
To,
The Corporate Relations Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001

Stovec Industries Ltd.

Regd. Office and Factory :

N.I.D.C., Near Lambha Village, Post Narol,
Ahmedabad - 382 405, INDIA

CIN : L45200GJ1973PLC050790

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Reference : Scrip Code- 504959
Date : April 1, 2024
Subject : Business Responsibility and Sustainability Report for the FY2023

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), we enclose herewith Business Responsibility and Sustainability Report (BRSR) for the Financial Year ended 31st December, 2023.

The above information will also be available on the website of the Company at www.stovec.com

Kindly take the same on your record.

Thanking you,

Yours sincerely,
For **Stovec Industries Limited**,

Sanjeev Singh Sengar
Company Secretary & Compliance Officer
Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The BRSR reporting is mandatory for the top 1,000 listed companies by market capitalization. As of 31st March 2023, the company holds the 1284 position among the top 2000 companies listed on the BSE. Notably, SEBI, vide its Notification No. SEBI/LAD-NRO/GN/2021/22 dated 5th May, 2021, has mandated that SEBI Listing Regulations provisions applicable to a listed entity based on its market capitalization shall persist, even if the entity falls below the threshold limits in subsequent years. Considering these regulatory requirements and to bolster transparency and disclosure practices, the company has taken the proactive step of voluntarily publishing its BRSR Report.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L45200GJ1973PLC050790
2.	Name of the Listed Entity	Stovec Industries Limited
3.	Year of incorporation	1973
4.	Registered office address	N.I.D.C., Near Lambha Village, Post: Narol, Ahmedabad -382 405 India
5.	Corporate address	Same as above
6.	E-mail	secretarial@stovec.com
7.	Telephone	07961572300
8.	Website	www.stovec.com
9.	Financial year for which reporting is being done	1 st January, 2023 to 31 st December, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11.	Paid-up Capital	₹ 20,880,160.00
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sanjeev Singh Sengar Contact No.: 079-6157 2300 Email: Sanjeev_sengar@stovec.com
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).	Yes, standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Manufacturing	Manufacturer of Rotary and digital printing machines, engravers, perforated nickel screens for textile & graphic industry, and other textile & graphic consumables and spare parts.	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.	Textile Consumables and Graphics Products	32909	84.58%
2.	Textile Machineries	28262	15.42%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated : Company's registered cum corporate office and factory are located in the same premises.

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

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	Global presence

b. What is the contribution of exports as a percentage of the total turnover of the entity-20.43%

c. A brief on types of customers:

The company specializes in the manufacturing and supply of equipment and consumables tailored for the textile printing and graphic printing industries. Our primary clientele consists of processing companies and mills within the textile and graphics printing sector.

IV. Employees

18. Details as at the end of Financial Year: 31st December, 2023

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	103	100	97.08%	3	2.92%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D + E)	103	100	97.08%	3	2.92%
Workers						
4.	Permanent (F)	137	137	100%	0	0%
5.	Other than Permanent (G)	39	39	100%	0	0%
6.	Total workers (F + G)	176	176	100%	0	0%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees						
1.	Permanent (D)	103	1	0.97%	0	0%
2.	Other than Permanent (E)	0	0	0	0	0%
3.	Total differently abled employees (D + E)	103	1	0.97%	0	0%
Differently abled Workers						
4.	Permanent (F)	137	0	0%	0	0%
5.	Other than permanent (G)	39	1	2.56%	0	0%
6.	Total differently abled workers (F + G)	176	1	0.57%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0

20. Turnover rate for permanent employees and workers

	FY 2023 (Turnover rate)			FY 2022 (Turnover rate)			FY 2021 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.59%	28.57%	16.98%	9.22%	0	9.22%	7.44%	0	7.44%
Permanent Workers	9.96%	0.00%	9.96%	6.97%	0	6.97%	10.56%	0	10.56%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	SPGPrints B.V., the Netherlands	Holding Company	71.06%	Yes

VI. CSR Details

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

(ii) Turnover : ₹ 2,072.56 Million

(iii) Net worth : ₹ 1,400.65 Million

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)	FY 2023			FY 2022		
		(If Yes, then provide web-link for grievance redress policy)	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
Communities	-	-	-	-	-	-	-
Investors (other than shareholders) bank	-	-	-	-	-	-	-
Shareholders	Yes (See note 1)	10	1	-	9	1	-
Employees and workers	Yes (See note 2)	-	-	-	-	-	-
Customers	Yes (See note 3)	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

The Whistle Blower policy of the Company encompass all the stakeholders to raise their concern or complaint, and the policy is available on the website of the Company, weblink of which is given in this annual report.



Note:

- 1) Shareholders complaints are dealt with by the Secretarial team and reported to SRC and Stock Exchange.
- 2) Employees may report their complaints or concerned to the respective HOD and escalated to HR/MD level in case of no satisfactory redressal.
- 3) Customer complaints with respect to the Company's goods have been taken care of by a separate team and resolved within the committed timelines.

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

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

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.	Well-being of employees	Risk cum Opportunity	Health is top priority. The Company prioritizes health and well-being of its own employees & workers.	Health checkup drive in the reputed hospital is taken once in every two years and once in a year for 50 plus. Additionally, company takes group Medclaim policy for all its employees.	Cost incurred on the health checkup and group Medclaim policy.
2	Uses of renewable energy - Installation of solar panel	Opportunity	Reduction of carbon footprint	-	Require capex
3	Use of natural light in production facility & Uses of LED lights	Opportunity	Reduction of power consumption	-	Replacement cost
4	CSR	Opportunity	Social responsibility	-	None, out of available CSR funds
5	Continuous development of employees.	Opportunity	Skilled and motivated workforce contributes to operational efficiency and innovation.	Regular training programs, skill development initiatives, and employee engagement activities.	Costs associated with training programs and employee development.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)- (refer note-1)	Y	Y	Y	Y	Y	Y	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)- (refer note-2)	Y	Y	Y	Y	Y	Y	-	Y	Y
c. Web Link of the Policies, if available	All policies placed on the Company's website at www.stovec.com								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	-	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y

Disclosure Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 for Quality Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> • Reuse of wood packing material • Use of alternate packaging (corrugated in place of wood) • Use of LED & most Energy efficient equipment • Energy saving initiatives in electroforming • Remaining cost competitive through various initiatives • Power purchase through Open Access • recycling of 100% hazardous /non-hazardous waste • use of clean fuel 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Ongoing activity								

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)	<p>We follow 3Ps concept (People, Plant and Planet) to ensure sustainability in our conduct & behaviour and constantly strive to ensure maximum compliance in terms of governance, environment, and economic strategies. We always strive to enhance our strategies and commitments towards being a responsible business while we continue to transparently share our sustainability performance and goals moving forward. In our efforts we maintain an honest accountability towards our communities, stakeholders, and shareholders.</p> <p>Transparency is key, as we openly share our sustainability performance and goals. We maintain honest accountability to our communities, stakeholders, and shareholders, fostering a responsible business ethos.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Shailesh Wani, Managing Director								
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.	Mr. Shailesh Wani, Managing 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									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The Board of Directors of the Company through its Managing Director or internal committee, assesses the performance of the referred policies.									On need basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company adhere to the compliance of all applicable laws and the same are confirmed by the respective functional heads to be Managing Director and he in turn confirm to the Board at its meeting by way of certificate on quarterly basis.									quarterly								

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. (Refer note 3)	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
	N	N	N	N	N	N	-	N	N


12. If answer to question (1) above is “No”, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles 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)	-	-	-	-	-	-	Y	-	-
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)	Company do not feel immediate need to formulate it.								

Notes:

- The Company's Code of Business Conduct & Ethics broadly covers the above principles. Other statutory policies such as insider trading policy and code of fair disclosure, policy on related party transactions and material subsidiary, whistle blower policy, familiarization program, CSR policy, policy on prevention of documents and archival policy, policy for determining material information, policy on prevention of sexual harassment of women at workplace etc. are supportive to cover the principles.
- As a process, all policies have been considered and noted by the Board/Committee/s of the Board and authenticated by Managing Director of the Company.
- No independent audit of the policies has been carried out, however, Internal Audit Function periodically looks at the implementation thereof.

SECTION C: PRINCIPLE WISE 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.

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 & Key Managerial Personnel	Industry overview and business updates are given by the Managing Director during the board meeting while considering financial results of the Company. Regulatory updates under familiarization program are circulated from time to time.		100%
Employees other than BoD and KMPs	Awareness program on insider trading regulations, whistle blower mechanism and code of business conduct and ethics are conducted, from time to time. Safety training, soft skill training and technical training are also arranged from time to time.		100%
Workers			

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): None

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy- Stovec, while not having a specific anti-corruption policy separately, upholds ethical standards through the Code of Business Conduct & Ethics. This code fosters positivity by encouraging all stakeholders to embrace accountability, transparency, and ethical behaviour in their daily work, addressing a range of issues beyond corruption and bribery.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: None

	FY 2023	FY 2022
Directors	Not applicable	
KMPs		
Employees		
Workers		

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

	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None, the Directors make disclosure of interest quarterly.			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

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

Essential Indicators

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

	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	Nil	Nil	--
Capex	4.9%	29.8%	--

2. a. Does the entity have procedures in place for sustainable sourcing - No
b. If yes, what percentage of inputs were sourced sustainably - Not applicable

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: The Company does not have any specific product to reclaim at the end of life, but we have waste management systems in place at our facilities. We dispose plastic waste, E-waste, Hazardous waste, and other waste to Gujrat Pollution Control Board (GPCB) authorized recycler or vendor with the appropriate documentation as per Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same- Yes, we work in compliance of Plastic Waste Management Rules, 2015 and the Extended Producer Responsibility (EPR) guidelines and we are registered under the Extended Producer Responsibility as a brand owner & importer.

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 (office staff):

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	100	100	100%	100	100%	-	-	-	-	100	100%
Female	3	3	100%	3	100%	3	100%	-	-	3	100%
Total	103	103	100%	103	100%	3	100%	0	0	103	100%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	137	137	100%	137	100%	-	-	-	-	137	100%
Female	0	0	0	0	0	-	-	-	-	-	-
Total	137	0	0	137	100%	-	-	-	-	137	100%
Other than Permanent workers											
Male	39	39	100%	39	100%	NA	NA	0	0	39	100%
Female	-	-	-	-	-	-	-	-	-	-	-
Total	39	39	100%	39	100%	NA	NA	0	0	39	100%

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

	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	1%	29.50%	Y	2%	42%	Y
Others – please specify Leave Benefits	100%	100%	N.A.	100%	100%	N.A.

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, Company has made appropriate arrangements for disabled persons to access the company offices or factory premises.

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-

There have been no separate policy to this effect, we believe in equal opportunity and inclusion for all those associated with the company. A mix of backgrounds, opinions, and talents enriches the organisation and helps in the achievement of success. Company rejoices importance of diversity in workplaces. Company recognizes the importance of maintaining and promoting fundamental human rights in all operations and provides and promotes the grant of fair and equitable wages, benefits, and other conditions of employment. Everyone is valued and respected for their unique contributions in the group. Company understands and respects the different roles that each person representing it plays in the success and growth of its business. The principles of mutual trust, teamwork and spirit are core values that the Company abides by and strives to maintain.

5. Return to work and Retentions rates of permanent employees and workers that took parental leave.-
Not applicable

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

The organization believes in open and transparent communication. Employees are encouraged to share their concerns with their business heads, HR or the members of the senior management. The Company follows an open-door policy, wherein any employee irrespective of hierarchy has access to the senior management. In addition, the whistle-blower Initiative provides a formal platform to share grievances. New recruits are also sensitised on the whistle blower mechanism and forms part of the employee induction programme. The Company has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Internal Complaints Committee (ICC) Members of the Company's Internal Complaints Committee (ICC) formed under the said Act is responsible for conducting inquiries pertaining to such complaints.

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

We recognize the right to freedom of our employees and workers. The Company do have one recognised workers union.

Category	FY 2023			FY 2022		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	103	-	-	109	-	-
- Male	100	-	-	105	-	-
- Female	3	-	-	04	-	-
Total Permanent Workers	137	137	100%	144	144	100%
- Male	137	137	100%	144	144	100%
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers

Category	FY 2023					FY 2022				
	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)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	100	100	100%	100	100%	105	105	100%	105	100%
Female	3	3	100%	3	100%	04	04	100%	04	100%
Total	103	103	100%	103	100%	109	109	100%	109	100%
Workers										
Male	176	176	100%	176	100%	184	184	100%	184	100%
Female	0	0	0	0	0	-	-	-	-	-
Total	176	176	100%	176	100%	184	184	100%	184	100%

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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
- Male	100	92	92%	105	95	90.48%
- Female	3	3	100%	4	4	100.00%
Total	103	95	92.23%	109	99	90.83%
Workers						
- Male	All the workers are member of union and their performance are reviewed in 3 years interval as per the wage settlement agreement.					
- Female						
Total						

The performance management system aims to promote a fair and transparent system of appraisal, which ensures a method of evaluating each employee's performance and potential, while recognizing their accomplishments.

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, it is. It covers through the 1) Training & Education, 2) Personal Protection Equipment (PPE) procurement 3) Work Permit System, 4) LOTO System, 5) Third Party Safety Audit. The general medical examination of employees and workers is also being conducted by the company once in every two years in reputed hospital. For 50 plus, it done once in a year.

The Company has a policy on health and safety for its employees called EHS Policy. Periodic internal communication and awareness sessions are conducted on safety related aspects. Employees are given training on basic and advanced fire safety, including evacuation drills periodically.

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

1) Plant Inspection/Check List by area manager, 2) Quarterly safety audit by area manager, 3) Daily safety round.

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

Worker may approach to safety department or operational head to report such hazards and the safety meetings have also been conducted to assess the risk and mitigate them. Safety display boards have also been installed where the risk is prime so that worker can keep themselves out of danger.

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

Yes, the first aid box kept for the purpose is accessible to all the employees /workers for the quick or instant relief. For all emergency, the company has ambulance facility to take the patient to the nearby hospitals, the company has arrangement with it.

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

Safety Incident/Number	Category	FY 2023	FY 2022
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	5.16	5.78
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

1) Training & Education, 2) PPE Procurement, 3) Reporting, Investigation & Accident, 4) Conduct workplace air monitoring in chemical zone, 5) Good Housing keeping 6) maintenance of adequate greenery around the factory premises.

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

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety			Nil			

14. Assessments for the year:

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

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-

The Company has Installed CO2 flooding system in electrical panels for prevention of fire risk as suggested by Director Industrial Safety and Health (DISH) remarks.



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-

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. Stovec recognized both, internal stakeholder such as employees, workers and external stakeholder such as regulators, auditors, advisors, consultants, shareholders and community etc.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Company's website, communications and disclosures to SEBI and stock exchange.	Maximum at quarterly interval	Quarterly financial performance of the Company and all other necessary disclosures in due time.
Employees/ Workers	Mixed	Company's policies, emails and interactive meetings, website	Need basis	Safe, fair and conducive work environment, Career development and growth opportunities, Grievance mechanisms
Society	Mixed	Email, websites and magazines	Event base	Career opportunities and employment, skill development, livelihood and educational support through CSR activities. Business Information
Suppliers/ Partners	No	Personal meetings and email correspondences	Ongoing	Raw material procurements and for availing various other services
Customers	No	Emails, personal meetings, telephonic calls	Ongoing	Product information, sales and dispatch matters, bills receivables etc.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-

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

Category	FY 2023					FY 2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	103	-	-	103	100%	109	-	-	109	100%
Male	100	-	-	100	100%	105	-	-	105	100%
Female	3	-	-	3	100%	04	-	-	04	100%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	137	-	-	137	100%	144	-	-	144	100%
Male	137	-	-	137	100%	144	-	-	144	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	39	-	-	39	100%	40	2	5%	38	95%
Male	39	-	-	39	100%	40	2	5%	38	95%
Female	-	-	-	-	-	-	-	-	-	-

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

(₹ in Million)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
*Board of Directors (BoD)	05	₹ 15.13	01	-
Key Managerial Personnel	03	₹ 5.62	0	-
Employees other than BoD and KMP	97	₹ 0.97	03	₹ 1.48
Workers	137	₹ 0.45	0	-

*Independent directors are paid sitting fees and annual commission which is not included for above purpose. For further details of remuneration, please refer corporate governance report.

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)- No
5. Describe the internal mechanisms in place to redress grievances related to human rights issues- All employees and workers grievance related matters are handled by HR department.
6. Number of Complaints on the following made by employees and workers:

	FY 2023			FY 2022		
	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 human rights related issues	Nil	Nil	-	Nil	Nil	-



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

Neither Company promote nor tolerate any discrimination and /or harassment in its working, hence we follow no discrimination no harassment policy but believe in equal treatment and In our whistle blower policy, we have provisions for protecting whistle blowers from victimization.

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

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	--

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above- No risks are identified.

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

Essential Indicators

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

Parameter	FY 2023	FY 2022
Total electricity consumption (A)	43773.696 Gigajoule	50285.70 Gigajoules
Total fuel consumption (B)	17268.998 Gigajoule	15563.27 Gigajoules
Energy consumption through other sources (C)	Nil	1.29 Gigajoules
Total energy consumption (A+B+C)	61042.694 Gigajoule	65850.26 Gigajoules
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0029	0.0028
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

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

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kiloliters)		
(i) Surface water	0.00	0.00
(ii) Groundwater	22442.48	15890.25
(iii) Third party water	28984.72	19752.26
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	51427.20	35642.51
Total volume of water consumption (in kiloliters)	33781.47	20927.84
Water intensity per rupee of turnover (Water consumed / turnover)	0.0016	0.0009
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation- No

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

Parameter	Please specify unit	FY 2023	FY 2022
NOx	Mg/Nm3	1.33	Below Detectable Limit
SOx	PPM	2.12	Below Detectable Limit
Particulate matter (PM)	PPM	7.15	1.06
Persistent organic pollutants (POP)	Not applicable	Not applicable	Not applicable
Volatile organic compounds (VOC)	Not applicable	Not applicable	Not applicable
Hazardous air pollutants (HAP)	Not applicable	Not applicable	Not applicable
Others – please specify	Not applicable	Not applicable	Not applicable

We monitor air emissions on quarterly basis as per Gujarat Pollution Control Board (GPCB) rules.

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, assessment has been carried out by the Metro Enviro Chem Association which is authorized environment agency under the schedule II auditors approved by the Gujarat pollution control board.

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

Parameter	Unit	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	758MT	727MT
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	6376MT	7811MT
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.0003	0.0003
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-
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- No

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	FY 2023	FY 2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	7.26 MT
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	73.80 MT	25.41MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	100.5 MT	155.25 MT
Total (A+B + C + D + E + F + G + H)	174.30 MT	187.92 MT

Parameter	FY 2023	FY 2022
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
Non-Hazardous	100.50 MT	69.10 MT
Hazardous	71.19 MT	23.26 MT
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	171.69 MT	92.36MT

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.61 MT	2.15MT
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	2.61 MT	2.15MT

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

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes- We have waste management systems in place at our facilities. We segregate waste into hazardous waste and non-hazardous waste such as plastic, wood, glass, MS scrap, paper, card as well as incinerable and landfill waste on our premises. All hazardous and non-hazardous waste are disposed-off through authorized recycler or vendor. The procedure for managing waste is as per Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. The hazardous wastages are sent to the authorized vendor where waste is disposed of with appropriate method and the necessary required documents are submitted to Gujarat Pollution Control Board.

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: Not Applicable

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable

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
No					

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 has complied with all applicable environmental laws/ regulations/ guidelines in India.

S. 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
	Nil	Nil	Nil	Nil

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.: 03**
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Textile Machinery Manufacturers Association (TMMA)	National
2	Gujarat Chamber of Commerce & Industry (GCCI)	State
3	Ahmedabad Management Association (AMA)	State

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

Not applicable since the Company has not received any such order from any of the regulatory authorities towards issues related to anti-competitive conduct.

Name of Authority	Brief of the Case	Corrective action taken
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-**

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not applicable						

3. **Describe the mechanisms to receive and redress grievances of the community-** All general communication including grievances may be submitted at info@stovec.com.

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

	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	8%	7%
Sourced directly from within the district and neighboring districts	30%	30%

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-** There has been no consumer complaints made during the year. The Company has a robust system to track and respond to customer complaints. The customer complaints with respect to the Company's goods have been taken care of by a separate team and resolved within the committed timelines.

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

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

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

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

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		None

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-

The Company has policy in place at group level to this effect.

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 are no such instances.