</p> <p>5. Generator Shaft mounted fan to circulate the secondary air circuit of a CACA cooled generator with intermediate adaptor to supply re-cooled air to DE and NDE side (both ends of the generator) for cooling. This gives uniform cooling of generator improving the reliability. Electric blowers were replaced by shaft mounted fan and thus eliminating additional power required to drive the blowers. Reduced maintenance and thus increased Generator availability.</p> <p>6. Designed, manufactured, and supplied highest rating tandem coupled Wound rotor motor Induction motor for Fabriser application.</p> <p>7. In house designed and developed thrust bearings for vertical machines with reduction in cost, temperature, and weight.</p>
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2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No):

Response: Yes

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

Response: More than 70% of our resources were sourced sustainably.

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.

Response: In TDPS there is no product or the parts which needs to be recycled back to manufacturing process. Once it is dispatched to site/customer, the customer has to follow the Operation and Maintenance manual and respective regulatory requirements as per the local rule.

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.

Response: Yes, EPR is applicable to the entity's activities and the waste collection plan is in line with the EPR plan as submitted to the Karnataka State Pollution Control Board (KSPCB), after which, the company has received consent.

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Leadership Indicators:

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

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

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

Name of Product / Service	Description of the risk / concern	Action Taken
Since no product life cycle assessment has been conducted and certified by NIC code, it is not applicable. However, process waste items such as copper, steel, resin, oil, cotton waste mixed with oil/resin is disposed off via authorised agencies.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
We use original mill certified material to achieve the specified efficiency results. Hence, no input material is recycled/reused.		

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

	FY 2022-23			FY 2021-22		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (Including packaging)	All products are packed using fresh material (plywood, pinewood) and sent to the customers situated in our national and international business locations. It is neither feasible nor economically viable, to bring back the scrapped/damaged parts. Therefore, we have not reclaimed any of our products at their end life.					
E waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
All products are packed using fresh material (plywood, pinewood) and sent to the customers situated in our national and international business locations. It is neither feasible nor economically viable, to bring back the scrapped/damaged parts. Therefore, we have not reclaimed any of our products at their end life.	

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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:

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	349	Nil		349	100.0	Not applicable		Nil		-	
Female	37	Nil		37	100.0	37	100.0	Not applicable		-	
Total	386	Nil		386	100.0	37	9.6	-		-	
Other than Permanent Employees											
Male	Not applicable										
Female											
Total											

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

% of workers covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day-care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	268	268	100	268	100	Not applicable		Nil			
Female	-										
Total	268	268	100	268	100		-	Nil		-	
Other than Permanent Workers											
Male	268	Nil		268	100	Not applicable		Nil			
Female	16	Nil		16	100	16	100	Nil		-	
Total	284	Nil		284	100	16	5.6	-		-	

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

	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.0	100.0	Yes	100.0	100.0	Yes
Gratuity	100.0	100.0	Yes	100.0	100.0	Yes
ESI	100.0	100.0	Yes	100.0	100.0	Yes
Others- please specify						

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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.

Response: Yes, our premises/offices are accessible to differently abled employees and workers. We do not employ anyone under such category and have hired everyone based on merit.

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.

Response: Yes, the company has an internal policy on non-discrimination, the objective of which is to prevent discrimination at the workplace and ensure equal opportunity and diversity.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate in %	Return to work rate	Retention rate
Male	0	0.0	0	0.0
Female	4	50.0	0	0.0
Total	4	50.0	0	0.0

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 and Other than Permanent Workers	Workers can directly approach HR/IR for any type of grievances.
Permanent Employees and Other than Permanent Employees	Permanent Employees can send their grievances through mail or on a one-to-one basis.

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

Category	FY 2022-23			FY 2021-22		
	Total employees /workers in respective category	No. of employees / workers in respective category,	% (B / A)	Total employees /workers in respective category	No. of employees / workers in respective category,	% (D / C)
	(A)	who are part of association(s) or Union (B)		(C)	who are part of association(s) or Union (D)	
Total Permanent Employees						
Male	349	Nil	-	342	Nil	-
Female	37			35		
Sub Total A	386			385		
Total Permanent Workers						
Male	268	262	97.7%	272	270	99%
Female	Nil					
Sub Total B	268	262	97.7%	272	270	99%
Total (A+B)	654	262	41%	657	270	42%

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8. Details of training given to employees and workers

Category	FY 2022-23					FY 2021-22				
	Total (AL)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employee										
Male	355	39	10.9%	170	47.9%	340	34	10.0%	101	29.7%
Female	40	0	0%	22	55.0%	34	0	0.0%	18	52.9%
Total	395	39	9.8%	192	48.6%	374	34	10.0%	119	31.8%
Workers										
Male	528	266	50.3%	64	12.1%	534	53	9.9%	27	5.1%
Female	17	0	0.0%	0	0.0%	17	0	0.0%	0	0.0%
Total	545	266	48.8%	64	0.0%	551	53	9.9%	27	4.9%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No (B)	% (B/A)	Total (C)	No. (C)	% (C/A)
Employees						
Male	337	305	91.0%	326	253	78.0%
Female	38	38	100.0%	32	32	100.0%
Total	375	343	91.4%	358	285	79.6%
Workers						
Male	268	Nil	-	274	Nil	-
Female	0			0		
Total	268			274		

Note : All workers are unionised and under wage management

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?

Response: Yes, we have implemented an occupational health and safety management system in our entity wide operations. We also have policies and procedures in place to adhere to such systems, one of which is the integrated management system (IMS) policy. As per the policy, we adhere to and operate in accordance with ISO 45001:2018 health and safety management system standard.

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

Response: We have in place the hazard identification and risk assessment (HIRA) register which explicitly details about the safety activity, its potential hazard and the risk associated with the same. Preventive actions are also laid out in the register to mitigate the hazard to reduce potential safety risks.

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

Response: Yes, we regularly conduct safety meetings which is overseen by the safety committee. The outcome of such meetings is to identify hazards occurring during work, and exposure to various risks, and report such incidents if any.

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

Response: Yes, we have collaborated with two medical centres namely Ravi Kirloskar hospital and Narayana Nethralaya. All our employees and workers have access to avail relevant medical facilities at both of these centres.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.5	2.26
	Workers	6.04	6.79
Total recordable work-related injuries	Employees	2	3
	Workers	8	9
No. of fatalities	Employees	Nil	
	Workers	Nil	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	
	Workers	Nil	

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

Response: To ensure a safe and healthy workplace, we have various initiatives and measures in place, some of which are very proactive in approach. We display the PPE matix for everyone on the facility to ensure their safety. We also conduct capacity building programs that include training and awareness on various safety related aspects. A list of dos and don'ts as well as other engineering controls are put in place to ensure safe handling of any equipment or product.

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

	FY 2022-23			FY 2021-22		
	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	36	6	Unsafe working conditions leading to replacement of certain equipment.	29	Nil	
Health & Safety	9	2	Physical health (sprains and strains) leading to retrofits in equipment (use of trolleys)	18	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%

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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.

Response: We impart training on various safety topics to avoid potential risks. One of the prominent initiatives is 'National Safety Week' which is organised to create awareness on safety issues. Wherever necessary, throughout the facility we have placed safety posters for all our employees and workers to follow and potentially avoid being exposed to any unsafe incident. Besides this, we have automated certain areas of our facility by deploying robots, thereby reducing the risk of exposure to unsafe working conditions.

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).

Response: Yes, Statutory coverage such as EDLI, Gratuity & EGI

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

Response: Nil

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil		Nil	
Workers	Nil		Nil	

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

Response: Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company is yet to opt practice for the assessment of its value chain partners. However, before onboarding any supplier/value chain partner, due diligence is conducted.
Working Conditions	

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

Response: Not applicable

PRINCIPLE 4

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

Essential Indicators:

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

Response: Stakeholder groups are determined according to their level of involvement with the entity. Core stakeholders encompass individuals, groups, or institutions that contribute value to the Company's business chain. This includes employees, investors, customers, suppliers, and various other stakeholders.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, suggestion boxes	Employee engagement surveys, career development surveys conducted annually	Information about company's business growth plan and performance
Investors	No	Emails, post	Need based and quarterly	To understand company's major events, and results
Customers	No	Emails, communication from customer care department	Need based	Information on business offerings
Suppliers	No	Emails	Need based	To get information about new market trends and responsible procurement

Leadership Indicators:

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

Response: Yes, conference calls are conducted with the investors and the Board, addressing the economic performance of the company. It is the Managing Director who steers these interactions.

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

Response: No

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

Response: We don't recognise any stakeholder as a vulnerable/marginalised group. Therefore, no such concerns have been raised.

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PRINCIPLE 5**Businesses should respect and promote human rights****Essential Indicators:**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of Employees/ Workers covered (B)	%(B/A)	Total (C)	No. of Employees/ Workers covered (C)	%(C/A)
Employees						
Permanent	395	395	100.0%	374	0	0.0%
Other than Permanent	34	0	0.0%	32	0	0.0%
Total	429	395	92.9%	406	0	0.0%
Workers						
Permanent	545	545	100.0%	551	0	0.0%
Other than Permanent	199	152	76.05%	256	0	0.0%
Total	744	697	93.6%	777	0	0.0%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(e/D)	No. (F)	%(F/D)
Employees										
Permanent										
Male	349	0	0.0%	349	100.0%	340	0	NA	340	100.0%
Female	37	0	0.0%	37	100.0%	35	0	NA	35	100.0%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Workers										
Permanent										
Male	268	0	0.0%	268	100.0%	272	0	0.0%	272	100.0%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	268	0	0.0%	268	100.0%	261	0	0.0%	261	100.0%
Female	16	0	0.0%	16	100.0%	17	0	0.0%	17	100.0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	₹ 3.09 lakhs p.a.	2	NA
Key Managerial Personnel	2	₹ 22.00 lakhs p.a.	1	₹ 50.00 lakhs p.a.
Employees other than BoD and KMP	347	₹ 5.09 lakhs p.a.	36	₹ 4.71 lakhs p.a.
Workers	536	₹ 3.15 lakhs p.a.	16	₹ 2.22 lakhs p.a.

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)

Response: Yes, our focal point for handling human rights impacts/issues is the human resources department.

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

Response: We have a grievance policy, in adherence to which, we redress grievances related to human rights.

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

	FY 2022-23			FY 2021-22		
	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		-
Discrimination at workplace	Nil		-	Nil		-
Forced Labour/ Involuntary Labour	Nil		-	Nil		-
Wages	Nil		-	Nil		-
Other human rights related issues	Nil		-	Nil		-

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

Response: Yes, we have a grievance policy which guides us to take necessary actions and prevent adverse consequences pertaining to cases rising from discrimination and harassment.

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

Response: Yes, we take into consideration all relevant human rights criteria when doing business engagements and signing contracts.

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9. 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%
Others – please specify*	100%

*Others include overtime policies such as slavery/human trafficking prohibition, and anti-bribery.

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

Response: There were no significant risks/ concerns arising from the assessments stated in point no.9 above.

Leadership Indicators:

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

Response: Nil

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

Response: It is our customers who conduct any relevant human rights due diligence.

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?

Response: Not applicable in two of our units, unit 01 is not accessible to differently abled visitors, located on the first and second floors. But unit 02 has amenities such as lifts and ramps which makes it accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
Others-please specify*	0%

*Others include overtime policies such as slavery/human trafficking prohibition, and anti-bribery.

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

Response: There has been no assessment of value chain partners hence no corrective actions is taken place.

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PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	29,74,64,40,000 kJ	29,60,73,00,000 kJ
Total fuel consumption (B)	59,78,23,200 kJ	71,26,52,400 kJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	30,34,42,63,200 kJ	30,31,99,52,400 kJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	3.69 kJ/ ₹	4.22 kJ/ ₹
Energy intensity (optional) – the relevant metric may be selected by the entity	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

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.

Response: No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(I) Surface water	0	0
(ii) Groundwater	45,500 kl	37,000 kl
(iii) Third party water	6,823kl	6,202 kl
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	52,323	43,202
Total volume of water consumption (in kilolitres)	52,323	43,202
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000636 kl/₹	0.00000601 kl/₹
Water intensity (optional) – the relevant metric may be selected by the entity	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

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

Response: Yes, we have a sewage treatment plant (STP) and an effluent treatment plant (ETP), which basically treats common effluents (CETP). We also reuse water for gardening purposes, to minimise unwanted discharge. The sludge which is released during operations is handled over to the authorised agency for safe disposal.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Nox	Ppm	17.4	14.85
Sox	Ppm	7.6	7.5
Particulate Matter (PM)	Ppm	72.8	74.2
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others – please specify	-	0	0

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

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

Parameter	Unit	FY2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, FCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	41.51	49.49
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	6,734.2	6,702.7
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.000000824MTCO ₂ e/₹	0.000000939 MTCO ₂ e/₹
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	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. Yes, Bangalore Analytical Research Centre.

Scope 1 emissions include DG power consumption.

Scope 2 emissions include BESCO power consumption.

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

Response: Yes, in FY 2022-23 there were total of 1,74,706 units (i.e., 1,74,706 kWh) of energy saved due to energy saving initiatives. This has resulted in GHG emission reduction of 142MT pertaining to Scope 2. For more information, refer to Annexure-3, Section A of the Annual Report.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	3 303	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	362.37	10.45
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G+ H)	365.673	10.45

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	Not applicable	Not applicable
(ii) Re-used		
(iii) Other recovery operations		
Total		

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

Category of Waste		
(I) Incineration	Not applicable	Not applicable
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Response: We have a scrap yard for storage of hazardous waste. We monitor the amount of scrap generated. Currently, there are no reduction targets set to minimise the amount of waste being generated.

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, please specify details in the following format:

Sr. 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.
No. Our entity is situated in Karnataka Industrial Areas Development Board (KIADB) approved land and is developed by the govt.			

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

Name and brief details of project	EIA Notification No	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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

Sr. 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
Yes, the entity is compliant with the applicable environmental law/regulations/guidelines in India, for which, the company has received the consent from KSPCB.				

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 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	NA	NA
Total fuel consumption (B)	NA	NA
Energy consumption through other sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	NA	NA
From non-renewable sources		
Total electricity consumption (D)	29,74,64,40,000kJ	29,60,73,00,000 kJ
Total fuel consumption (E)	59,78,23,200kJ	71,26,52,400 kJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	30,34,42,63,200 kJ	30,31,99,52,400 kJ

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

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2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(I) To Surface water	Not used	Not used
- No treatment		
- With treatment– please specify level of treatment		
(ii) To Groundwater		
- No treatment	0	0
- With treatment– please specify level of treatment	705	735
(iii) To Seawater		
- No treatment	No	No
- With treatment - please specify level of treatment		
(iv) Sent to third parties	No	No
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	No	No
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	705	735

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):

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

(I) Name of the area; Sewage Plant, TD Power systems Limited (Unit-1 and Unit-2)

(ii) Nature of operations: Manufacturing and Testing of AC Generators

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

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Parameters	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	45,500 kl	37,000 kl
(iii) Third party water	6,823 kl	6,202 kl
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	52,323 kl	43,202 kl
Total volume of water consumption (in kilolitres)	52,323 kl	43,202 kl
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000636 kl/₹	0.00000601 kl/₹
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	705	735
(iii) Into Seawater	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Not applicable	Not applicable
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	705	735

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

Particulars	Unit	FY 22-23	FY 21-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Not applicable	Not applicable
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent		

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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.

Response: 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	CETP	To ensure zero liquid discharge, we have a common effluent treatment plant.	The outcomes of such initiatives are not significant to be reported.
2	Rain harvesting	We have implemented rainwater harvesting at our facility to use the rainwater into our operations efficiently.	
3	LED Lighting	Some energy efficiency initiatives have been implemented such as the use of LED lighting, to minimise energy consumption, and therefore, emissions. Refer annexure 3 of the Directors Report for detailed disclosure.	

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

Response: Yes, the entity has a business continuity and disaster management plan. It comprises of three business areas which are manufacturing activities, data and IT infrastructure, and outsourced process materials. As per the plan, each of these areas have a disaster situation enlisted, with their probability of occurrence being 'Low' and 'Medium', and the severity ranging from 'Low' to 'Very High'.

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.

Response: Many factors pose an adverse impact on the environment that arise from our supply chain. These are mainly due to raw material consumption, energy consumption, and emissions pertaining to transportation. In order to mitigate such impacts, we initiated a cost reduction drive to reduce the consumption of resources, thereby improving efficient utilization.

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

Response: Data not captured.

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.

Response: 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.

ANNEXURE - 11 (BRR CONTD.)

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Bangalore Chamber of Industry and Commerce (BCIC)	National
2	Indo German Chambers of Commerce	International

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

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

Leadership Indicators:

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others-please specify)	Web Link, if available
Nil					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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

Sr. 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 INR)
Not applicable						

ANNEXURE - 11 (BRR CONTD.)

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

Response:We have a dedicated line of communication where community grievances can be contacted by accessing <https://tdps.co.in/contact.html#cntct>.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	24.77%	23.36%
Sourced directly from within the district and neighbouring districts	30%	30%

Leadership Indicators:

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
Nil			

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

Response:(a) No

(b) Not applicable

(c) Not applicable

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

ANNEXURE - 11 (BRR CONTD.)

6. Details of beneficiaries of CSR Projects

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Backyard Forestry Project	504 students	100
2	Health System Strengthening (HSS)	2,000 patients	100
3	STEM Education	500 students	100

Note: the brief details of each CSR project are provided in Annexure 6 of the Annual Report.

PRINCIPLE 9

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

Essential Indicators:

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

Response: We have a dedicated customer care department that regularly handles complaints arising from the grievances of consumers. In line with this, we have a standard operating procedure for handling such complaints along with warranty handling which can be found here.

- 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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not applicable

- Number of consumer complaints in respect of the following:

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	There were no consumer complaints in respect of these aspects.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

ANNEXURE - 11 (BRR CONTD.)

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls		

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

Response: TDPS has a privacy policy which covers aspects pertaining to safeguarding customer data, the details of which, have been mentioned in the privacy policy on the Company's website. In addition to this, the company also has a defined approach to identify and assess potential risks arising from various IT issues that can impact the assets and mitigate them. The likelihood of occurrence of these risks and their impact on the business have been categorised ranging from 'Very Low' to 'Very High'.

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.

Response: Not applicable to our products.

Leadership Indicators:

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

Response: All the relevant information about our products and services can be found on the company's website www.tdps.co.in.

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

Response: Significant number of initiatives are taken to provide consumers with the safety of handling our products and responsibly availing our services. Such as, during the provision of generators, we provide an operation and maintenance manual describing on how to operate the equipment. We also attach 'warning' stickers wherever necessary on the generators.

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

Response: Consumers are informed about any risk of disruption/discontinuation of essential services via email.

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)

Response: Yes, we include the product information on the product (Name plate - Includes power rating, machine serial number, Purchase order number, Statutory requirements (CE/CSA etc.,). Any statutory requirements required for the product as per the local (destination country) guidelines is compiled and mentioned on the name plate. We also conduct customer satisfaction surveys and the feedback from customers is used to improve our service and performance of the product if applicable.

5. Provide the following information relating to data breaches:

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

Response: There have been no instances of data breach.

For and on behalf of the Board of Directors

Ahmedabad
July 12, 2023

Mohib N. Khericha
Chairman