



Voltamp Transformers Limited

Ref: VTL/SEC/NSE-BSE/AGM. 2023
12th July, 2023

To,
NATIONAL STOCK EXCHANGE OF INDIA LTD
Listing Department "Exchange Plaza,"
Bandra –Kurla Complex,
Bandra (E),
Mumbai 400 051

To,
BSE LIMITED
Department of Corporate Services,
Floor 1, Rotunda Building,
P J Towers, Dalal Street,
Mumbai 400 001

Scrip Code: VOLTAMP EQ

Scrip Code: 532757

Sub: Business Responsibility and Sustainability Report for the F.Y. 2022-23.

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith the Business Responsibility and Sustainability Report for the F.Y. 2022-23, which forms an integral part of the Annual Report for the F.Y. 2022-23.

The Annual Report for the F. Y. 2022-23 is also available on Company's website at <https://www.voltamptransformers.com/>

Kindly take the same on your record.

Yours faithfully,
Voltamp Transformers Limited,

Sanket Rathod,
Company Secretary & Compliance Officer
Enclosed: As above

Regd. Office & Works: Makarpura, Vaddara-3900 14, Gujarat, India **Phone :** + 91 265 6 141403-480, 3041403-480, +91 8 128675078 , 8128675080
Fax : + 91 - 265 6141499 , 304 1499 **Email :** voltamp@voltamptransformers.com **Web :** www.voltamptransformers.com **CIN :** L31100GJ1967PLC001437

Branches:

Ahmedabad / Bangalore / Bhubaneshwar / Chandigarh / Chennai / Coimbatore / Guwahati / Jaipur / Jamshedpur / Kolkata / Mumbai / Nagpur / New Delhi / Pune / Secunderabad

Annexure VIII to the Directors' Report Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S/No.	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L31100GJ1967PLC001437
2	Name of the Listed Entity	Voltamp Transformers Limited
3	Year of incorporation	02 nd March, 1967
4.	Registered office address	Makarpura, Vadodara - 390014
5.	Corporate address	Makarpura, Vadodara - 390014
6.	E-mail	sanket_act@voltamptransformers.com
7.	Telephone	0265-6141403
8.	Website	https://www.voltamptransformers.com/
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited; National Stock Exchange of India Limited
11.	Paid-up Capital	INR 101171200.00
12.	Name and contact details (telephone, email address) of the person who may be contacted incase of any queries on the BRSR report	Mr. Sanket Rathod ; Email : sanket_act@voltamptransformers.com ; Tel : 0265-3041480
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 (Consolidating reporting is not applicable)

II. Products/services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturer and supplier of Electrical Transformers	Company is manufacturing & Supplying Oil Filled Transformers, Cast Resin Transformers, Unitised Substation, Induction Furnace Transformers, Lighting Transformers, Ring Main Unit and also providing sales after service relating to Transformers.	100

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1	Electrical Transformers	27102	100

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	16	18
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28*
International (No. of Countries)	10 plus countries

* We serve pan India across all states.

b. What is the contribution of exports as a percentage of the total turnover of the entity? : 2.36%

c. A brief on types of customers : The customers of the Company belongs to across all segments of the industries viz. utility, transportation, and infrastructure, data centers, electronics, food & beverage, oil, gas & chemicals, cement, mining & metals, pharmaceuticals & healthcare, marine & ports, residential & non-residential buildings, automotive, railways & rolling stock, pulp & paper, renewables, conventional power generation, power transmission & distribution, smart cities, and water utilities, textile, fertilizer, IT, real estate and others.

IV. **Employees**

18. Details as at the end of Financial Year: 2022-23

a. Employees and workers (including differentlyabled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	314	282	90	32	10
2.	Other than Permanent (E)	43	38	88	05	12
3.	Total employees (D+E)	357	320	90	37	10
	WORKERS					
4.	Permanent (F)	06	06	100	00	00
5.	Other than Permanent (G)	556	556	100	00	00
6.	Total workers (F+G)	562	562	100	00	00

b. Differentlyabled Employees and workers:

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	01	01	100	00	00
2.	Other than Permanent (E)	00	00	00	00	00
3.	Total differently abled employees (D+E)	00	00	00	00	00
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	00	00	00	00	00
5.	Other than permanent (G)	00	00	00	00	00
6.	Total differently abled workers (F+G)	00	00	00	00	00

19. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33
Key Management Personnel	4 (includes 2 of the Board member)	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3years)

	(Turnover rate 2022-23)			(Turnover rate 2021-22)			(Turnover rate 2020-21)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.63%	00	9.6%	10.13%	14.81%	10.50%	22.61%	13.64%	21.91%
Permanent Workers	00	00	00	00	00	00	00	00	00

V. **Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding/subsidiary /associate companies/joint ventures : **The Company has no holding / subsidiary / associate companies / joint ventures.**VI. **Corporate Social Responsibilities Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : **Yes**(ii) Turnover (in ₹) : **1385.10 Crore**(iii) Networth (in ₹) : **1107.22 Crore**

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	2022-23			2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	----	----	----	----	----	----	----
Investors* (other than share holders)	NA	NA	NA		NA	NA	
Shareholders**	Yes	0	0		0	0	
Employees and workers#	Yes	0	0		0	0	
Customers#	Yes	0	0		0	0	
Value Chain Partners\$	Yes	NA	NA		NA	NA	
Other (please specify)	No	NA	NA		NA	NA	

* There are no other investors in the Company other than Promoters and Non- Promoters Shareholders

** Weblink for shareholders' grievance : <https://www.voltamptransformers.com/index.php/dashboard/policies>

Weblink for employees, workers and customer : <https://www.voltamptransformers.com/index.php/dashboard/policies>

\$ Weblink for value chain partner: <https://www.voltamptransformers.com/index.php/dashboard/policies>

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health and Safety	Risk	Managing safety and health is on top priority. Risk Assessment is a continuous process followed by measures to effectively control them to ensure safety and good health of people at work.	To mitigate the risk, we strictly follow the rules and procedures laid down by our stringent health and safety management systems. We regularly conduct trainings to create awareness on safe working conditions.	Negative
2	Climate change and carbon neutrality	Opportunity	Energy efficiency, Increase use of non-fossil fuel use of renewable energy, and efficient use of water.	NA	Positive
3	Responsible Sourcing	Risk	Managing sourcing of materials across the supply chain and comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances.	Integrating sustainable practices in to supply chain procedures	Negative
4	Employee Wellbeing labor conditions	Opportunity	The Company considers its employees as part of its family. The Company takes keen interest to understand their concerns and expectations for their well being.	NA	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
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) b. Has the policy been approved by the Board? (Yes/No) c. WebLink of the Policies, if available	Yes Few of the policies have been approved by the Board and other policies are adopted by the Company. https://www.voltamptransformers.com/index.php/dashboard/policies								
2.	Whether the entity has translated the policy into procedures.(Yes/No)	Yes								
3.	Do the enlisted policies extend to your value chain partners?(Yes/No)	Yes								
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards (e.g.SA8000,OHSAS,ISO,BIS) adopted by your Entity and mapped to each principle.	The following management systems have been implemented: • ISO 9001:2015 Quality Management System • ISO 14001:2015 Environment Management System • ISO 45001:2018 Occupational Health & Safety Management Sytem BIS certificates to ensure the quality, safety and reliability of products in accordance with Indian Standards.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	By 2027, the Company aims to achieve carbon neutrality in its operations. The Company is targeting to reduce carbon emissions by 40% along the value chain.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons incase the same are not met.	The Company has achieved the first step as target set out in its sustainability 2027 plan – the use of 50% fossil free electricity in our own operations. This will ease out more than 40% of target to achieve carbon neutrality in our own operations.								
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): The Company has started progress on the ESG journey and constituted an Environment, Social and Governance (ESG) committee in the Board meeting held on February 04, 2023. The charter and objectives of this Committee were adopted by the Committee and Board of Directors during the financial period under review. The work under ESG was commenced during financial period under review. The Company has been taking specific actions towards reducing the carbon intensity from its various operating locations by deploying initiatives towards reduction of electricity consumption, water consumption, reduction of wastage. The Company has conducted various initiatives towards communities development through CSR programmes. The Company has also established strong systems towards integrity, inclusion and diversity, Health & Safety & Human Rights for its business operations and employee conduct.	The Sustainability Committee of the Board is responsible for implementation and oversight of the BR policies.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Sustainability Committee of the Board is responsible for implementation and oversight of the BR policies.								
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board Sustainability Committee is responsible for implementation of the Policies. Composition of Committee: Mr. Kunjal L. Patel Chairperson of Committee – Vice Chairman & MD Mr. Kanubhai S. Pael Member of Committee – Chairman & MD Mr. Hemant P. Shaparia Member of Committee – Independent Director Mrs. Taral K. Patel Member of Committee – Non Executive Director								
10.	Details of Review of NGRBCs by the Company:									
	Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board / Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Yes as may be applicable								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes as may be applicable								
11.	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								
12.	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated : Not Applicable									

SECTION C: PRINCIPLEWISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. : The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible. As the leadership indicators are not mandatory, the Company has not provided data / details related to leadership indicators under this report.

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	6	At each meeting of the Board and other committees, members also deliberate on the key integrity matters that help to reflect focus on key strategies. The members also discuss various sustainability initiatives of the Company and impact thereof.	100%
Key Managerial Personnel	4		100%
Employees other than BoD and KMPs	11	Awareness initiated by way of periodical internal communication, training programs and gatherings which covers broadly all applicable principles	60%
Workers	6		55%

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred incases where monetary or non-monetary action has been appealed.: Not Applicable

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

Yes, as per the policy, the Company conduct all the business transaction in an honest, fair and ethical manner. It prohibits bribery in all business dealing with both Governments and the Private sector. The same is available on website of the Company i.e. <https://www.voltamptransformers.com/index.php/dashboard/policies>

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

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

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

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe:

Essential Indicators

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

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not applicable
Capex	Nil	Nil	Not applicable

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

Yes. The Company has set code of conduct the basic requirements placed on the suppliers and third-party intermediaries of the Voltamp Transformers Limited concerning their responsibilities towards their stakeholders, environment, health and safety, human rights, ethics & integrity, working conditions among others. As a guiding principle the Company prefers to do business with compliant and sustainable suppliers.

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

– 40% of value chain

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.

Not applicable. Being a transformer manufacturing Company, there is no scope for reclaiming products for further processing. The Company has process covering policy guidelines for managing hazardous waste and scrap at factories.

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.

Not applicable

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	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)
Permanent employees											
Male	282	282	100	282	100	00	00	00	00	00	00
Female	32	32	100	32	100	32	100	00	00	00	00
Total	314	314	100	314	100	32	100	00	00	00	00
Other than Permanent employees											
Male	42	23	55	23	55	00	00	00	00	00	00
Female	01	01	100	01	100	01	100	00	00	00	00
Total	43	24	56	24	43	01	100	00	00	00	00

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

Category	Total (A)	% of workers 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)
Permanent workers											
Male	06	06	100	06	100	00	00	00	00	00	00
Female	00	00	00	00	00	00	00	00	00	00	00
Total	06	06	100	06	100	00	00	00	00	00	00
Other than Permanent workers											
Male	556	556	100	556	100	00	00	00	00	00	00
Female	00	00	00	00	00	00	00	00	00	00	00
Total	556	556	100	556	100	00	00	00	00	00	00

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

Benefits	2022-23			2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	94%	100%	Y	100%	100%	Y
Gratuity	88	100	Y	100%	100	Y
ESI	93	100	y	100%	100	y
Others – please specify						

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises/ offices of the Company accessible to differently abled employees and workers.

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

Yes the Company have an equal opportunity policy in line with Disabilities Act, 2016 and the policy is available on web link : <https://www.voltamptransformers.com/index.php/dashboard/policies>

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	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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, there are multiple way, the employees can report their concerns / grievances. The employees may report to immediate reporting manager/ HR representative of the Company, Internal Committee – Prevention of Sexual Harassment etc. The grievances received will be thoroughly examined and enquires will be done in a given time frame to resolve the same.

	(Yes/ No) (If yes, then give details of mechanism I brief)
Permanent Worker Other than Permanent Worker	Policy related to mechanism available on weblink: https://www.voltamptransformers.com/index.php/dashboard/policies
Permanent Employees	
Other than Permanent Employees	

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

Category	2022-23			2021-22		
	Total employees/ workers in respective category (A)	Total employees/ workers in respective category who are part of association or union (B)	% (B/ A)	Total employees/ workers in respective category (C)	Total employees/ workers in respective category who are part of association or Union (D)	% (D/ C)
Total Permanent Employees						
- Male	282	0	NA	301	0	NA
- Female	32	0	NA	27	0	NA
Total Permanent Workers	NA	0		NA	0	
- Male	42	0	NA	35	0	NA
- Female	01	0	NA	05	0	NA

8. Details of training given to employees and workers:

Category	2022-23					2021-22				
	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)
Employees										
Male	320	49	15	63	20	336	38	11.31	95	28.27
Female	37	00	00	00	00	32	00	00	5	15.63
Total	357	49	14	63	18	368	38	10.33	100	27.17
Workers										
Male	562	56	10	76	13	505	44	8.71	78	15.45
Female	0	0	0	0	0	0	0	0	0	0
Total	562	56	10	76	13	505	44	8.71	78	15.45

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

Category	2022-23			2021-22		
	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (D/C)
Employees						
- Male	320	276	86.25	336	245	72.92
- Female	37	25	67.56	32	21	62.63
Total	357	301	84.31	368	266	72.28
Workers						
- Male	562	0	0	505	0	0
- Female	0	0	0	0	0	0
Total	562	0	0	505	0	0

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, occupational health and safety management system has been implemented as per ISO 45001:2018 and certified.

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

Work methodology is defined in work procedure and work related hazards and risks are identified & assessed for routine and non routine activities. Work risk assessment is also conducted before start of any activity.

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

Yes

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

Yes

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

Safety Incident / Number	Category	2022-23	2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	19.9	31.5
Total recordable work-related injuries	Employees	0	0
	Workers	9	9
No.of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NA	NA
	Workers	NA	NA

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

As an organization, the Company has very strong focus on safety and have helped employees stay healthy both, Physically and mentally. HSE Management system has been implemented as per ISO 14001 & 45001 and continual improvements are done. Activity based risk assessment is conducted for all activities which present a risk to HSE. Training plans are also developed based on the assessment of the current level of competence and awareness. All staff and person working on behalf of the Company shall participate in training as defined in the training plan. Hazards and control measures are communicated before start of the activity and monitored to ensure that controls are implemented. Internal and external audits are carried out to check the adequacy of systems, procedures, and controls implemented.

13. Number of Complaints made by employees and workers on working conditions and Health and Safety. :

Nil

14. Assessment for the year:

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

All safety related events/ incidents are analysed, reviewed and validated thoroughly and the identified corrective actions are deployed across the organization and recorded in the system.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Y/N)	Channel of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement.
Customer	No	Customer meets, website and Conferences, events, Phonecalls, emails and meetings.	Frequent and as and when required	To acquire new customers and service the existing ones
Employees	No	Emails and meetings, Training programs, Performance appraisal, Grievance redressal mechanisms, Notice boards, Employee engagement initiatives	As and when required	To keep employees abreast of key developments happening in the Company, routine work, personal and professional growth and also addressing their grievances
Suppliers	No	Vendor assessment and review, Supplier audits, publications, website, calls, meetings	As and when required	For serving existing business better and to get feedback.
Investors/Shareholders	No	Conference calls, Annual General Meeting, Official communication, publications, website and Investor meetings	Annual, quarterly and on a need basis	Quarterly results, dividend, communication with respect to IEPF, AGM Notice, Annual Report etc.
Institutions & Industry Bodies	No	Networking through meeting	As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Governments & Regulatory Authorities	No	Call, Newspaper advertisement, Online filling, Submission through portal, Meeting, inspection & audit	Periodically, as and when required	With regard to compliance with law, amendments, inspections, approvals and assessments.
Customer	No	Customer meets, website and	Frequent and as and when required	To acquire new customers and service the
Community, civil society / NGO	No	Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Email & call	Frequent, as and when required	Support CSR project

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format : No training has been provided as per the principals

Category	2022-23			2021-22		
	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (D/C)
Employees						
- Permanent	320	276	86.25	336	245	72.92
- Other than permanent	37	25	67.56	32	21	62.63
Total	357	301	84.31	368	266	72.28
Workers						
- Permanent	320	276	86.25	336	245	72.92
- Other than permanent	37	25	67.56	32	21	62.63
Total	562	0	0	505	0	0

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

Category	Total(A)	2022-23				Total(D)	2021-22			
		Equal to minimum wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/ A)	No. (C)	%(C/ A)		No. (E)	%(E/ D)	No.(F)	%(F/ D)
Employees										
Permanent										
Male	282	00	00	282	100	301	0	0	301	100
Female	32	0	0	32	100	27	0	0	27	100
Other than Permanent										
Male	38	0	0	38	100	35	0	0	35	100
Female	05	0	0	05	100	05	0	0	05	100
Workers										
Permanent										
Male	06	00	00	06	100	15	00	00	15	100
Female	00	00	00	00	00	0	00	00	00	00
Other than Permanent										
Male	556	115	21	441	79	490	85	16	405	82
Female	00	00	00	00	00	00	00	00	00	00

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (Amount ₹ in Lakhs / Per month)	Number	Median remuneration/ salary/wages of respective category (Amount ₹ in Lakhs / Per month)
Board of Directors (BoD)		Not comparable as the Independent Directors are eligible for only sitting fees. Only the Executive Directors receive remuneration from the Company as per their appointment agreement. The details of remuneration also form part of Corporate Governance Report.	2	Not computable
Key Managerial Personnel	02	175000	0	NA
Employees other than BoD and KMP	314	53431	43	52000
Workers	NA	NA	NA	NA

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

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

The Company has put in place a robust Grievance Redressal process for investigation of employee concerns and has instituted a Code of Conduct & Employee Service Rules that clearly delineates employee responsibilities and acceptable employee conduct.

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

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other humanrights related issues	Nil	Nil		Nil	Nil	

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

The Company has added this as a part of code of conduct or grievance redressal mechanism. The concern raisers are made aware of the same, are advised to raise their concern in they feel retaliated against for having raise concern in past.

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

Yes. The business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights.

9. Assessment for the year

	% of your plants and office that were assessed (by entity/ statutory authorities/ third parties)
Child labour	Nil
Forced/ involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Other please specify	Not Applicable

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	2022-23	2021-22
Total electricity consumption (A) (KWH)	3559646	3283977
Total fuel consumption (B) (KWH)	436055	472662
Energy consumption through Other sources (C) SOLAR PANEL (KWH)	617686	544698
Total energy consumption (A+B+C)	4613387	4301337
Energy intensity per rupee of turnover (Total energy consumption/Turnover in rupees)	0.00033	0.00038
Energy intensity (optional)—the Relevant metric may be selected by the entity	--	--

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	2022-23	2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	----	----
(ii) Ground water	23261	16916
(iii) Third party water	----	----
(iv) Sea water/desalinated water	----	----
(v) Others, VMC line	1080	1080
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	24341	17996
Total volume of water consumption (in kiloliters)	24341	17996
Water intensity per rupee of Turnover (Water consumed/turnover)	0.0000018	0.0000016
Water intensity (optional) – the Relevant metric may be selected by the entity	----	----

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

The Company required very negligible quantity of water for manufacturing purpose except domestic usage.

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

Parameter	Please specify unit	2022-23	2021-22
NOx	PPM	10.42	7.52
SOx	PPM	2.89	2.62
Particulate matter (PM)	Mg/MM ³	56.75	36.69
Persistent organic pollutants (POP)	Not Applicable		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others	----	----	----

Note : As a part of ISO 14001 audit all sites of the Company are audited by ECO-Care solutions a schedule II Environmental Auditors of Gujarat Pollution Control Board.

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

Parameter	Unit	2022-23	2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	0	0
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	1265	1185
Total Scope 1 and Scope 2 emissions per lakh rupee of turnover		0.0091	0.0105
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be Selected by the entity			

Note : As a part of ISO 14001 audit all sites of the Company are audited by ECO-Care solutions a schedule II Environmental Auditors of Gujarat Pollution Control Board.

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

No

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

Parameter	(Current Financial Year) 2022-23	(Previous Financial Year) 2021-22
Total Waste generated (in metric tons)		
Plastic waste (A)	13.17	13.1
E-waste (B)	2.1	0.8
Bio-medical waste (C)	0	0
Construction and demolition Waste (D)	60	280
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	75.2	34.8
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by Materials relevant to the sector)	0	0
Total (A+B+C+D+E+F+G+H)	150.47	328.7
For each category of waste generated, total waste recovered through recycling, re-using or Other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	33.5	32.3
(ii) Re-used	1.5	0.8
(iii) Other recovery operations	0	0
Total	35	33.1
For each category of waste generated, total waste is posed by nature of disposal method (in Metric tons)		
Category of waste		
(I) Incineration	68.7	34.8
(ii) Land filling	0	0
(iii) Other disposal operations	33.6	247.7
Total	102.3	282.5

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

The Company segregates the waste depending upon its type (General waste, E-waste, Hazardous waste) and handover to authorized vendors for further disposal / recycling. Further there is no toxic chemical generation in the Company's product and process.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:

Not Applicable

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

Not Applicable

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

Yes. The Company complies with all applicable laws.

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. Affiliations with trade and industry chambers / associations

List the top trade and industry chambers/ associations

Sr No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industries (CII)	National
2	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
3	Vadodara Chamber of Commerce & Industry (VCCI)	State

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

Not applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not available, as no such assessment has been done.

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

Not applicable

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

We have established grievance redressal mechanism.

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

	2022-23	2021-22
Directly sourced from MSMEs/small producers	23.06%	22.65%
Sourced directly from within the district and neighboring districts	42.47%	42.69%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. **Mechanisms in place to receive and respond to customer complaints and feedback**

The customer can place complaints through our contact number or through email / letter to concerned marketing officer of respective branch /region. Upon receipt of valid complaint marketing officer forward it to technical team keeping in loop SBU head and thereafter appropriate action is taken upto the satisfaction of the Customer in mutually decided time limit. In the same way Customer feedback is being tracked and analyzed to take corrective action if necessary.

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

The Company's all products and / services carry information about the environmental and social parameters, safety information, recycling and safe disposal through product manual provided along with the product,.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

3. **Number of consumer complaints:**

	FY 2022-23 (Current Financial Year)			2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
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	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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

Yes, and the weblink is <https://www.voltamptransformers.com/index.php/dashboard/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.**

Nil