

July 29, 2023

1.	National Stock Exchange of India Ltd. Exchange Plaza Plot No. C/1, G Block Bandra - Kurla Complex Bandra (E), Mumbai - 400 051 Scrip Code: EVERESTIND	2.	BSE Limited Department of Corporate Services Phiroze Jeejeebhoy Tower Dalal Street, Mumbai - 400 001 Scrip Code No: 508906
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Sub: Submission of Business Responsibility and Sustainability Report for the financial year ended March 31, 2023.

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year ended March 31, 2023, which also forms part of the Annual Report of the Company for the financial year 2022-23.

Kindly take same on record.

Thanking you,

Yours faithfully,

For Everest Industries Limited

Amruta Avasare
Company Secretary & Compliance Officer
Membership No.: A18844

Encl.: A/a

**BUSINESS RESPONSIBILITY
AND
SUSTAINABILITY REPORT**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A : GENERAL DISCLOSURES

I. Details of the Company

- 1) Corporate Identity Number (CIN): L74999MH1934PLC002093
- 2) Name : Everest Industries Limited
- 3) Year of incorporation : 1934
- 4) Registered office address:
GAT No 152, Lakhmapur, Taluka Dindori, Nashik-422202, Maharashtra, India
- 5) Corporate address:
Level 3, Tower 14, Solitaire Corporate Park, Chakala, Andheri (E), Mumbai – 400093
- 6) E-mail : info@everestind.com
- 7) Telephone: 022-6977 2000
- 8) Website : www.everestind.com/
- 9) Financial year for which reporting is being done: 01.04.2022 to 31.03.2023
- 10) Name of the Stock Exchange(s)
BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
- 11) Paid Up Capital: ₹ 15,73,61,440/- (1,57,36,144 equity shares of ₹ 10 each)
- 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. Niranjana Gokhale, VP- Strategy and Internal Audit.
Email: Niranjana.gokhale@everestind.com
Phone: 022 69772000
- 13) Report Boundary: The disclosures under this report are made for Everest Industries Limited on a 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	Other manufacturing - Building products	69%
2	Construction	Steel Buildings	31%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Roofing Sheet	23593	50%
2	Boards and Panels	16212	19%
		16213	
		23952	
3	Pre-Engineering Steel Buildings	25111	31%
		25112	
		25119	

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	8	3	10
International	0	0	0

Note – The Company has International Subsidiaries in Mauritius and Dubai, UAE

17) Markets served by entity
a) Number of locations (Market)

Locations	Number
National (No. of States and UTs)	37
International (No. of Countries)	15

b) Contribution of exports as a percentage of the total turnover of the entity

i) Export sales are 2.69% of the total sales.

c) Types of Customers

i) EIL Headquartered in Mumbai is in the business of comprehensive building solutions offering roofing, ceiling, walls, flooring and cladding products and Pre-Engineered Steel Buildings.

The company offers integrated building solutions for industrial, commercial, and residential applications. The company caters to a wide range of customers including corporates, wholesalers, distributors, architects, interior designers, influencers, homeowners and other businesses.

IV. EMPLOYEES
18) Details as at 31st March, 2023
a) Employees and Workers (including differently abled):

S. No	Particulars	Total	Male		Female	
			No	%	No	%
Employees						
1	Permanent (D)	854	799	94%	55	6%
2	Other than Permanent (E)	187	171	91%	16	9%
Total Employees (D+E)		1041	970	93%	71	7%
Workers						
1	Permanent (F)	532	532	100%	0	0%
2	Other than Permanent (G)	2420	2365	98%	55	2%
Total workers (F+G)		2952	2897	98%	55	2%

*Workers include only workers at Factories. Contractual workmen at our PEB sites will be reported in the subsequent disclosures.

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.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	4	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	4	4	100%	-	-

19) Participation/Inclusion/Representation of women:

Particulars	Total	No and Percentage of Females	
		Number	%
Board of Directors	8	2	25%
Key Management Personnel	3*	0	0%

*Includes Managing Director and CEO who is included in Board of Directors.

20) Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 20-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.3%	30.9%	26.6%	14.8%	10.9%	14.5%	26.4%	44.8%	27.2%
Permanent Workers	1.22%	-	1.22%	0.67%	-	0.67%	0.67%	-	0.67%

All above is voluntary turnover only and does not include forced exits.

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
1	Everest Buildpro Private Limited ¹	Wholly owned Subsidiary	100%
2	Everest Building Products ²	Wholly owned Subsidiary	100%

¹ Incorporated on 31st March 2023

² Everest Building Products has wholly owned subsidiary, Everestind FZE incorporated in UAE.

Note: The aforesaid subsidiary do not participate in the business responsibility initiatives of the Company.

VI. CSR DETAILS

22) a) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes

b) Turnover (in ₹) : ₹ 1685.46 crore

c) Net worth (in ₹) : ₹ 584.06 crore

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 Current Financial Year			FY 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	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	No	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

The policies can be found at the following link: <https://www.everestind.com/investor-relations/codes-and-policy>. Other policies are made available on Intranet or shared with the respective stakeholders as and when appropriate.

24) Overview of the entity’s 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

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	Emissions (Climate Change)	Risk and Opportunity	<p>(Risk): Climate Impacts are affecting society and businesses and as a Responsible Corporate Citizen, we are taking actions to minimize our impacts.</p> <p>(Opportunity): The demand for Green Buildings is increasing with a preference for more resource-efficient materials and lower GHG emissions. Our response to adapt to climate change and focus here will enable a more resilient business.</p>	We have undertaken a number of initiatives on energy efficiency, improving our renewable energy mix as well as looking at supply chain improvements which reduce our GHG emissions.	<p>Proactive action will improve our brand and customer attraction and resource efficiency will also improve our margins. Lack of attention would have a negative impact.</p> <p>The preference for energy-efficient green buildings is a significant driver for our ESBS, Boards and Panels businesses.</p>
2	Energy Consumption (Climate Change)	Opportunity	To run plants and equipment energy is consumed from the grid. There could be opportunities to reduce the electricity usage.	<p>The company keeps an active track of energy consumption and runs certain six sigma projects to reduce and keep the energy consumption under check.</p> <p>The Company has invested in rooftop solar projects for captive consumption within the plants.</p>	Positive

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)
3	Water and Waste Management	Risk and Opportunity	<p>(Risk): Water and Waste are key parameters as part of environmental compliance and non-compliances are a risk to business continuity. We recognize that water stress will lead to increasing costs and lower availability and since water is a key component of our manufacturing process, we need to focus on on this aspect. Water management is a necessity for responsible businesses. The compliance requirements on waste are being expanded going beyond hazardous materials towards other types of waste.</p> <p>(Opportunity): We recognize that adopting the 3 R principles leads to direct economic impact</p>	We have zero liquid discharge and are in the process of setting up monitoring systems to improve our water and waste management processes.	Negative
4	Environmental Impact of Products (R&D)	Opportunity/Risk	Changes in existing regulations/ emerging regulations impacting sourcing of materials, emissions, waste generation, storage and use of material or quality of finished goods	The Boards and ESBS products are environmentally friendly and therefore are an opportunity. In case of Roofing, the company ensures that scrap generated is disposed as per statutory guidelines.	Positive
5	New Product Development	Risk/ Opportunity	Asbestos Fiber may come under regulation in future.	<p>Everest is pro-actively working on emerging areas and implement much ahead of statute. The company is a pioneer and is a leader in non-asbestos cement roofing sheets.</p> <p>It is working with agencies to ensure that its customers are able to generate LEED and GRIHA points. The Company continues to monitor all emerging regulations, incidents, developments and map it for compliance.</p>	Positive
6	Human Capital - Employee Engagement, Retention	Opportunity	Increase productivity and hence profitability.	Everest is taking efforts to ensure higher employee engagement through various initiatives in terms of Talent management - Succession Planning, Career Development Plans, Training and benchmarking Compensation to foster a culture of Respect, Integrity, Excellence and Innovation.	Positive

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)
7	Labour Relations	Risk	Disruption in manufacturing due to labour unrest	<p>The management is constantly in touch with all the workforce and ensures that they are happy and satisfied. A lot of initiatives like Birthday celebrations and HR aapke dwaar are undertaken to keep the workforce happy.</p> <p>Knowledge sharing sessions on labour laws, situations-based learnings, employee life cycle documentation, regular IR management and Contract Labour management; and</p> <p>Physical, Mental and Financial Wellness sessions conducted on regular basis. There are forums for continuous engagement with the workmen by the leadership team.</p>	Negative
8	Diversity and Equal Opportunity	Opportunity	Have a wider opinion on the table – better decisions and problem solving.	The company makes efforts to promote diversity (gender, race etc.) in the company.	Positive
9	Health & Safety	Risk	The manufacturing operations of the Company require employees to interact with plant, machinery, and material handling equipment, all of which carry an inherent risk of injury	<p>The Company places a strong emphasis on healthy and safe workplaces. The Company's plants, facilities and equipment are designed based on careful consideration of health and safety at the workplace.</p> <p>Providing adequate health and safety resources, including manpower and infrastructure, is essential for maintaining a safe workplace.</p> <p>By focusing on preventive measures and creating a culture that values safety, the Company can minimize the occurrence of accidents and hazardous situations.</p>	Negative

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)
10	Supply Chain and Sustainable Sourcing	Opportunity	Disruption in supply chain due to unavailability of key RM. Sustainable supply chain processes would also help reduce our environmental impact and improve our social impact.	Cement, Fly Ash and Silica are major raw materials which are extremely commoditized and do not have a huge risk of availability. The company imports Pulp and has diversified its suppliers base. The industry has dependency on few suppliers for Asbestos Fiber. The company works with them in a manner to ensure steady supplies at competitive prices. Everest has numerous initiatives for raw material substitution and product enhancement. We are also evaluating sustainable sourcing parameters via our sustainable sourcing policy.	Positive
11	CSR	Opportunity	Maintain cordial relations with locals based near our plants and give back to the society.	The company has a dedicated CSR teams and runs various programmes in the domain of education and livelihood.	Positive

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Business policies of the company are reviewed and approved by the board as appropriate.								
c. Web Link of the Policies, if available	https://www.everestind.com/public/storage/codes-and-policies/November2022/fcM6P1gX4RIGT7kVZD3D.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Business policies have procedures for stakeholders where appropriate								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
	Currently we have not extended our business policies to our value chain partners. However, we will be progressively extending relevant policies to out value chain partners.								

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

Everest has implemented for each of its Roofing, Board, Panel and ESBS plants: ISO 9001; 2015; (Quality) ISO 14001; 2015 (Environment). It has also implemented ISO 45001 OHSAS; 2015 (ESBS – Safety).

It has a TUV certification for Roofing and Boards while UL has certified Everest for ISO 45001.

Our Boards are also certified by Green pro, IGBC, Griha and Leed.

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

We are in the process of defining our ESG strategy and will be deciding our goals and defining them in due course.

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

NA

Governance, leadership and oversight

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

EVEREST'S vision is to reimagine spaces to improve peoples' lives. To achieve this vision, we are building an organization based on values of Respect, Excellence and Integrity. These values are a part of the company's DNA and way of working. In line with our vision and values I believe that it is our responsibility to take into consideration the Environmental, Social, and Governance (ESG) factors that affect our operations and the wider community. We recognize that these factors pose significant challenges, and we are committed to addressing them through our ESG Strategy.

One of our key targets is to reduce our carbon footprint by implementing energy-efficient practices and utilizing renewable energy sources. We have already made significant progress in this area, and we aim to further reduce our emissions by using carbon-efficient energy sources. Additionally, we are actively exploring innovative ways to reduce waste and increase recycling, such as implementing circular economy principles in our operations.

Social responsibility is also a key focus for us, and we are committed to promoting diversity and inclusion in our workforce and supply chain. We are proud to have achieved 25% women directors on our Board, and the number of women employees in the Company has increased by 2.4% in the last 3 years. The numbers however are small and we recognize that there is still work to be done. Moving forward, we will continue to prioritize this area and work towards achieving greater diversity.

Lastly, we understand that good governance is essential for building trust and credibility with our stakeholders. We are committed to maintaining the highest standards of corporate governance and transparency, and we regularly review and update our policies and procedures to ensure compliance with regulatory requirements and best practices.

In summary, we recognize the importance of ESG factors in building a sustainable future, and we are committed to addressing these challenges through our ESG Strategy. We will continue to set ambitious targets and work towards achieving them while ensuring that we uphold our values and principles as a responsible corporate citizen.

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

The Board is responsible for the implementation and oversight of the Business Responsibility Policies.

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.

As per a board resolution in the current financial year, ESG matters will now be handled by the Risk Management Committee and the Terms Of Reference for the Risk Committee have been appropriately modified. This was previously being handled by the CSR Committee.

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 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	Yes									Annual.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes									Annual, As needed.								

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	N	N	Y	N	N	N	N	N	N
Prevention of Sexual Harassment at Workplace policy has been evaluated by our External member of the POSH committee Adv. Sakina Deshmukh.									

12. If answer to question (1) above is “No”, give reason.

Not Applicable.

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURES

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 No of training & awareness prog. held	Topics / principles covered under the training and its impact	% age coverage by awareness programmes
Board of Directors	3	Overview of the Industry and Company, Rights & Duties of Independent Directors Legal updates, Vigil Mechanism, Prevention of Sexual Harassment. Principle - 1	100%
Key Managerial Personnel	3	Prohibition of Insider Trading, Vigil Mechanism, Prevention of Sexual Harassment Principle 1,2,3 and 4	100%
Employees other than BoD and KMPs Workers	Health, Safety and Technical training and awareness sessions are being conducted and provided to the employees and workers at regular intervals. This accounts for over 33000 man-hours.		

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

Penalty/ Fine	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred (Yes/ No)
			Amount in INR	Brief of the case	
Settlement	Principle 4	High Court of Delhi appointed Justice Gorla Rohini as the Sole Arbitrator.	₹ 11.25 Lakhs	Premium Pressure had placed an order for supply and erection of factory building for ₹ 74.5 Lakhs. They had given an advance of ₹ 7.5 Lakhs to us. We supplied anchor bolts of ₹ 1.1 Lakhs to them. Subsequently, the project was held up for 1.5 years. Later, Premium Pressure wanted us to pursue the Project at the same price to which we did not agree. Premium Pressure invoked Arbitration against us for recovery of ₹ 36.5 Lakh.	The matter has been settled before any award was passed in the Arbitration. Since there is no Arbitral award, no appeal lies in the matter.
Compounding fee	NA	NA	NA	NA	NA

Non - Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount in INR	Brief of the case	Has an appeal been preferred (Yes/ No)
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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.
NA

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, the Company has a policy on anti-corruption and anti-bribery. It is available on the intranet of the company.

5. There were no instances of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/KMPs/employees/workers.

6. Details of complaints regarding conflict of interest:

Particulars	FY 2022-23	FY 2021-22
	Number	Number
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.
Not Applicable

Principle 2: Businesses should provide Goods And Services in a manner that is Sustainable and Safe

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	397 lakh (100%)	247.26 lakh (100%)	Reduction of asbestos fiber and pulp
Capex	891.60 lakh (34%)	244.80 Lakh (8%)	Fire Safety, renewable energy and power reduction, Fibre exposure monitoring and reduction

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, the entity does have a policy in place for sustainable sourcing. We are developing procedures to implement the same.

We are constantly on the lookout for environmentally friendly substitutes. Some of the projects undertaken are- Usage of PPC instead of OPC, fiber from multiple sources, Pulp substitutes etc.

b. If yes, what percentage of inputs were sourced sustainably?
We will categorize our spends on purchases made sustainably to specifically quantify this in the next year.

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

The life of our product is 25-30 years. We train our supply chain partners about proper disposal techniques of our products for Roofing and Boards and Panels.

For Steel Buildings, The useful life is about 50-70 years. The steel has a long useful life and building becomes a property of the buyer hence we have no control over the building anymore.

- (a) Plastics (including packaging) The primary product of the Company is Sheets / Boards used in construction; plastic is used in negligible amount (0.05% of input) for few products as a packing material.
- (b) E-waste: Not Applicable
- (c) Hazardous waste: Not Applicable. We do not generate any asbestos fiber waste and all the asbestos imported by the company is used in its products completely.
- (d) Other Waste: Not Applicable

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.

Our registration on EPR portal is in process and will include an appropriate waste collection plan in due course.

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	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
I. Permanent											
a. Male	799	799	100%	799	100%			799	100%	-	
b. Female	55	55	100%	55	100%	55	100%			-	
c. Total	854	854	100%	854	100%					-	
II. Other than Permanent											
a. Male	171	101	59%	171	100%					-	
b. Female	16	3	19%	16	100%	16	100%			-	
c. Total	187	104	56%	187	100%					-	

- 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	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)	
I. Permanent Workers											
a. Male	532	532	100%	532	100%	0		0		0	
b. Female	0	0	-	0	-	0		0		0	
c. Total											
II. Other than Permanent Workers											
a. Male	2365	0	0%	0		0		0		0	
b. Female	55	0	0%	0		55	100%	0		0	
c. Total											

All permanent and other than permanent workers are covered under WC and ESIC as per applicability.

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

Benefits	FY Current Financial Year			FY Previous Financial Year		
	No. of emps covered as a % of total emp *	No. of workers covered as a % of total workers *	Deducted and deposited with the authority (Y/N/N.A.)	No. of emp covered as a % of total emp	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others						

* Eligible as per statute

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?

We are evaluating the various requirements in phases; and they will be met in due time.

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

Yes, The Company has a policy as per the Rights of Persons with Disabilities Act 2016 and the same is available on <https://www.everestind.com/investor-relations/codes-and-policy>.

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

Gender	Permanent Employees		Permanent Workers*	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male %	100%	100%	NA	NA
Female %	100%	100%	NA	NA
Total %	100%	100%	NA	NA

We do not have permanent female workers. Permanent male workers are not covered under parental leaves.

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

The Company is committed to providing a safe and conducive work environment to all of its employees and associates. Employees are encouraged to share their concerns with their Reporting Manager, Human Resource Function or the members of the senior management.

In addition, our whistle blower policy allows all our employees to report any kind of suspected or actual misconduct in the organisation in an anonymous manner. Stakeholders other than permanent employees of the Company can raise their grievances via e-mail to the concerned person/ management.

The Company has an Ethics Helpline, where people can register their grievances and can maintain their anonymity. All such grievances get addressed within a defined timeline and are logically closed.

Besides this the management is approachable through various platforms such as Townhalls and Direct interactions.

The Company has a Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace and Internal Complaints Committee has also been set up to redress any such complaints received. The Company periodically conducts sessions for employees across the organization to build awareness about the Policy and the provisions of the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

Besides the above, following initiatives are also taken:

	Yes/No (If Yes, then give details of the mechanism in brief.)
Permanent Workmen	Townhall by Plant Head – Conducted Monthly Townhall by Head Operations / Managing Director – Organized during their visits at plants HR Connect with workmen organized by Plant HR team, on shopfloor
Other than Permanent Workmen	HR Connect with Contractual workmen organized by Plant HR team, on shopfloor. Vendor Meeting with Plant Head – Once in a month.
Permanent Employees	Townhall – Once in a month all employees addressed by Chairman, MD, CHRO on virtual platform. Coffee With Plant Head – Once in a month with Plant Head
Other than Permanent Employees	Townhall – Once in a month all employees addressed by Chairman, MD, CHRO on virtual platform.

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

Category	FY 2022-23			FY 2021-22		
	Total employees /workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees /workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	0	0	0%	0	0	
Female	0	0	0%	0	0	
Total permanent workers						
Male	532	298	56%			
Female	0	0	0%	0	0	

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22					
	Total	On Health and safety measures		On Skill upgradation		Total	On Health and safety measures		On Skill upgradation		
		No. (A)	No. (B)	% (B/A)	No. (C)		% (C/A)	No. (D)	No. (E)	% (E/D)	No. (F)
Employees											
Male	970	970	100%	732	75%	-	-	-	-	-	-
Female	71	71	100%	25	35%	-	-	-	-	-	-
Total	1041	1041	100%	757	73%	-	-	-	-	-	-
Workers											
Male	2897	2897	100%	747	26%	-	-	-	-	-	-
Female	55	55	100%	-	-	-	-	-	-	-	-
Total	2952	2952	100%	747	25%	-	-	-	-	-	-

We have started maintaining the training details only from the current year.

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

Category	Current Financial Year			Previous Financial Year		
	Total	No.	%	Total	No.	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
Employees						
Male	799	799	100	-	-	-
Female	55	55	100	-	-	-
Total	834	834	100	-	-	-
Workers						
Male	532	416	78.20	-	-	-
Female	-	-	-	-	-	-
Total	532	416	78.20	-	-	-

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?

We have certification in ISO 45001 (Occupational Health and Safety Management Systems) at 2 ESBS plants at Narmada and Bhagwanpur. We follow the same principles at rest of the plants. The following principles are applied:

- A safety committee is formed at plant where the safety points are discussed with the participation of employees and workmen.
- Periodic hazard identification and controlling drive is implemented.
- Safety induction trainings are being imparted to workmen. Hazards, risks, emergency precautions, etc. details are being communicated to the workmen. Specialized safety training is imparted for instance working at height, electrical job, occupational health, welding/cutting/grinding activities, etc. Safety and health campaigns (Road Safety Week, National Safety Week, Fire Service Week, etc.) are organized periodically. Various other initiatives such as mock drills, Toolbox talk, safety inspections, medical examination or workmen and monitoring of various lead and lag indicators are being monitored, reported, and reviewed.
- Reward and recognition programs are organized monthly in which the workmen are awarded.

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

Work-related hazards and risks are being identified on a continuous day-to-day basis. We have established routine practices to identify hazards and risks. The plant walk-throughs conducted by the safety team, plant head inspections, and safety committee meetings are effective ways to proactively identify potential hazards and risks. These activities involve regular checks and observations to ensure that safety standards are being maintained.

There are non-routine practices such as incidence analysis and surprise routine checks. These can further uncover any potential hazards or risks.

Taking corrective action based on intermediate, underlying, and root causes is crucial in addressing the identified hazards and risks. By addressing the root causes, similar incidents could be prevented from occurring in the future, rather than simply treating the symptoms.

Conducting walkthroughs to identify hazards, even at minor levels, demonstrates a proactive approach to safety. Once hazards and risks have been identified, we ensure they are closed promptly. This ensures that the workplace remains safe and minimizes the potential for incidents or accidents. It's great to see that your team is taking swift action to address these identified points.

Raising awareness of incidents is crucial for maintaining a safe work environment. Toolbox talks, training sessions, meetings, and email communication are effective ways to disseminate information and ensure that everyone is informed about the incidents, lessons learned, and any necessary preventive measures.

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

Yes, workers are being motivated to report work-related hazards. Reward and recognition are in place to promote the reporting of hazards. It's being monitored by the respective plant and project head for their effectiveness. Safety suggestions are being invited to report the work-related hazards and solutions. The reward for safety suggestions is being provided. We have implemented a process to record work-related hazards along with an action plan.

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

The worker has access to occupational medical, non-occupational medical and health care services. The Pre and periodical examination of workmen is being done. The necessary infrastructure and resources have been provided. Company's health insurance and personal accident policy exists at plants.

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

Incident Details of Plants and Pre-Engineered Building Project Sites			
Safety Incident/ Number	Category	Current FY (2022-23)	Previous FY (2021-22)
A) Plants			
No. of Fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
B) Pre-Engineered Steel Buildings (Project Sites)			
No. of Fatalities	Employees	Nil	Nil
	Workers	1	Nil

Everest is improving as a part of excellent value in the safety incident categorization. Everest is redefining the incident categorization which shall be in line with BRSR reporting and it shall be reported in detail in the next FY 2023-24.

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

The Company places strong emphasis on healthy and safe workplaces. The Company's plants, facilities and equipment are designed based on careful consideration of a healthy and safe workplace.

The systematic process for identifying work-related hazards is an essential step in maintaining a safe environment for employees. The identification of fire hazards and the preparation of an action plan for control systems are crucial for mitigating potential risks.

The fail-safe approach adopted by Everest in its Safety management system demonstrates a commitment to eliminating hazards to the greatest extent possible. By implementing engineering controls and continuously improving safety measures, the Company aims to prevent accidents and ensure the well-being of its workers. Machine guarding is an excellent example of how the chances of man-machine interference can be reduced, thereby minimizing potential hazards.

Providing adequate health and safety resources, including manpower and infrastructure, is essential for maintaining a safe workplace. The provision of training, both at the time of joining and throughout employment, is crucial for ensuring that employees are equipped with the knowledge and skills to carry out their work safely. Regular pre-work safety briefings and periodic medical examinations further contribute to maintaining a healthy and safe workforce.

By focusing on preventive measures and creating a culture that values safety, the Company can minimize the occurrence of accidents and hazardous situations. Motivation in safety through rewards and recognition helps reinforce the importance of safe practices among employees, and conducting mock drills enhances preparedness and response capabilities.

Overall, the Company's commitment to safety through various initiatives and practices demonstrates a proactive approach to ensuring the well-being of its workforce and maintaining a healthy work environment.

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	-	-	-	-	-	-
Health and Safety	-	-	-	-	-	-

No grievances have been received from the employees and workers on working conditions and health & safety measures during the financial year 2022-23 & 2021-22.

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%

We undertake internal assessments periodically for health and safety as well as working conditions for our workers and employees.

Currently 2 of our manufacturing locations are ISO 45001 (OSHAS) certified. We are in the process of getting all our plants certified by the end of the financial year 2023-24.

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.

A high-impact accident occurred at a project site where we undertake steel building erection contracts. The accident was a result of sudden changes in weather conditions and was associated with an unsafe act. In response, we have taken several measures to address the issue and improve safety protocols.

Firstly, we have enhanced our training programs to ensure that all workers are well-informed about safety procedures and practices. Additionally, we have implemented new practices, such as air velocity monitoring, to complement our reliance on weather forecasts.

To reinforce the importance of safety, we regularly conduct leadership talks. These talks serve as a platform to raise awareness among management, supervisors, and employees about adhering to the defined Standard Operating Procedures (SOPs) at all project locations and plants.

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.

At Everest, stakeholders play an integral role in our journey, and we recognise the need to partner with them and understand their concerns to deliver the targets which we have set for ourselves as a part of the organisational vision. Our multi-stakeholder model aims to understand the requirement of our stakeholders and we attempt to respond to them through various initiatives and programmes.

Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by analysing the impact of each of the stakeholder groups on our business and vice versa. Based on the exercise carried out, we prioritised our key stakeholders to understand their expectations and concerns. Through regular interactions with our stakeholders across various channels, we have been able to strengthen our relationships and enhance our organisational strategy.

We have identified the key stakeholder groups and each stakeholder continues to contribute in their own way in creating a shared value.

An ESG consultant conducted a workshop on identification of stakeholders and prioritisation of stakeholder relationships.

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

Stakeholders group	Whether identified as vulnerable and marginalized group (Yes/ No)	Channel of Communication	Frequency of engagement (Annually/ Half yearly/ Quarterly/ Others- please specify)	Purpose and scope of engagement including key topics and concerns raised.
Customers	No	Direct one on one meetings, Schemes and Contests Campaigns Digital mediums and Website, Joint Advisory Groups Meetings Sales, Meetings Messages, emails	Daily/ Weekly	To create awareness about Company and its products. Key Account Management to ensure best possible servicing. To inform the channel network and customers about launch of new products and innovations. To improve relationship with Customers, Channel partners and Dealers.
Employees	No	Emails & Meetings, social media and LinkedIn platforms, One Everest HRMS, Townhalls, Training Programmes, Leadership Meets, Performance Review Meets, WhatsApp Broadcasts REI Awards & celebrations.	Daily / Monthly / Half-yearly / Annually	All employees are covered. To drive engagement across the Organization and build a sense of belonging and purpose with Everest. To ensure employees are rewarded and recognized. Wellbeing of employees Health and Safety
Vendors	No	Telephonic and Messages, Mails and Meetings, Vendor Assessment reviews.	Daily	Continuity of Orders Pricing and Negotiation Capacity Building Building a sustainable Supply Chain.
Investors/ Shareholder	No	Website, E-Mail, Newspaper, dissemination of information on the website of the Stock Exchanges, press release, Annual Report, General Meetings	As and when required	Core Values, Corporate governance, Operational and financial performance, Growth and Returns, Market Share, Dissemination of information having a bearing on the performance/ operations of the Company including price sensitive information, updating Shareholders on various statutory requirements with respect to their shareholding in the Company, addressing shareholders' queries at the General Meetings.
Communities	Yes	One to One meetings / social media, Messages	Monthly/ as and when required	To work with the Communities on Education, Health and Livelihood programmes.
Government and Regulatory bodies	No	Emails, Meetings and Formal Dialogues Letters, Representations, Conferences, Annual Reports	As and when required	Regular payment of applicable taxes New Investments; New Permissions/ Renewal of Existing Permissions; Operational Challenges; Community Engagement; Factory Visits
Influencers	No	One on one meetings, Expos, Digital medium and website	Daily	To create awareness about the Company and its products. Business collaboration Value Addition.
Industry Associations	No	Emails, Meetings and Seminars, Letters, Representations, Conferences	Annually/ Half yearly/ Quarterly / as and when required	Policy matters and initiatives. Broader policy development and consensus-building process.

Principle 5: Businesses should Respect And Promote Human Rights

Essential Indicators

1. Data on training provided to employees and workers on human rights issues and policy(ies).

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total	No.	%	Total	No.	%
	(A)	(B)	(B/A)	(C)	(D)	(D/C)
Employees						
Permanent	854	854	100%			
Other than permanent	187	NA*	NA*	-	-	-
Total Employees	854	854	100%			
Workmen						
Permanent	532	532	100%			
Other than permanent	2420	NA*	NA*	-	-	-
Total Workers	532	532	100%			

All new joinees must undergo e-learning and complete POSH awareness and Vigil Mechanism modules. Human Rights gets covered as part of Vigil Mechanism module.

POSH module covers aspects on protection to women from gender discrimination & violence.

Values sessions covered as part of new hire induction, talks about Core Value of Respect, which reinforces no discrimination of any kind - gender, race, caste, creed, etc.

New joinees must mandatorily undergo the training and existing employees undergo a refresher course.

Values sessions are also conducted for Permanent Workmen at all factories.

*For other categories of employees and workers, fliers are available in the office premises and on the shop floor on various Human Rights. They are expected to read and understand this and uphold these standards in day-to-day activities.

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

Category	FY 2022-23					FY 2021-22				
	Current Financial Year					Previous Financial Year				
	Total	Equal to Minimum Wage		More than Minimum Wage		Total	Equal to Minimum Wage		More than Minimum Wage	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (B)	% (B/A)	No. (C)	% (C/A)		
Employees										
Permanent										
Male	799	-	-	799	100	-	-	-	-	
Female	52	-	-	52	100	-	-	-	-	
Other than Permanent										
Male	55	-	-	55	100	-	-	-	-	
Female	16	-	-	16	100	-	-	-	-	
Workers										
Permanent										
Male	532			532	100	-	-	-	-	
Female	-			-	-	-	-	-	-	
Other than Permanent										
Male	2365	1968	83.21	397	16.79	-	-	-	-	
Female	55	55	100	-	-	-	-	-	-	

3. Data on the remuneration for BoD, KMPs, Other employees and workers by gender

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In ₹ Lakh)	Number	Median remuneration/ salary/ wages of respective category (In ₹ Lakh)
Board of Directors (BoD)	*6	12.93	2	6.15
Key Managerial Personnel	*3	113.82	0	-
Employees other than BoD and KMP	796	6.61	55	11.42
Workers	532	3.11	-	-

* The Managing Director has been considered in both BoD and KMP.

4. Whether the company has a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business.

CHRO of the company- Ms. Sulaksha Shetty is responsible for addressing Human Rights impacts or issues caused by the business.

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

The company has a Whistleblower Hotline and is complaint on other key matters such as POSH. Matters related to POSH are investigated by the Internal Committee (IC). All whistleblowers are investigated by the Ethics officer along with select senior management executives of the company.

The company values diversity, equal opportunity and considers the rights of vulnerable groups. The Company also has a human rights policy and is promoting awareness of human rights with employees through training and communication which includes identifying reporting and monitoring human rights issues.

6. Number of Complaints on human rights issues by Employees and workers.

Nil

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

We have a detailed POSH policy that is readily available for all employees, which includes mechanisms to ensure that the complainant is protected from retaliation. This includes protection against any adverse actions or treatment based on the complaint, such as termination, demotion, or harassment. The policy provides for situations where provisions can be made for support to the complainant during the investigation and resolution process. This can include offering counselling services, granting leaves of absence, or making temporary arrangements to separate the complainant and the accused to ensure a safe working environment.

8. Do human rights requirements form part of the company's business agreements

All the business agreements and contracts which are entered into by the Company with any party include relevant clauses on the affirmation of applicable regulatory requirements which include human rights.

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	NA

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

Not Applicable

Principle 6: Businesses should respect and make efforts to Protect and Restore the Environment

Essential Indicators

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

Parameter	FY 2021-22	FY 2022-23
	(Current Financial Year)	(Previous Financial Year)
Total electricity consumption (A) (Giga Joule)	169454	166222
Total fuel consumption (B) (Giga Joule)	217956	251570
Energy consumption through Solar (C) (Giga Joule)	6157	7932
Total energy consumption (A+B+C)	393567	425724
Energy intensity per rupee of turnover (G Joule/Cr. ₹) (Total energy consumption/turnover in rupees)	289.13	258.79
Energy intensity (optional) – the relevant metric may be selected by the entity	N/A	NA

Note: No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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.

Not applicable as the Company does not fall in the category of Industries that fall in the PAT scheme.

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

Everest is taking utmost care of the Environment. Commitment towards the environment is reflected in policy and values (Respect, Excellence, and Integrity). There is no use of water in plant processes of pre-engineering building except for domestic use. No non-compliances have been reported at all plants; however, we are in the process of structuring the process. We will provide this information in subsequent disclosures.

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

At the plants, the processed water is recycled back into the process. The sewage water is treated in a sewage treatment plant and utilized for gardening. Hence, the plant has a mechanism to maintain Zero liquid discharge.

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

No non-compliances have been reported at all plants; however, we are in the process of structuring the process. We will provide this information in subsequent disclosures.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity.

We have initiated GHG accounting and will provide the data in next year’s report.

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

We are increasing our usage of renewable energy through solar energy and are striving to reduce energy consumption at plants through innovative use of technology. Tree planting has been taken up as an initiative at the various manufacturing locations. The quantitative statement shall be provided in next year’s report as we have initiated the process of data monitoring in a structured way.

While we do not have formal GHG accounting, all our projects have a positive impact on GHG emissions. Projects include:

- Use of biomass instead of wood
- Increasing usage of solar power
- Increasing finished goods dispatches to locations closer to the manufacturing plants
- Energy efficiency programs
- Sourcing raw materials from vendors closer to the plants

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

Waste management is being done in a responsible manner with compliance of legal requirements.

Plastic: Single use of plastic is banned in the premises of EIL.

E-waste: The E-waste product is being handed over only to an authorized recycler for disposal.

Hazardous waste: The hazardous waste is properly disposed of and given to the authorized vendor as per legal requirements.

No non-compliances have been reported at all plants; however, we are in the process of structuring the process. We will provide this information in subsequent disclosures.

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.

The design of the plant, operation, and maintenance system is such that minimum waste shall be generated. The deformed intermediate and final products are also reused in the process.

The hazardous waste is properly disposed of and given to the authorized vendor as per legal requirements. Industrial effluents are being recycled back into the process and maintaining zero discharge plants. Minimum usage of raw materials by substitution of other industries' wastes e.g. pulp, fly ash, etc. are being used in the process.

We have a plan in place to reduce the input material and replace it with material that comes from sustainable sources or are bi-products of other industries.

Waste water gets recycled at our plants for re-use.

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.

Not Applicable. Everest doesn't have any operations/offices located around ecologically sensitive areas. Besides this, all the plants have valid environmental clearances.

11. Details of Environmental Impact Assessments ("EIA") of projects undertaken by the entity based on applicable laws, in the current financial year.

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, 1974, Air (Prevention and Control of Pollution) Act 1981, Environment Protection Act, 1986 and rules thereunder (Yes/No). If not, provide details of all such non-compliances.

Yes, Everest ensures that all compliances are being considered in its operations. There are no non-compliances that have been reported.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is Responsible and Transparent.

Essential Indicators

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

The Company is affiliated with three (3) trade and industry chambers/associations.

1. (b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/are affiliated to, on the basis of no. of members:

S.No.	Name of trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	Primary Membership – Western Region Additional Membership – Southern Region However, the Coverage for any policy matters / events / activities is National
2	The Fibre Cement Products Manufacturers Association (FCPMA)	National
3	Construction Industry Development Council (CIDC)	National

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.
No adverse order was received by the Company from regulatory authorities during the financial year 2022-23, hence no corrective action was required to be taken.

Principle 8: Business 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.
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:
Since our Plants are situated in the Industrial area, we don't require to Rehabilitate or resettle communities. Hence, this is not applicable.
3. Describe the mechanisms to receive and redress grievances of the community.
Grievance Redressal Mechanism (GRM) is an important aspect of our relationship with the community and provides us with the license to operate and execute the community initiative projects. We have deployed our local employees who regularly visit the community and interact with people to gauge and address community concerns.
The people from the community can directly approach the Plant Heads, CSR head, HR head by email / telephonically and other informal means and raise their concerns. They can also contact the CSR implementation partners directly to raise their concerns. All such concerns would be addressed reasonably based on their merits.
Additionally, the Grievance Handling Policy of the Company is also extended to our community.
We have not encountered any specific grievances from the community at present.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	2022-23	2021-22
Directly sourced from MSMEs/ small producers	13.6%	13.7%
Sourced directly from within the district and neighboring districts	refer note below	refer note below

Note: The Company gives priority to suppliers in local community for sourcing of input material such as cement and fly ash, biomass briquettes, husk bags etc. Certain materials are however imported or purchased from vendors which are not from the local vicinity. The details of sourcing from nearby districts will be given in subsequent disclosures.

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.
Since the nature of customers and customer engagement vary by business units, we have a well-defined customer complaints resolution and feedback mechanism for dealing with any customer grievances and we have established documented procedures for each complaint type.
 - Most customer issues are resolved through our sales and channel management function through an appropriate governance mechanism involving the sales force, regional leaders etc.
 - For escalation or dealing with any non-transactional grievances, customers can approach the BU Head through emails / direct calls which get documented.
 - We also have a helpline and contact email id that is available on the Website for documenting and tracking any issues.
 - For product-related complaints, there is a WhatsApp helpline number for customers to register their complaints.

All these complaints are tracked and resolved promptly within defined turnaround times with a supporting escalation mechanism which is shared with downstream value chain partners. Upon receiving a complaint, the customer service team visits the site/store to inspect the material after which a course of action is decided i.e. to compensate, educate or reject the claim based on the merits of the case. We also conduct various meets and insighting programs with contractors, key influencers, construction professionals who recommend our products. These forums also act as feedback collection mechanisms.

Since Pre-Engineered Steel Buildings project business has B2B customers, there is a separate grievance mechanism for handling customer complaints. Concerns are directed to Sales representatives and Site Engineers. These are reviewed and discussed jointly with key stakeholders and plan of action is decided with formal intimation to customer by the sales representative. In case of any escalation, customers write to the BU head regarding their specific issues; and we have a separate committee to resolve customer issues. NCRs for customer complaints are tracked systematically. Contractors also call directly or reach out by email and issues are settled through in-person meetings. After completion of each project, a feedback form is shared with the customer which covers the various stages of the project starting from design stage till handover the building.

2. Turnover of products and/ services as a percentage of turnover from all products/service carrying information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal.

Our roofing products do not have any form of packaging. This contributes to 50% of the revenue. Boards and Panels have varied configurations. This contributes 19% of the revenue. As such the individual products do not carry information on environmental, social, safety or recycling/disposal information. However, we ensure that all the product-specific information as mandated by the law (ISI mark, date of production, company branding, and batch number etc) is displayed on the product. Beyond that, any additional information i.e., technical specifications, Green labels and installation manuals are provided in the form of a leaflet.

For safe and responsible usage of the goods we provide technical manuals that ensure safe and responsible installation and usage of the product. For environmental and safety aspects related to the usage of our products, we address these through our value chain. Training sessions are conducted for all the installers (roofers, contractors, channel partners) as well as influencers (architects, PMC etc). The technical and sales team provide training about safe practices, improving efficiency and prolonging the life of the product, reuse and disposal. The focus is to educate them about the dangers of incorrect installation of our products.

For our PEB business which contributes to 31% of our revenue, the nature of work is supply/service and our site engineers, and the sales team provide information regarding safety protocols around erection activities and for the structure erected (which is as per customer specifications). Additionally, we have incorporated the issuance of a Maintenance Manual for end users which has in-depth details for safe usage & upkeep of the building during the operation stages.

3. Number of consumer complaints in respect of data privacy, advertising, cyber security, restrictive trade practices.

The Company has not received any consumer complaints with respect to data privacy, advertising, cyber security, restrictive trade practices, and unfair trade practices during the financial year 2022-23 and 2021-22.

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
	Data privacy	-		-	NA	
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA
Other	-	-	NA	-	-	NA

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

For our Roofing and Boards and Panels businesses, the nature of our product and supply chain, there are no product recalls on account of safety issues. Any quality issues are addressed at the supply point before installation as elaborated in the customer complaints/feedback response.

For Pre-Engineered Steel Buildings project business, we are providing a service of installation/ construction of steel buildings. The materials are provided by the highest quality suppliers who supply as per the technical specifications of our customer for each project. If we receive a product which is defective from our suppliers, they are replaced by our suppliers.

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

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

Yes, the Company has an internal policy on Cyber security, Information security and data privacy. This is communicated to all employees and there is a procedure in place to ensure implementation.

The data we have access to is limited to that of our employees and operational interactions with customers, suppliers and other stakeholders. We ensure adequate cyber security and data privacy norms are maintained as per the nature of the information. We have a well-defined policy which includes access management, network access control, remote access and virus and malware prevention through unauthorised softwares/ removable media/ emails. Our infrastructure uses the IT security provided by our cloud providers, and we undertake periodic VAPT assessments. This policy is shared with employees in the employee induction as well as the employee manual and regular reminders on its key features and compliance expectations are shared via email. Our cyber security and data privacy measures are aligned with our materiality exercise and factors in the nature of our business.

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