

**To,**  
**National Stock Exchange of India Limited**  
Exchange Plaza, C-1, Block G Bandra Kurla  
Complex, Bandra (E), Mumbai-400051

**To**  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400001

**SYMBOL: PTCIL**

**BSE Code: 539006**

Dear Sir/Madam,

**Sub: Submission of Business Sustainability & Responsibility Report FY 2022-23**

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Sustainability & Responsibility Report (BRSR) for the financial year 2022-23 which forms part of the Annual Report for the financial year 2022-23.

We request you to kindly take the same on record.

Thanking You,

Yours Faithfully  
For **PTC Industries Limited**

**Pragati Gupta Agrawal**  
**Company Secretary and Compliance Officer**

**Date: 31-08-2023**

**Place: Lucknow**



# **BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**



## PRINCIPLE OVER VIEW

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

**Principle: 1**

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

**Principle: 2**

Business should respect and promote the wellbeing of all employees, including those in their value chains

**Principle: 3**

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

**Principle: 4**

Business should respect and promote human rights

**Principle: 5**

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

**Principle: 6**

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

**Principle: 7**

Businesses should promote inclusive growth and equitable development

**Principle: 8**

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

**Principle: 9**

**SECTION A: GENERAL DISCLOSURES****I. Details of listed entity**

1.	Corporate Identity Number (CIN) of the Company	L271090P1963PLC002931
2.	Name of the Company	PTC Industries Limited
3.	Year of incorporation	1963
4.	Registered office address	NH 25A, Sarai Shahjadi, Lucknow 227 101 Uttar Pradesh, India
5.	Corporate address	NH 25A, Sarai Shahjadi, Lucknow 227 101 Uttar Pradesh, India
6.	E-mail id	companysecretary@ptcil.com
7.	Telephone	05227111017
8.	Website	www.ptcil.com
9.	Financial year reported	2022-23
10.	Name of the Stock Exchanges where shares are listed	1. Bombay Stock Exchange 2. National Stock Exchange (w.e.f. June 09, 2023)
11.	Paid-up Capital	1,33,82,257
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Pragati Gupta Agrawal Company Secretary Email- companysecretary@ptcil.com Phone- 0522 7111017
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

**II. Products/services****14. Details of business activities (accounting for 90% of the turnover)**

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Manufacturing	Casting of Iron and Steel	86.49

**15. Products/Services sold by the Company (accounting for 90% of the turnover)**

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Casting of Iron and Steel	2431	86.49

**III. Operations****16. Number of locations where plants and/or operations/offices of the Company are situated:**

Location	Number of plants	Number of offices	Total
National	2	1	3
International	0	0	0

**17. Markets served by the Company****a. Number of locations**

Locations	Number
National (No. of States)	28 states and 8 union territories
International (No. of Countries)	16 Countries

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

93%

**c. Types of customers**

PTC Industries Limited is a specialized manufacturer dedicated to producing high-precision metal components and materials for critical and supercritical applications. Its core competency lies in catering to a diverse range of industries, including Defence, Oil & Gas, Liquefied Natural Gas (LNG), Ships & Marine, Energy, Pulp and Paper, Petrochemicals, and various engineering sectors.

**IV. Employees**

**18. Details as at the end of Financial Year, i.e. March 31, 2023:**

**a. Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	209	189	90%	20	10%
2.	Other than Permanent (E)	56	56	100%	0	0%
3.	<b>Total employees (D+E)</b>	<b>265</b>	<b>245</b>	<b>92%</b>	<b>20</b>	<b>8%</b>
<b>WORKERS</b>						
4.	Permanent (F)	310	310	100%	0	0%
5.	Other than Permanent (G)	0	0	-	0	-
6.	<b>Total workers (F+G)</b>	<b>310</b>	<b>310</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

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

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

**19. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	2	18%
Key Management Personnel	6	2	33.33%

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

	FY 2023			FY2022			FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.9%	1.2%	2.1%	1.3%	1.2%	2.5%	0.9%	2.4%	3.3%
Permanent Workers	0.6%	0.0%	0.6%	0.7%	0.0%	0.7%	0.8%	0.0%	0.8%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. Name of holding/subsidiary/associate companies/joint ventures**

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Aerolloy Technologies Limited	Subsidiary	100%	No

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

Yes

**(ii) Turnover (in lakhs )**

Rs. 21,598.78

**(iii) Net worth (in lakhs)**

Rs. 29,766.72

**VII. Transparency and Disclosure Compliances****23. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes. <a href="http://www.ptcil.com">www.ptcil.com</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes. Investors and shareholders can contact us at <a href="mailto:companysecretary@ptcil.com">companysecretary@ptcil.com</a> for any grievances.	0	0	-	0	0	-
Shareholders	Yes. <a href="https://www.ptcil.com/PDF/Investors/policies/WhistleBlowerPolicy.pdf">https://www.ptcil.com/PDF/Investors/policies/WhistleBlowerPolicy.pdf</a>	7	0	-	0	0	-
Employees and workers	Yes. <a href="https://www.ptcil.com/PDF/Investors/policies/WhistleBlowerPolicy.pdf">https://www.ptcil.com/PDF/Investors/policies/WhistleBlowerPolicy.pdf</a>	0	0	-	0	0	-
Customers	Yes. <a href="https://www.ptcil.com/ContactUs">https://www.ptcil.com/ContactUs</a>	0	0	-	0	0	-
Value Chain Partners	Yes. [ <a href="https://www.ptcil.com/PDF/Investors/policies/">https://www.ptcil.com/PDF/Investors/policies/</a> ]	0	0	-	0	0	-
Other (please specify)							

**24. Overview of the Company's business conduct, pertaining to the environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:**

<b>Sl. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk/opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
1.	Disaster recovery	R	Business interruption due to natural calamities like earthquakes, cyclones, floods, etc.  Business Interruption due to COVID-19	1. Adequate protection against calamities including appropriate insurance  2. Introduced additional mitigation to overcome interruptions due to pandemic situations	Negative
2.	Health, safety and environment	R	Non-compliance with safety measures by employees  Non-awareness of hazardous nature of chemicals	1. Focus on reducing the generation of effluent and arresting at the source  2. Medical check-up, vaccination drive as per Govt. Regulations	Negative
3.	Innovation	O	Opportunity of better solutions that meet new requirements, technological advancements, upgradation or existing market needs	-	Positive
4.	IT data centre & far sight disaster recovery	R	Risk of inadequate data facilities and safety of data centre	The disaster recovery (DR) strategy is being updated continuously	Negative
5.	Training and education	O	Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury	-	Positive
6.	Data protection	R	Risk of confidential data leakage via USB drives/ flash drives	1. All privileged system access is reviewed periodically & data leakage prevention (DLP) system are implemented at these equipment.  2. Restricted data access control and data encryption to monitor work-from-home activities	Negative

Sl. 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.	Customer Experience & Satisfaction	0	A positive customer experience is crucial for building strong customer relationships, fostering loyalty, and driving business growth. Some key factors that contribute to customer experience and satisfaction are Quality of the product or service, Effective communication, Timeliness, Ease of use and convenience, Proactive support, Feedback and improvement etc.	-	Positive
8.	Skilled Manpower	0	Having a highly skilled workforce can provide a competitive advantage by enabling organizations to deliver high-quality products or services, innovate, and adapt to changing market dynamics more effectively than their competitors.	-	Positive
9.	Social engagement & Impact	0	Skilled workforce can provide a competitive advantage by enabling organizations to deliver high-quality products or services, innovate, and adapt to changing market dynamics more effectively than their competitors.	-	Positive
10.	Quality of Products and Projectdelivery	0	Engaging in socially responsible initiatives and making a positive impact on society can enhance an organization's reputation. It build's trust and credibility among stakeholders, including customers, employees, investors, and the wider community	-	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Weblink of the policies, if available	<a href="https://www.ptcil.com/corporate/Policies">https://www.ptcil.com/corporate/Policies</a>								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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 the Company and mapped to each principle.	<ul style="list-style-type: none"> <li>• ISO 9001 from TUV ,</li> <li>• PED (Pressure Equipment directive) TUV W0 MERKBLATT from TUV</li> <li>• The ISO 9001-2000 Certification by BVQI and AD-2000</li> <li>• Merkblat certification by TUVNORD</li> <li>• BVQI certification for the Pressure Equipment Directive</li> <li>• Various Marine Classification Approvals</li> </ul>								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The core principle and strategy at the Company is to combine our actions, and those of our stakeholders, for the good of all and for the single-minded purpose of obtaining Aatmanirbharata in the country. This purpose links us unquestioningly to our goal of achieving Parity, and our commitment to building equality in respect of capability, technology, skill, workmanship, talent, knowledge, quality, productivity, efficiency and sustainability with the best in the world in our sphere of influence.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	PTC is committed to meeting its specific commitments, goals, and targets with a comprehensive framework and strategy that is under development. The Company is driven by its focus on sustainability, ethical practices, and responsible corporate citizenship. It proactively assesses its progress while also identifying and adopting corrective measures, and transparently communicating its actions to stakeholders, ensuring continuous improvement and accountability.								

### 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)

PTC Industries takes immense pride in its strong emphasis on sustainability, recognizing its significance across all aspects of its strategy, operations and impact on the community and the nation. PTC firmly believes that sustainable growth is crucial for long-term success and prosperity.

The establishment of the Advanced Manufacturing and Technology Centre, dedicated to incorporating environmentally responsible technologies into its processes. This is a completely green building, serving as a testament to PTC's commitment to sustainability and preservation of our natural resources. The building boasts a rooftop solar plant that successfully enables the generation of clean and renewable energy, contributing to a reduced carbon footprint. In addition, the Company has implemented a rainwater harvesting system allowing it to conserve precious water resources, while the effluent and waste treatment plants ensure responsible waste management, aligning with PTC's goal of minimizing its environmental impact.

PTC's manufacturing processes have been redesigned to be more green and eliminate the impact of any toxic chemicals or waste on the planet. A large part of the company's input material is recycled and through its subsidiary, the company is also setting up manufacturing capability to recycle and reuse critical processed materials, thereby reducing its carbon footprint and environmental impact.

With an awareness on ESG-related challenges, PTC has made significant investments in fume extraction and exhaust systems to minimize emissions, prioritizing a healthier work environment for their valued employees. Demonstrating their dedication to empowering their workforce, PTC also uses the power of analytics and artificial intelligence to upgrade and maintain safety standards, ensuring employee well-being remains a top priority.

Despite its significant efforts, PTC acknowledges that the journey towards holistic ESG practices is not without its challenges. Meeting stringent sustainability targets requires ongoing effort and dedication. In instances where it faces obstacles, PTC diligently assesses the reasons behind any shortfalls and takes proactive steps to implement corrective measures. Transparently communicating its actions to stakeholders, the company strives for continuous improvement and accountability.

At PTC Industries, the commitment to ESG goals remains steadfast, as the company continues to embrace innovative practices, prioritize sustainability, and make a positive impact on both the environment and the well-being of its employees. The company's dedication to responsible business practices stands as a testament to its vision of setting new benchmarks for ESG excellence in its industry.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Stakeholder Relationship Committee of the Board of Directors responsible for implementation and oversight of the Business Responsibility policy.
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Stakeholder Relationship Committee of the Board of Directors is responsible for implementation and oversight of the Business Responsibility policy.

10. Details of review of NGRBCs by the Company:

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									No

11. If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated: **Not Applicable**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
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	%age of persons in respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	2	Business Ethics, Corporate Governance, Environment, Health & Safety, Industry Developments, Business Outlook and Growth Prospects in Domestic and Foreign Markets, Equitable Growth and Development of Business, Discussion of Public and Regulatory Policy Framework in State and Central, ESG Principles, Investor Protection and Awareness	100%
Employees other than Board of Directors and KMPs	15	Total Quality Management, Lean Management, Six Sigma, Team Building and Leadership, Human Factors, Environment, Health & Safety, Emerging Technologies, Energy Consumption, Cyber Security	89%
Workers	23	Total Quality Management, Lean Management, Six Sigma, Environment, Health & Safety	81%

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine*	1	BSE Limited	389,400	Delay in appointment of Independent Women Director	No
Settlement*					
Compounding fee*					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment*					
Punishment*					

\*The Company had no monetary and non-monetary fines / penalties /punishment/ award/ compounding fees/ settlement amount except as above, paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year FY 2023 based on materiality thresholds.

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 Company 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, PTC Industries Limited has zero tolerance for any form of corruption or bribery and has an Anti-Corruption and Anti-Bribery Policy which commands strict actions against anyone caught engaging in such unethical behaviour. The policy applies to all employees of the Company, its subsidiaries, joint ventures, and affiliates at all levels and in all locations around the world. In every sector of action, all employees are required to act with the utmost honesty. All the Company's facilities must adhere to a variety of anti-bribery and anti-corruption laws and regulations. All agents, suppliers, contractors, and business partners are informed of the Company's zero - tolerance policy to bribery and corruption during the commencement of the Company's business engagement with them. At the time of joining, new employees are given a copy of the policy to read and an undertaking in this regard is also taken from them as part of their employment contract. All existing associates are also informed of the policy and vendors for all goods and services being supplied to the Company are required to adhere to the Company's Code of Conduct including its principles on anti-corruption and anti-bribery. Trainings and awareness sessions are conducted throughout the Company as part of the prevention, identification, and detection of anti-corruption issues. Wherever it operates, the Company maintains the highest standards and does not tolerate bribery or corruption. The policy can be accessed at: <https://www.ptcil.com/PDF/Investors/policies/Code-of-Conduct-latest.pdf>

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

	FY 2022-23	FY 2022-23
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

Note : No disciplinary action was taken by any law enforcement agency against any of the Company's Directors, KMPs, employees, or workers for the charges of bribery or corruption.

6. Details of complaints with regard to conflict of interest

	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	NIL	NIL	NIL	No complaints with regard to conflict of interest
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	in the reporting period.

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 conflict of interest.

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil*	-	-

\*the company is currently initiating a framework under which training and awareness sessions shall be conducted for its value chain partners periodically.

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

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

**Principle 2: Business 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 products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	126.19	116.64	In spearheading green manufacturing solutions through dedicated Research and Development (R&D) team. Optimisation of manufacturing processes to achieve energy efficiency and minimize or eliminate effluents. Leveraging latest energy efficient technologies reduce energy consumption and reuse and recycle materials. Using rainwater harvesting, waste reduction and building a supply chain for effective carbon footprint reduction and resource conservation.
Capex	1273.35	551.97	Same as above

Note :

- 1- The company has initiated the tracking of investments in specific technologies aimed at enhancing the environmental and social impacts of its products and processes. These investments will be included in the upcoming year's report, which will encompass the company's total R&D and capex investments.
- 2- Refer Annexure VI of Director Report- PARTICULARS OF Energy Conservation, Technology Absorption for more details.

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

PTC Industries is designing a formal framework to integrate an assessment of social, ethical and environmental factors for all its sourcing; these procedures are expected to be implemented starting from the next financial year. Recognizing the importance of sustainability in its business practices, PTC Industries currently conducts thorough evaluations of all suppliers based on social and environmental criteria. Furthermore, the Company regularly reviews its operations to ensure responsible handling of sourced materials.

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

A significant percentage of PTC's products are currently being sourced sustainably. The Company is in the process of setting up a framework for recording the quantum of its inputs sustainably which should be in place from the next financial year.

**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.**

A large amount of the Company's products are supplied to OEMs and exported, therefore the Company has limited scope for reclaiming them at the end of their life cycle. The Company, however, has systems in place to recycle plastics (including packaging), e-waste, and hazardous waste that is generated from its supply chain or operations in a safe and responsible manner.

**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.**

No, this is not applicable to the Company's activities.

However, the company existing manufacturing processes and technologies have a significant impact in minimising waste, reducing environmental impact and also recycling a large amount of waste and scrap material.

The Company's expansion plans incorporate the implementation of a EBCHR furnace, which will be the world's largest single-site titanium recycling facility. This equipment will provide PTC Industries as with the capability and advanced technology to remelt and recycle titanium scrap within the country, enabling the domestic production of aviation-grade titanium alloy ingots. This will further reinforce PTC's commitment to sustainable practices and reduction of its carbon footprint.

### 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
The Company has not conducted any life cycle assessment since it manufactures products as per the design and specifications its customers.					

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
Not Applicable.		

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).

	Recycled or re-used input material to total material	
	FY 2022-23	FY 2022-23
Raw material	65%	64%
Waste Water	100%	100%

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

	FY 2023			FY2022		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging) E-waste Hazardous waste Other waste	Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle.					

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Since a large volume of the the products are exported and directly supplied to OEM customers, the Company has limited scope for reclaiming them at the end of their life cycle. However, the primary input material currently is waste or scrap material which is recycled and reused by the Company.	

**Principle 3: Business 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 wellbeing of employees:**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	189	189	100%	189	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	20	20	100%	20	100%	20	100%	Nil	NA	Nil	Nil
<b>Total</b>	<b>209</b>	<b>209</b>	<b>100%</b>	<b>209</b>	<b>100%</b>	<b>20</b>	<b>100%</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent employees</b>											
Male	56	56	100%	56	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	0	0	0%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>56</b>	<b>56</b>	<b>100%</b>	<b>56</b>	<b>100%</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

**b. Details of measures for the wellbeing of workers:**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	310	310	100%	310	100%	Nil	Nil	Nil	Nil	Nil	Nil
Female	0	0	0%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>310</b>	<b>310</b>	<b>100%</b>	<b>Nil</b>	<b>310</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Other than Permanent Workers.</b>											
Male	0	0	0%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	0	0	0%	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

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

Benefits	FY 2023			FY2022		
	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	95%	99%	Y	90%	98%	Y
Gratuity	93%	98%	Y	93%	98%	Y
ESI	29%	95%	Y	36%	95%	Y
Others- please specify						

**3. Accessibility of workplaces**

**Are the premises / offices of the Company 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 Company in this regard.**

The Company is continuously taking steps to ensure a more inclusive and accessible environment for differently-abled employees. These measures include the installation of ramps, lifts, and handrails in all office areas, aiming to enhance accessibility for individuals with disabilities. The company's facilities have also been thoughtfully designed to be accommodating and user-friendly for employees with varying mobility requirements, fostering an inclusive workplace where everyone can thrive and contribute their best.

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

PTC Industries is dedicated to offering equal employment opportunities to all individuals, ensuring that no discrimination takes place on the basis of age, colour, disability, marital status, nationality, race, religion, sex, or sexual orientation. The Company is committed to fostering a work environment that is inclusive, respectful, and free from any form of harassment related to the aforementioned factors.

The Equal Opportunities Policy of PTC Industries adheres to all applicable regulations, taking into account the qualifications and merit of each individual. This policy serves as a guiding principle to promote fairness and diversity within the organization. It is readily accessible to internal stakeholders through the Company's intranet platform, ensuring transparency and awareness among employees regarding their rights and the Company's commitment to providing equal opportunities.

**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%	100%	100%
Female	0%	0%	0%	0%
Total	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company has a Grievance Policy to give its employees a way to voice their concerns arising from employment. The Policy ensures that such grievances are handled quickly, in a fair and impartial manner by a Grievance Committee and in compliance with the Organization's other policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behaviour, inaction, or proposed action in relation to them.  According to the policy's grievance redressal system, the first step in resolving any problem is to communicate openly. An employee should seek informal resolution of any concern with his or her immediate supervisor first. If such informal dialogue fails to resolve the issue, and the employee believes his or her complaint has progressed to the level of a grievance, the employee may file a formal grievance as stated in the policy in order to seek a fair resolution.  There is a grievance form and which available on-line and in physical form to raise grievances and which are resolved by the grievance addressal process.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY 2023			FY2022		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
<b>Total Permanent Employees</b>	<b>209</b>	<b>NIL</b>	<b>NIL</b>	<b>210</b>	<b>NIL</b>	<b>NIL</b>
- Male	189	NA	NIL	192	NA	NA
- Female	20	NIL	NIL	18	NA	NA
<b>Total Permanent Workers</b>	<b>310</b>	<b>218</b>	<b>70%</b>	<b>305</b>	<b>200</b>	<b>66%</b>
- Male	310	218	70%	305	200	66%
- Female	0	NIL	NIL	NIL	NIL	NIL



**8. Details of training given to employees and workers:**

Category	FY 2023					FY2022				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	189	165	87%	170	90%	192	160	83%	140	73%
Female	20	17	85%	15	75%	18	14	78%	13	72%
<b>Total</b>	<b>209</b>	<b>155</b>	<b>74%</b>	<b>185</b>	<b>89%</b>	<b>210</b>	<b>125</b>	<b>60%</b>	<b>153</b>	<b>73%</b>
<b>Workers</b>										
Male	310	310	100%	214	68%	305	305	100%	170	56%
Female	0	0	NA	0	NA	NA	0	NA	0	NA
<b>Total</b>	<b>310</b>	<b>310</b>	<b>100%</b>	<b>214</b>	<b>68%</b>	<b>305</b>	<b>305</b>	<b>100%</b>	<b>170</b>	<b>56%</b>

**9. Details of performance and career development reviews of employees and workers:**

Category	FY 2023			FY2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	189	189	100%	190	190	100%
Female	20	20	100%	18	18	100%
<b>Total</b>	<b>209</b>	<b>209</b>	<b>100%</b>	<b>208</b>	<b>208</b>	<b>100%</b>
<b>Workers</b>						
Male	310	310	100%	305	305	100%
Female	0	0	0%	0	0	NIL
<b>Total</b>	<b>310</b>	<b>310</b>	<b>100%</b>	<b>305</b>	<b>305</b>	<b>100%</b>

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, PTC Industries has implemented a robust and comprehensive Occupational Health and Safety Management System, affirming our unwavering commitment to prioritizing the well-being of our employees. At the core of our operations, this health and safety management system serves as a guiding framework, ensuring that stringent safety measures are adhered to at all levels of the organization. From the production floor to support activities, strict Standard Operating Procedures (SOPs) and protocols have been carefully designed and integrated into our daily practices to mitigate potential risks and hazards.

Our health and safety management system is a dynamic and evolving process, continuously refined to meet the highest industry standards and regulatory requirements. Regular safety audits, risk assessments, and employee feedback mechanisms play pivotal roles in identifying areas for improvement and fostering a culture of safety awareness and responsibility. Through comprehensive training programs, our workforce is empowered with the knowledge and skills necessary to maintain a safe work environment, promoting a collective commitment to health and safety.

At PTC, we firmly believe that a safe workplace is a productive workplace. We are deeply committed to nurturing a culture where every employee feels secure and valued, fostering a strong sense of belonging and trust. Our dedication to health and safety extends beyond our facilities, as we actively collaborate with our suppliers and partners to ensure consistent safety standards throughout the supply chain. Through the effective implementation of our health and safety management system, we not only safeguard our employees' well-being but also enhance overall operational efficiency and deliver sustainable value to all stakeholders.

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

The Company has implemented a proper hazard identification and risk management (HIRA) system to ensure continuous improvement of occupational health and safety within the organization, while simultaneously undertaking measures to promote employee well-being and healthcare. A highly-skilled Process Owner or a Qualified Safety Coordinator, well-versed in the details of all activities and safety standards, carries out regular Hazard Identification Risk Assessments (HIRA) at all levels. The HIRA process follows six steps, facilitating comprehensive evaluation and adherence to safety protocols.

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

Yes, the Company has taken proactive measures by establishing a comprehensive Safety Observation and Near Miss Reporting System. This system is designed to encourage employees and stakeholders to actively observe their surroundings, identify potential hazards, and promptly report any near misses or incidents that could have resulted in harm or damage. By implementing this system, the Company aims to foster a culture of safety, improve risk awareness, and prevent accidents or injuries within the workplace. The Safety Observation and Near Miss Reporting System serve as a vital tool for identifying trends, analysing root causes, and implementing corrective actions, ultimately enhancing

the overall safety and well-being of everyone associated with the company.

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

Yes. PTC Industries believes in creating an environment for employees in which their financial needs are met beyond their salary. All of the Company's employees are offered a variety of health and wellness benefits, including medical insurance and accident insurance for the employee and his immediate family, which provides financial assistance in the event of an accident or serious illness. Aside from that, PTC Industries offers coverage for dependent parents, periodic health checks, wellness programmes, yoga sessions and motivational workshops etc.

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

Safety Incident /Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

PTC Industries places the utmost importance on the well-being of its employees and considers them as its most valued asset. As a company with a majority of personnel working in manufacturing facilities, PTC has established a comprehensive array of measures to ensure a safe and healthy workplace environment.

- Central to this commitment is the implementation of a robust Safety Policy, which sets the foundation for safety practices within the organization. In line with this policy, PTC has taken diligent steps to ensure that employees possess the necessary competence and receive appropriate training in safety measures. This includes induction training for all new employees, where specific topics such as working at height and confined space entry are covered, as well as ongoing refresher training to reinforce safety knowledge.
- PTC Industries has also prioritized effective communication regarding safety matters, fostering a culture of awareness and proactive hazard identification. The company conducts regular inspections and audits to monitor compliance and identify potential risks, allowing for timely intervention and control measures. In addition, the Company has implemented an Occupational Health system to address preventive healthcare requirements, providing a holistic approach to employee well-being.

- Furthermore, PTC emphasizes the importance of collaborating with contractors and suppliers to ensure consistent safety standards throughout the supply chain. Measures such as risk assessments and contractor controls have been put in place to minimize potential risks during project execution.
- In addition to the proactive safety measures, PTC Industries has meticulously designed its workplaces to foster a healthy and conducive working environment. Embracing the philosophy of employee well-being, the company has created open and well-ventilated spaces that promote a sense of spaciousness and comfort. Natural light streams into the work areas, providing a refreshing ambiance that enhances productivity and contributes to the overall well-being of employees.
- By prioritizing ergonomic principles in the workplace design, PTC ensures that workstations are optimized to reduce physical strain and promote better posture, mitigating the risk of musculoskeletal issues. The company has also incorporated dedicated breakout areas and relaxation spaces, encouraging employees to take short breaks and recharge, fostering a positive work-life balance.

Through its commitment to safety, employee well-being, and thoughtful workplace design, PTC Industries has cultivated an environment where employees can thrive both professionally and personally, reflecting the company's genuine concern for the health and happiness of its workforce.

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

	FY 2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

*Note : No complaints were made by any employee or worker on the working conditions and/or health and safety practices of the Company.*

**14. Assessments for the year:**

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

**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.**

PTC Industries maintains a rigorous tracking system to monitor accident rates across all its locations. The notable low number of health and safety incidents can be attributed to the unwavering commitment of both management and workers in fostering a safe working environment. This is achieved through the implementation of the Company's well-defined management approach and the cultivation of a health and safety-first mindset in the execution of daily duties.

At PTC Industries, the process of identifying and implementing corrective actions is an ongoing and systematic effort. All safety incidents are carefully documented, thoroughly investigated, and the corresponding corrective actions are promptly communicated and implemented throughout the organization. In recent times, several significant actions have been taken to enhance safety measures, including:

- a. Introduction of safety interlock systems in the factory: PTC Industries has implemented advanced safety interlock systems to enhance operational safety and minimize the risk of accidents.
- b. Horizontal deployment of past accident recommendations: The company ensures that recommendations derived from past accidents are shared horizontally across all departments and locations, facilitating the proactive adoption of preventive measures.

- c. Proactive replacement of equipment based on incidents at other parts: PTC Industries emphasizes a proactive approach to equipment maintenance and replacement. By analysing incidents that occur in other parts of the organization, necessary actions are taken to replace or upgrade equipment to mitigate potential risks and enhance overall safety.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, PTC Industries offers assistance in the event of a tragic occurrence, such as death, permanent disability for its employees and workers.

**2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.**

PTC Industries establishes guidelines for its value chain partners to ensure the timely submission of all statutory dues. PTC Industries also requires its partners to provide the necessary statutory returns, such as EPF, ESIC, TDS, and GST etc in accordance with relevant norms and regulations. By setting these standards, PTC Industries aims to maintain compliance and accountability throughout its value chain, fostering transparency and facilitating smooth operations. The company emphasizes the importance of adhering to statutory requirements, enabling effective financial management and regulatory compliance for all parties involved.

3. Provide the number of employees / workers having suffered grave consequences due to work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023	FY2022	FY2023	FY2022
Employees	0	0	0	0
Workers	0	0	0	0

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)

Yes. PTC Industries, as an employer of choice, offers a supportive and progressive work environment that empowers individuals to develop their skills, grow personally, and actively contribute to shaping the future. The company recognizes the importance of providing future-oriented opportunities that enable employees to thrive and reach their full potential.

Furthermore, PTC Industries values the experience and expertise of its employees, even after retirement. In line with this, the company adopts a retainership approach, where retired employees are given the opportunity to be redeployed into different roles within the organization. This allows them to continue making valuable contributions based on their knowledge and skills, while also benefiting from ongoing engagement and fulfilment.

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	80% of the Critical Suppliers through Supplier Self-Assessment
Working Conditions	

Note : PTC Industries Limited have system for the suppliers on-site audit/self-assessment and also have specific terms & conditions in Purchase Terms & Conditions regarding Health, Safety and Environmental practices.

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.

In accordance with the Supplier Code of Conduct established by PTC Industries Limited, suppliers undergo audits and monitoring on various sustainability matters. Notably, health and safety topics receive considerable attention during these processes. The company acknowledges the importance of adhering to health and safety regulations across all business operations. Consequently, PTC Industries has extended its support to suppliers who lack such policies by offering assistance in their development. By doing so, the company demonstrates its commitment to ensuring a safe and secure working environment throughout its supply chain.

**Principle 4: Business should respect the interests of and be responsive to all its stakeholders**

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

In identifying key stakeholders, PTC Industries takes into consideration their material influence on the company as well as how they are materially influenced by the company's corporate decisions and the resulting consequences of those decisions. Key stakeholders are individuals, groups, or organizations that have a significant interest or involvement in the company's operations, activities, or outcomes.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Personal/group interactions, mailers, trainings, employee satisfaction surveys, townhalls, notices, electronic bulletin boards	Monthly and when needed	Communication about company's vision, values, strategic objectives, regular updates on the company's initiatives for employee welfare, any changes to company policies, information about new joinees, accomplishments of the company or employees. Concerns raised by employees, suggestions or questions are also addressed through such communication.
Investors	No	Annual report, press releases, newspaper publications, Investor presentations, Corporate website, Quarterly & Annual results, Annual General Meetings, Extraordinary General Meetings, Investor Meets	Annually, Periodically, Quarterly or based on an event	Communication about the company's financial performance, strategic direction, and overall business outlook. Key topics include financial results and reports, including revenue growth, profitability, and cash flow. Additionally, updates on major business developments, expansion plans, and market trends are shared to showcase the company's progress and potential opportunities for growth. The company's commitment to sustainable practices, corporate governance, and risk management strategies are also communicated regularly to the investors.
Customers	No	In-person and virtual interactions, personal visits to customer, customers' visit to PTC plants, participation in meetings, exhibitions, conferences and events both nationally and internationally. Regular emails, updates through various software and social media.	Weekly and Quarterly Annually Monthly and when needed	<p>PTC's communication with its customers seeks to establish and nurture strong, lasting relationships, founded on trust, reliability, and exceptional service. Customers are kept informed about the latest product offerings, technological advancements, and industry-specific solutions that align with their needs and requirements. Key topics covered during such communication include product updates, innovations, and customized solutions tailored to meet specific customer demands.</p> <p>PTC values open dialogue and actively seeks feedback to understand customer expectations better, ensuring that their concerns and preferences are at the forefront of our strategies. Customer concerns are addressed with utmost diligence, prioritizing timely resolutions and responsive support to build a reputation of reliability and customer-centricity</p>

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers & service providers	No	Supplier & vendor meets. Workshops & trainings, Audits. IT-enabled information sharing tools and recognition platforms. Dialogue in the context of industry initiatives, joint events, training courses, presentations  Supplier risk assessments. Regular mails, telephonic conversations, in-person and virtual meetings. Participation in events, conferences and exhibitions.	Periodically	Communication with vendors is focused on ensuring that vendors are well-informed about PTC's requirements, expectations, and business objectives. Key topics covered during such communication include procurement needs, product specifications, quality standards, delivery schedules, and contractual agreements.  Through vendor feedback and suggestions, the company seeks to improve operational efficiency, streamline processes, and optimize supply chain management. Vendor concerns related to payment terms, quality assurance, and sustainable practices are carefully addressed, reaffirming PTC's commitment to fair and ethical business practices.
Business Partners	No	Dialogue with various organisations, publications, mail, in-person and virtual meetings. Regular interactions in meetings, conferences and seminars.	Periodically	Communication regarding shared objectives, innovative ideas, and expertise are exchanged to create value for both parties. Key topics covered during such communication include joint business opportunities, market insights, technology advancements, and potential synergies.
Government and Regulatory Bodies	No	Official communication channels including mail, service portals, in-person and virtual meetings, filing of reports, documents, and supporting information.  In the course of regulatory audits/ inspections, compliance reviews or plant and site visits.	Monthly, Annually, Periodically	Communication with the government and regulatory bodies includes compliance with regulatory requirements, filing of reports, information, documents, supporting information, environmental impact assessments, social welfare initiatives, and community engagement programs.
Communities	No	Events, conferences, seminars, public forums, website, social media and online publications.	Periodically and when needed	This communication serves as a vital conduit to understand the needs and aspirations of the communities in which the Company operates and to proactively share information about its business activities, initiatives, and contributions. Key topics covered include environmental impact mitigation, community development programs, job opportunities, and social welfare initiatives

## 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.**

The Company has set up various committees on economic and ESG governance and performance monitoring. The Stakeholders' Relationship Committee is constituted by the Board and is chaired by an Independent Director. The Company has formed other internally constituted committees. Quarterly performance update and reviews were conducted by the respective committees on these topics and consolidated performance report and outcome were presented to the Board in their quarterly meetings. Moreover, the Company has been conducting stakeholder engagement exercises from time to time on ESG topics. This stakeholder engagement exercise proceeds on a structural approach on frequency, delegation and reporting of outcomes including stakeholders' feedback to the Board.

**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.**

Yes, PTC Industries Limited has always maintained a regular and proactive engagement with the Company's

key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

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

PTC Industries Limited actively engages with disadvantaged, vulnerable, and marginalized communities as an integral part of its corporate social responsibility (CSR) initiatives. The company strives for inclusive development by tackling societal challenges and actively involving stakeholders who belong to these disadvantaged, vulnerable, and marginalized groups.

PTC Industries recognizes the importance of addressing the needs and concerns of these communities and endeavors to create opportunities for their upliftment and empowerment. Through its CSR endeavors, PTC has been supporting underprivileged sections through welfare programs, opportunities for career growth, and developing an outreach for financial support towards sportspersons and athletes. Through its activities and programs, PTC continues to demonstrate a commitment to fostering a more inclusive society and making a positive impact on the lives of those who are often marginalized.

## Principle 5: Business 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 2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	209	156	75%	208	113	54%
Other than Permanent	56	35	63%	0	0	0%
<b>Total Employees</b>	<b>265</b>	<b>191</b>	<b>72%</b>	<b>208</b>	<b>113</b>	<b>54%</b>
<b>Workers</b>						
Permanent	310	211	68%	308	127	41%
Other than Permanent	0	0	NA	0	0	NA
<b>Total Workers</b>	<b>310</b>	<b>211</b>	<b>68%</b>	<b>308</b>	<b>127</b>	<b>41%</b>

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

Category	FY 2023					FY2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>209</b>	<b>0</b>	<b>0</b>	<b>209</b>	<b>100%</b>	<b>208</b>	<b>0</b>	<b>0</b>	<b>208</b>	<b>100%</b>
Male	189	0	0%	189	100%	190	0	0	190	100%
Female	20	0	0%	20	100%	18	0	0	18	100%
<b>Other than Permanent</b>	<b>56</b>	<b>0</b>	<b>0%</b>	<b>56</b>	<b>100%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male	56	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>	<b>310</b>	<b>0</b>	<b>0</b>	<b>310</b>	<b>100%</b>	<b>305</b>	<b>0</b>	<b>0</b>	<b>305</b>	<b>100%</b>
Male	310	0	0	310	100%	305	0	0	305	100%
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Male	0	0	0	0	0	0	0	0	0	0
Female	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Gender	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	4	82,84,439	1	37,46,279
Key Managerial Personnel (KMP)	4	82,84,439	2	19,69,698
Employees other than BoD and KMP	185	3,08,242	18	2,97,995
Workers	310	1,85,972	0	0

Note-Independent Directors are liable to only sitting fees. They did not receive any kind of remuneration. So, only whole-time directors have been considered in calculating the median remuneration of the Board of the Directors

## 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Human Resources department in the Company is responsible for any issue or impact related to human rights. PTC Industries has established a comprehensive Human Rights Policy that provides employees with a clear avenue to address their complaints or grievances. Employees are encouraged to report their concerns either to the Human Resources department or directly to Senior Management if required. The policy strictly prohibits any form of retaliation or reprisal against employees or associates who raise concerns in accordance with the policy. Any reported concerns are evaluated and it is ensured that they are addressed and rectified with the utmost priority.

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

At PTC Industries, a robust Human Rights Policy is firmly in place, working in tandem with the Grievance Policy to ensure prompt and effective resolution of grievances related to human

rights issues. To facilitate a fair and transparent process, the company has established a dedicated mechanism consisting of the following procedures:

a) **Open Communication Channels:** Employees and affiliates are actively encouraged to direct their complaints, grievances, or reports regarding human rights violations to the Human Resources department or Senior Management. The company strictly prohibits any form of reprisal or retaliatory action against individuals who come forward to raise concerns under this policy. This creates a safe and supportive environment for employees to voice their concerns without fear of any adverse consequences.

b) **Investigation Committee:** A dedicated committee is appointed or designated to investigate reported violations of human rights. This committee conducts a thorough and impartial examination of the reported grievances, ensuring that all complaints are addressed and resolved in a timely manner. The committee collaborates with Senior Management to identify suitable remedies and corrective actions to redress the issues raised, fostering accountability and continuous improvement.



- c) Human Rights Due Diligence:** PTC Industries conducts regular human rights due diligence processes to facilitate effective management, oversight, and monitoring of the policy's implementation. These assessments enable the company to proactively identify any areas that require improvement or enhancements to uphold the highest human rights standards. By proactively reviewing internal practices and external partnerships, PTC ensures that its business operations align with the principles of human rights and social responsibility.
- d) Training and Awareness:** In addition to the above mechanisms, PTC Industries emphasizes comprehensive training and awareness programs for all employees.

These initiatives help foster a culture of respect, inclusion, and human rights awareness throughout the organization. By empowering employees with knowledge and understanding, PTC strengthens its capacity to prevent human rights violations and respond effectively to any grievances that may arise.

By implementing these internal mechanisms, PTC Industries demonstrates its unwavering commitment to upholding human rights principles and ensuring that any grievances related to human rights issues are addressed with diligence, sensitivity, and integrity. These steps contribute to fostering a workplace environment that values and safeguards the dignity, rights, and well-being of all employees and stakeholders.

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

	FY 2023		Remarks	FY2022		Remarks
	Filed during the year	Pending resolution at the end of the year		Filed during the year	Pending resolution at the end of the year	
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour		Nil	-		Nil	-
Wages						
Other Human rights related issues						

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

In handling complaints as part of its grievance redressal mechanism, PTC Industries ensures that inquiries are conducted in a peaceful manner, prioritizing the avoidance of stressful conditions. The company has established an Internal Complaint Committee specifically aimed at preventing cases of discrimination and harassment against women.

PTC Industries maintains a zero-tolerance policy towards any form of harsh or insulting behaviour exhibited by individuals involved in or conducting grievance proceedings. Such behaviour is considered misconduct under the organization's disciplinary policies, and strict actions is taken against any instances of unethical conduct.

based on factors such as nationality, colour, origin, ideology, religion, race, caste, creed, trade union or political activity, sexual orientation, age, sex, illness, disability, pregnancy, or any medical condition.

PTC actively aligns with suppliers, vendors, and partners who share the same commitment. Inclusion of human rights clauses in its agreements underscores its dedication to upholding ethical practices and ensuring that all parties involved adhere to internationally recognized human rights standards.

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

Human rights requirements are an integral part of PTC's Code of Conduct. Suppliers are strongly encouraged to uphold internationally recognized human rights standards and actively strive to align their business activities with these principles within their respective spheres of influence. PTC Industries strictly prohibits any form of forced or compulsory labour, child labour, and discrimination against employees

**9. Assessment for the year:**

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	100%
Wages	
Other- please specify	

**Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.**

*Note : PTC Industries has assessed 100% of its plants and offices through external auditors who audit the statutory compliances in relation to the indicators mentioned above. The assessments are done on a quarterly basis.*

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

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

### Leadership Indicators

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

No such grievance or complaint has been received. However, the Company is building a framework of Human Rights Due Diligence that will ensure that a systematic assessment of its business practices and those of its suppliers and partners is conducted. This process will involve conducting regular audits, risk assessments, and impact evaluations to identify any potential human rights issues at various stages of its operations. By collaborating with its suppliers and partners, PTC will continue to work to implement necessary corrective actions, address grievances, and continuously improve its human rights performance.

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

Human rights due diligence is currently incorporated into regular audits through our internal evaluations and external audits. The Company is actively working towards building a dedicated and comprehensive framework in the near future. This process will further underscore its commitment to upholding and safeguarding human rights within its operations.

The scope of our human rights due diligence will encompass a thorough assessment of the Company's business practices, policies, and those of its suppliers and partners. This assessment aims to identify any potential human rights risks and impacts that may arise from its operations and supply chain. The Company will be evaluating its activities and engagements through the lens of internationally recognized human rights standards, including principles outlined in the Universal Declaration of Human Rights and the International Labor Organization's Fundamental Conventions.

Through this diligent evaluation, PTC will seek to ensure compliance with human rights principles, prevent any adverse human rights impacts, and proactively address areas that require improvement. By conducting this assessment, PTC Industries demonstrates its commitment to ethical conduct, social responsibility, and maintaining a workplace environment and supply chain that respects and upholds the fundamental rights and dignity of all individuals. As part of its commitment to transparency, it will take appropriate actions based on the outcomes of this due diligence process to continuously enhance its human rights practices and performance.

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

Yes, the Company has implemented measures to improve accessibility for individuals with disabilities within its offices and premises. This includes the installation of ramps, lifts, and handrails for stairwells. By providing these accessibility features, the Company aims to create an inclusive environment that accommodates the needs of individuals with disabilities.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100
Others – please specify	-

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

PTC places great importance on sustainability and upholds a Supplier Code of Conduct that requires suppliers to undergo audits and monitoring on various sustainability aspects. Within these assessments, particular emphasis is placed on health and safety matters.

The company acknowledges the crucial role that health and safety regulations play in all business operations. Consequently, PTC extends its support to suppliers who may not have established comprehensive health and safety policies by assisting them in developing and implementing such guidelines. This collaborative approach ensures that suppliers align with PTC's commitment to maintaining high health and safety standards throughout the supply chain.

**Principle 6: Business 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	Unit	FY2023	FY2022
Total electricity consumption (A)	GJ	48161.51	50278.90
Total fuel consumption (B)	GJ	864.60	1157.33
Energy consumption through other sources (C)	GJ	6938.67	11529.57
<b>Total energy consumption (A+B+C)</b>	GJ	<b>55964.79</b>	<b>62965.80</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)		0.0026%	0.0035%

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 Company 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.**

The Company does not fall under the PAT scheme.

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

Parameter	FY2023	FY2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	70485 KL	69273 KL
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	2268.5 KL	3034 KL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>72753.5 KL</b>	<b>72307 KL</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>72753.5 KL</b>	<b>72307 KL</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.0034%	0.0040%
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		

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

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

PTC Industries has effectively controlled the industrial wastewater generated by its activities, products, and services, and formulated waste management systems for handling wastewater properly. The Company makes the best utilisation of the wastewater treatment system and as a Zero Liquid Discharge (ZLD) plant, the Company is not discharging wastewater as well as treated water. ZLD is an approach to water treatment where all water is recovered, and contaminants are reduced to solid waste. While many water treatment processes attempt to maximize the recovery of freshwater and minimize waste, ZLD is the most demanding target since the cost and challenges of recovery increase as the wastewater gets more concentrated. Salinity, scaling compounds, and organics all increase in concentration, which adds costs associated with managing these increases. ZLD is achieved by stringing together water treatment technology that can treat wastewater as the contaminants are concentrated. Since PTC Industries has installed ETP & STP plants to treat its generated wastewater, the treated wastewater is recycled for use to reduce the consumption of freshwater.

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

Parameter	Unit	FY2023	FY2022
NOx	Mg/Nm3	146	143.5
SOx	Mg/Nm3	67.4	72.2
Particulate matter (PM)	Mg/Nm3	87.12	90.4
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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, Prikriti consultants services

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

Parameter	Unit	FY2023	FY2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	899.28	760.98
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	14,449.08	16,208.22
<b>Total Scope 1 and Scope 2 emissions</b>	tCO <sub>2</sub> e	<b>15,348.36</b>	<b>16,969.2</b>
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (per lakhs rupee of turnover)	tCO <sub>2</sub> e/₹ lakhs	0.71	0.95

Note : PTC Industries has initiated carbon foot print calculations & GHG emissions in line with the paris agreement & GHG protocol & as per the ISO 14064.

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, PTC industries has planned for the independent assessment/evaluation for Co<sub>2</sub> & GHG emissions from the external agency which is accredited by the CDP & WRI.**

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

PTC Industries is committed to continuous improvement and innovation to reduce consumption and emissions in its manufacturing processes. The company has undertaken several projects to address greenhouse gas (GHG) emissions:

- Renewable Energy Utilization:** PTC Industries has made significant use of solar electricity (897.58 MWh) and electricity from wind-based turbines (365.71 MWh). Additionally, the company is actively working on a de-carbonization plan that focuses on improving the energy mix by adopting renewable energy sources and replacing fossil fuels with options that have comparatively lower emissions.
- Transition to Cleaner Fuels:** PTC Industries recognizes the environmental and cost benefits of using PNG (Piped Natural Gas) and LPG (Liquefied Petroleum Gas) systems over diesel-powered ones. The company has installed in its castings and heat treatment furnace pipelines, using furnaces with natural gas. This shift not only provides a cleaner alternative with higher energy-saving potential but also helps reduce GHG emissions. Natural gas combustion emits 50 to 60 percent less carbon dioxide (CO<sub>2</sub>) when used in new systems.
- Efficient Heating Solutions:** The company employs induction heaters instead of electric furnaces to heat castings during the machining process. This switch effectively reduces power consumption, contributing to overall energy efficiency.
- LED Lighting Implementation:** PTC Industries recognizes the benefits of LED lighting, including enhanced luminous efficiency and improved safety. LED lights significantly reduce CO<sub>2</sub> emissions by minimizing fuel consumption compared to conventional lights. To further mitigate its carbon footprint, the company has launched a program to retrofit existing machinery and fuel systems, enabling them to operate on less carbon-intensive fuels. This initiative has resulted in a considerable reduction in the consumption of LDO (Light Diesel Oil) while increasing the utilization of CNG (Compressed Natural Gas), a fuel with lower energy intensity. Consequently, PTC Industries has successfully reduced carbon emissions from its manufacturing processes by replacing equivalent energy sources with CNG, aligning with its commitment to environmental sustainability.

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

Parameter	FY2023	FY2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	20.80	20.35
E-waste (B)	0.55	0.24
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	25	22
Battery waste (E)	0.17	0.39
Radioactive waste (F)	0	0
MS Scrap, SS Scrap (Solid) (G)	4,351.75	4,220.90
Other Hazardous Waste. Please specify, if any. (H).	0	0
Used Oil (Liquid)-HW	0.72	1.72
Furnace Sludge (Solid)-HW	56.41	26.95
Other Non-hazardous waste generated (I)Please specify, if any.(Gatta and lining) (Break-up by composition i.e. by materials relevant to the sector)	64.19	21.16
<b>Total (A+B + C + D + E + F + G + H+I)</b>	<b>4,519.42</b>	<b>4313.32</b>

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

Parameter	FY2023	FY2022
<b>Category of waste</b>		
(i) Recycled	142.67	70.27
(ii) Re-used	4,351.75	4,220.90
(iii) Other recovery operations	0	0
<b>Total</b>	<b>4,494.42</b>	<b>4,291.17</b>

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

Category of waste		
(i) Incineration	0	0.15
(ii) Landfilling	25	22
(iii) Other disposal operations		
<b>Total</b>	<b>25</b>	<b>22.15</b>

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

**9. Briefly describe the waste management practices adopted in your establishment. 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.**

PTC Industries has prioritized waste management by integrating the principles of the 3R (Reduce, Reuse, Recycle) waste management approach into its decision-making processes. By adhering to the solid waste management hierarchy, the company encourages its teams to innovate and find ways to divert waste.

A key focus for the company is the reduction of both hazardous and non-hazardous waste across its manufacturing sites. Various measures have been implemented throughout the year, such as recycling waste oil through alternative disposal pathways to minimize the hazardous waste load. Additionally, the company has taken steps to recycle ETP (Effluent Treatment Plant) sludge, reducing the need for disposal in landfills. To gain a comprehensive understanding of the company's waste profile, its sites have meticulously mapped waste generation and disposal methods. Furthermore, the company has enhanced its data collection systems, incorporating waste volumes into its monthly environmental dashboard. Through these initiatives, the company has identified three primary barriers that impede waste diversion from landfills: cost constraints, regulatory challenges, and limited resources. PTC Industries continues to address these barriers to further enhance its waste management practices and achieve its sustainability goals.

**1. Managing Hazardous Waste**

PTC Industries ensures proper handling of hazardous wastes in accordance with regulatory requirements, and maintains a comprehensive waste registry. These hazardous wastes are transported to authorized agencies

that specialize in their appropriate handling. The company diligently complies with all rules and regulations set forth by the Maharashtra Pollution Control Board (MPCB) regarding the storage, handling, transportation, and recycling of hazardous products. This adherence aims to minimize potential exposure and ensure the highest level of safety. Additionally, PTC Industries adheres to applicable international standards that govern its operations in the respective locations where it operates.

**2. Managing Non- Hazardous Waste**

PTC Industries places significant emphasis on waste reduction at the source for non-hazardous waste by adopting a proactive approach. The company achieves this by purchasing and bringing into its facilities only what is necessary, thereby minimizing waste generation.

To accomplish this, PTC Industries has implemented practical and cost-effective solutions that align with both environmental and business objectives. Remarkable achievements have been made through these initiatives. For instance, recycled cardboard boxes are utilized as filler for packing materials, reducing the need for additional packaging materials. Reusable pallets have been introduced for parts delivery from vendors, as well as product delivery to dealers, eliminating the reliance on wood pallets. Furthermore, recycling initiatives have been implemented for paper and plastic waste generated in offices and break rooms.

These shared successes demonstrate PTC Industries' commitment to sustainable practices, where waste reduction strategies are implemented without substantial investments. The company strives to make environmentally conscious decisions that align with its business goals, creating a positive impact on both the environment and its operations.

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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
In all areas of its activities, PTC Industries is dedicated to regulatory environmental compliance and ethical conduct and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest.			

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
In all areas of its operations, PTC Industries is in compliance with the regulatory environmental laws and ethical conduct					

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:

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
The Company is in compliance with all applicable environmental laws.				

## 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	FY2023	FY2022
<b>From renewable sources</b>		
Total electricity consumption (A)	4520.95	5120.53
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>4520.95</b>	<b>5120.53</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	48161.51	50278.90
Total fuel consumption (E)	864.61	1157.33
Energy consumption through other sources (F)	2417.72	6409.05
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>51443.84</b>	<b>57845.27</b>

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

2. Provide the following details related to water discharged:

Parameter	FY2023	FY2022
<b>**Water discharge by destination and level of treatment (in kilolitres)</b>		
i) To Surface water **		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater **		
- No treatment	-	-
- With treatment – please specify level of treatment	2,268 KL	3,032 KL
(iii) To Seawater **		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY2023	FY2022
(iv) Sent to third-parties **		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others **		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>2,268 KL</b>	<b>3,032 KL</b>

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

\*\*The company does not discharge water to any of the other water bodies

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

Not applicable, as we do not have any operations in areas of water stress.

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

Parameter	Unit	FY2023	FY2022
<b>Total Scope 3 emissions **</b>	Metric tonnes of		
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2 equivalent		
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

PTC Industries is in the process of setting up a framework to record total Scope 3 emissions and their intensity and has also initiated carbon footprint calculations & GHG emissions in line with the Paris agreement & GHG protocol & as per the ISO 14064. Currently, no independent evaluation or assessment has been carried out by an external agency since the company is still working on this framework.

**5. With respect to the ecologically sensitive areas reported in 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.**

In all areas of its activities, PTC Industries is dedicated to regulatory environmental compliance and ethical conduct and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest.

**6. If the entity provided below taken 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:**

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Use of Industry 4.0	Energy Meters connected to Central Energy Monitoring System	System will trigger automatic notification for excess energy consumption without manual Intervention

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

The company acknowledges the significance of business continuity in its operations and has implemented a comprehensive business continuity and emergency preparedness plan. This plan is designed to safeguard critical operations and ensure their seamless continuation in the event of any disruptions or interruptions. By establishing this plan, the company demonstrates its commitment to maintaining uninterrupted services and operations, thereby enhancing its resilience and ability to respond effectively to unforeseen circumstances.

**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?**

The company expects the supplier to adopt and adhere to its binding code of conduct and actively strive to promote the principles outlined in the Supplier Code throughout its supply chain. By doing so, the supplier demonstrates a commitment to upholding ethical practices, social responsibility, and sustainability. The company emphasizes the importance of the supplier's role in ensuring that these principles are upheld and encourages their continuous efforts to foster a responsible and ethical supply chain.

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

PTC continuously assess their value chain partners/vendors/suppliers for environmental impacts & found no negative social or environmental impacts on its value chain.

**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.**

12 (Twelve)

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1.	Confederation of Indian Industries [CII]	International
2.	Society of Indian Defence Manufacturers [SIDM]	International
3.	Castings Technology International (CTI)	International
4.	All India Management Association [AIMA]	National
5.	Federation of Indian Export Organisation (FIEO)	National
6.	UK India Business Council (UKIBC)	International
7.	Indo French Chamber of Commerce and Industry (IFCCI)	International
8.	Indian Industries Association (IIA)	National
9.	Associated Chambers of Commerce and Industry of India	National
10.	Lucknow Management Association (LMA)	National

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

Name of the authority	Brief of the case	Corrective action taken
There were no incidents of anti-competitive behaviour involving the Company during the reporting period (2022-23).		

**Leadership Indicators**

**1. Details of public policy positions advocated by the Company:**

S. 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
The Company directly or through trade bodies and other associations puts forth a number of suggestions with respect to the industry in general and its activities in particular relating investment and employment promotion in the state, Defence and Aerospace and MSMEs.					



**Principle 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether information available in public domain? (Yes/ No)	Results communicated in public domain(Yes / No)	Web Link, if available
No Social Impact Assessments (SIA) of project have been undertaken by the Company in the current year.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Not applicable. No rehabilitation and resettlement were undertaken by the Company during this reporting period.						

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

PTC Industries Limited has formed a dedicated CSR Team entrusted with the responsibility of closely monitoring CSR projects. This team actively engages with the communities in the regions where the company operates. In cases where grievances emerge, the CSR Team promptly takes action to address and resolve them.

The company places significant emphasis on maintaining open lines of communication and fostering strong engagement with the affected communities. It ensures that their needs and concerns are promptly recognized and addressed. By actively monitoring and responding to community feedback, PTC Industries showcases its unwavering commitment to creating a positive social impact and cultivating robust relationships with its stakeholders.

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

Parameter	FY2023	FY2022
Directly sourced from MSMEs/small producers	68%	66%
Sourced directly from within the district and neighbouring districts	19%	22%

**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, since SIA has not been initiated.	

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

Currently we have not taken any CSR projects in the designated aspirational districts.

sourcing, we actively seek opportunities to collaborate with local suppliers and MSMEs, providing them with a platform to showcase their products and services.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

At PTC Industries, we do have a preferential procurement policy that emphasizes supporting local suppliers and micro, small, and medium-sized enterprises (MSMEs). We believe in nurturing local economies and promoting sustainable growth within the communities where we operate. As part of our commitment to responsible

However, it is essential to clarify that while we prioritize local and MSME suppliers, we do not give preference to suppliers based on marginalized or vulnerable group status. Our procurement decisions are primarily driven by factors such as quality, cost-effectiveness, reliability, and the ability to meet our specific business requirements.

While we firmly believe in fostering diversity and inclusivity within our workforce and supply chain, we acknowledge that in certain cases, suppliers from marginalized or vulnerable groups may not have the necessary capacity or specialization to form an effective supply chain for certain items being procured by the company. Our focus

remains on creating a robust and efficient supply chain that ensures the highest standards of product quality and delivery reliability, while also maximizing the positive impact on local communities and MSMEs.

**(b) From which marginalized /vulnerable groups do you procure?**

While PTC gives preference to local suppliers and MSME suppliers for its supply chain, no preference is given to suppliers based on their belonging to a marginalized or vulnerable group since they may not have the necessary

capacity or specialization to form an effective supply chain for the main items being procured by the company.

**(c) What percentage of total procurement (by value) does it constitute?**

While PTC Industries engages some marginalized and vulnerable groups (small businessmen) for canteen operations and food supplies, their contribution is minimal compared to the total procurement. These suppliers serve the canteens at AMTC Plant in Lucknow and Mehsana Plant in Ahmedabad.

**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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	PTC has acquired licenses for usage of various technologies related to metal components like Replicast®, Titanium Castings which can be categorised as intellectual property.	Yes	Yes	The benefits of these technologies are passed on in PTC's value chain, however no formal basis for calculating this benefit share has been designed.

**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, since no adverse orders in intellectual property related disputes have arisen.		

**6. Details of beneficiaries of CSR Projects:**

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Skill Development Project	12	100
2	Health initiative	374	100
3	Food serving	2000	100
4	Covid -19 relief to villages	1000	100

**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.**

At PTC Industries, a well-defined internal procedure is in place to effectively manage customer complaints and ensure prompt resolutions. Customers can submit their complaints directly through a dedicated customer portal on a weekly basis. Once received, the PTC team initiates a thorough root cause analysis and engages in discussions to address the concerns raised by the customers. PTC takes these complaints seriously, and appropriate corrective actions are promptly formulated and implemented to address any issues identified.

To continuously improve its products and services, the Company closely monitors and reviews trends in Non-Conformance Reports (NCR) at a higher management level. This systematic approach reflects its commitment to addressing customer grievances, enhancing overall customer satisfaction, and maintaining the highest quality standards in everything it offers. At PTC Industries, customer feedback is valued and considered an essential aspect of its journey towards excellence and continuous improvement.

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

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	Since the Company's supplies are made in accordance with specifications given by the customer (make-to-print), provision of this information is not applicable to PTC.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	<b>FY 2023</b>		<b>Remarks</b>	<b>FY2022</b>		<b>Remarks</b>
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>		<b>Received during the year</b>	<b>Pending resolution at end of year</b>	
Data privacy	0	0	No such complaints received during this period	0	0	No such complaints received during this period
Advertising	0	0		0	0	
Cyber- security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other (product related)	0	0		0	0	

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

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary recalls	0	Since all of the Company's products are manufactured as per the customer's specification, no such instance can arise on account of safety issues since end use and application of the products is controlled by the customer.
Forced recalls	0	Since all of the Company's products are manufactured as per the customer's specification, no such instance can arise on account of safety issues since end use and application of the products is controlled by the customer.

5. Does the Company 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, PTC has a comprehensive data privacy policy in place. PTC's Privacy Policy details how the company may collect, use, store, disclose, or otherwise process personal data, including the personal data provided when accessing PTC's websites. The policy also outlines the rights individuals have regarding their personal data.

PTC is fully committed to providing the highest level of protection for the personal data of its employees, vendors, clients, and customers. This commitment is based on strict adherence to applicable data protection laws and regulations.

The Policy can be found on the following link: <https://www.ptcil.com/corporate/Policies>

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.

There has been no such instance which has occurred during the year.

**Leadership Indicators**

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

PTC Industries Ltd website's contains all information related to the products, the link is as follows <https://www.ptcil.com>

**Our Social Media handles**

Twitter : <https://twitter.com/ptcil>

Youtube: [https://www.youtube.com/channel/UCKqEp5umw7\\_yzAvDp8dm\\_Bw](https://www.youtube.com/channel/UCKqEp5umw7_yzAvDp8dm_Bw)

Linkedin : <https://in.linkedin.com/company/ptc-industries-limited>

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

All the products supplied by the Company are manufactured according to the specific design and specifications provided by its customers. As a result, the end-use and application of the products are entirely controlled by the customers themselves. While PTC does not have direct control over the safety aspects of the products' usage, it remains committed to proactive communication and ensuring that its customers are well-informed about the safe handling and usage of the products they receive.

As part of its commitment to customer safety, the customer support team at PTC remains readily available to address any queries or concerns related to the products. Open communication channels are encouraged to ensure that customers can reach out to the Company with any concerns or questions they may have regarding the products.

While the end-use responsibility lies with its customers, PTC Industries remains dedicated to fostering a culture of safety and responsibility. By providing relevant information and support, PTC works towards ensuring a positive experience and maximizing the benefits of its offerings for their specific applications.

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

PTC Industries prioritises clear and transparent communication with its consumers regarding any potential risks of disruption or discontinuation of essential services. It has established multiple mechanisms to ensure that consumers are promptly informed in such situations.

Firstly, it maintains a dedicated customer communication channel where it proactively shares important updates and announcements. In the event of any potential risk to essential services, it will promptly issue notifications through this channel to keep customers well-informed.

Secondly, the customer support team plays a vital role in disseminating information to customers. They are trained to address any inquiries or concerns related to service continuity and are readily available to provide real-time assistance.

Lastly, the Company leverages digital platforms, including its website and social media channels, to reach a broader audience and share updates regarding service disruptions, if any.

By implementing these mechanisms, PTC strives to ensure that its customers stay informed and prepared for any potential risks to essential services, and it remains committed to minimizing disruptions and providing reliable support.

**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 whole? (Yes/ No)**

No, this is not applicable to PTC Industries. As its products are manufactured according to customers' specific drawings, designs, and specifications, the information displayed on the products is determined by the customers themselves. PTC Industries focuses on fulfilling customer requirements accurately and efficiently while adhering to the necessary legal guidelines and requirements. Therefore, any product information displayed on its products is entirely determined by the customer's specifications, and the Company ensures that all legal and customer-specific information is accurately represented.

Yes, PTC Industries regularly conducts surveys to gauge consumer satisfaction relating to its major products and services, as well as the overall entity. Customer feedback and satisfaction are integral to the business approach, and the Company actively seeks to understand its customers' experiences and preferences. Through various platforms and communication channels, it engages with its customers to gain insights into their requirements and expectations. These surveys play a vital role in assessing the effectiveness of its products and services, allowing it to continuously improve and align its offerings with customer needs. By prioritizing customer feedback, PTC Industries aims to ensure high levels of satisfaction and deliver exceptional value to its valued customers.

**5. Provide the following information relating to data breaches**

**a. Number of instances of data breaches, along with impact:**

Nil

**b. Percentage of data breaches involving personally identifiable information of customers**

Nil