



# PARAS DEFENCE & SPACE TECHNOLOGIES LIMITED

## Corporate & Registered Office :

D-112, TTC Indl. Area, Nerul, Navi Mumbai - 400706, India | Tel : +91-22-6919 9999 | Fax : +91-22-6919 9990  
CIN # L29253MH2009PLC193352 | E-mail : business@parasdefence.com | Web : www.parasdefence.com

September 07, 2023

### **BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Fort, Mumbai - 400 001

**Scrip Code: 543367**

### **National Stock Exchange of India Limited**

Exchange Plaza, Plot C/1, G Block,  
Bandra - Kurla Complex,  
Bandra - (East), Mumbai - 400 051

**Trading Symbol: PARAS**

Dear Sir/Madam,

### **Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23**

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2022-23. The BRSR also forms the part of the Annual Report for the Financial Year 2022-23, submitted to the exchanges vide letter dated September 07, 2023.

We request you to kindly take the same on record.

Thanking you,

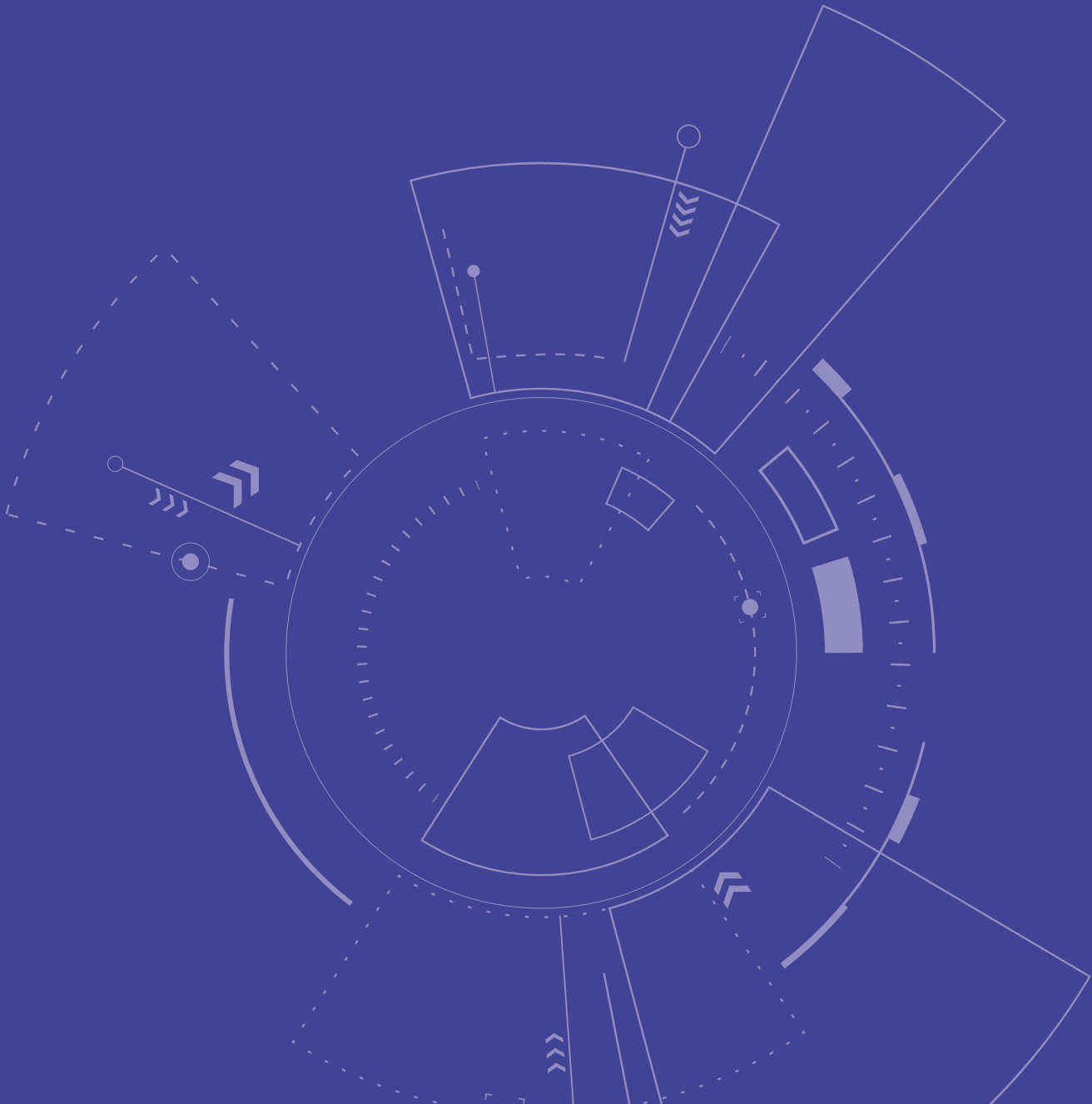
**For Paras Defence and Space Technologies Limited**

**Hemalkumar Hiranbhai Sagalia**

Company Secretary & Compliance Officer

**Encl.: as above**

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT





# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	: L29253MH2009PLC193352
2.	<b>Name of the Listed Entity</b>	: Paras Defence and Space Technologies Limited ("Paras" or "the Company")
3.	<b>Year of incorporation</b>	: 16/06/2009
4.	<b>Registered office address</b>	: D-112, TTC Industrial Area, MIDC, Nerul, Navi Mumbai - 400706
5.	<b>Corporate address</b>	: D-112, TTC Industrial Area, MIDC, Nerul, Navi Mumbai - 400706
6.	<b>E-mail</b>	: <a href="mailto:business@parasdefence.com">business@parasdefence.com</a>
7.	<b>Telephone</b>	: 022 – 6919 9999 (D)
8.	<b>Website</b>	: <a href="http://www.parasdefence.com">www.parasdefence.com</a>
9.	<b>Financial year for which reporting is being done</b>	: 2022-23
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	: BSE Limited National Stock Exchange of India Limited
11.	<b>Paid-up Capital</b>	: ₹ 39,00,00,610/-
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	: Mr. Hemalkumar Hiranbhai Sagalia Company Secretary & Compliance Officer <a href="mailto:hemals@parasdefence.com">hemals@parasdefence.com</a> 022 – 6919 9919 (D)
13.	<b>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)</b>	: BRSR disclosures are made on 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.	Design, development, manufacturing, testing & commissioning of products, systems and solutions for Defence & Space Applications	Defence Electronics	35%
2.	Design, development, manufacturing, testing & commissioning of products, systems and solutions for Defence & Space Applications	Defence & Space Optics	33%
3.	Design, development, manufacturing, testing & commissioning of products, systems and solutions for Defence & Space Applications	Heavy Engineering	32%

#### 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.	Defence Electronics	2610	35%
2.	Defence & Space Optics	2670	33%
3.	Heavy Engineering	2599	32%

### 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
<b>National</b>	2	2	4
<b>International</b>	Nil	Nil	Nil

17. **Markets served by the entity:**a. **Number of locations**

Locations	Number
National (No. of States)	18 (including Union Territories)
International (No. of Countries)	9

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

Exports constitute 15.47% of the total turnover of the entity.

c. **A brief on types of customers:**

The Company majorly serves government organizations such as the Defense Research and Development Organization (DRDO), the Indian Space Research Organization (ISRO), Defense Public Sector Undertakings (DPSUs), shipyards, and ordnance factories. Additionally, its client base includes publicly listed companies like Tata, L&T, Solar, as well as numerous private and international firms operating in the defense and space industries.

IV. **Employees**18. **Details as at the end of Financial Year:**

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	344	270	78%	74	22%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total employees (D + E)</b>	344	270	78%	74	22%
<b>WORKERS</b>						
4.	Permanent (F)	60	60	100%	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total workers (F + G)</b>	60	60	100%	Nil	Nil

## b. Differently abled Employees and workers:

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

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

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	4	1	25%

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

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	15%	10%	25%	12%	8%	20%	10%	7%	17%
<b>Permanent Workers</b>	12%	Nil	12%	10	Nil	10%	7%	Nil	7%

**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.	Paras Green Optics Private Limited	Wholly Owned Subsidiary	100%	No
2.	Paras Aerospace Private Limited	Subsidiary	60%	No
3.	Paras Anti-Drone Technologies Private Limited	Subsidiary	55%	No
4.	Opel Technologies Pte. Ltd.	Wholly Owned Subsidiary	100%	No
5.	Ayatti Innovative Private Limited	Subsidiary	58.02%	No
6.	Krasny Paras Defence Technologies Private Limited	Associate	47.50%	No

**VI. CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover: ₹ 21,427.96 Lakhs
- (iii) Net worth: ₹ 41,313 Lakhs

**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>	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes	Nil	Nil	NA	Nil	Nil	NA

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>	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	14	Nil	All the complaints were resolved within the stipulated time	3809	Nil	All the complaints were resolved within the stipulated time
Employees and workers	Yes	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA

The Policies are provided on the website of the Company [www.parasdefence.com](http://www.parasdefence.com)

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

The Company undertakes materiality ascertainment to find out the material issues consisting of environmental and social ones and understand the relative significance of these issues for its stakeholders and its business and therefore specific action plans are framed out for addressing each material issue at regular intervals. Such ascertainment helps in finding out key drivers for value creation over a period. In future, Paras will continue to indulge with its key internal as well as external stakeholders on continuous basis to ensure a more dynamic materiality ascertainment. The company has robust Risk Management System covering operational, Environmental, social and Governance related Risks.

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.	Climate Change	Risk and Opportunity	Risk: Climate change and associated risks can pose challenges to company's operations (production & Supply chain disruption) due to harsh climatic conditions (flood, cyclone, higher temperature etc.) Opportunity: Climate adaptation and mitigation are key for building an eon organisation. They can also ease operational costs and drive greater efficiencies for the business conduct	Climate change may pose a risk to company's operations. To mitigate that risk, company is accelerating the process of decarbonization and stimulating activity along the value chain. We are actively monitoring our emissions and establishing goals and targets along with implementation of energy saving and energy efficiency measures.	Negative and Positive
2.	Environmental Footprints – Waste Management	Risk	Mismanagement of wastage and hazardous substances can jeopardize the well-being and safety of employees, while also resulting in considerable environmental damage, including contamination of soil and water.	The company has a proven waste management practice in vogue that makes sure that proper waste removal as per the waste category defined by the MPCB and State Pollution Control Board(s).	Negative

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)
3.	Product Design & Innovation	Opportunity	By prioritizing continuous improvement and keeping up with the latest technological advancements, businesses can develop innovative products that cater to changing customer demands. Adopting user-centric design, integrating sustainability practices, and nurturing a culture of creativity and collaboration can result in a competitive edge, customer allegiance, and market expansion.	NA	Positive
4.	Employee Satisfaction and Wellness	Opportunity	Fostering employee satisfaction represents a strategic imperative for organizations. Prioritizing key facets such as work-life equilibrium, professional advancement, competitive remuneration, and cultivating a conducive workplace ambiance can yield substantial advantages. This commitment not only enhances employee morale, productivity, and retention but also aligns with the broader objectives of the company.  By actively engaging with employees, providing avenues for career progression, and duly recognizing their invaluable contributions, companies can cultivate a motivated workforce that, in turn, serves as a crucible for innovation. This collective motivation and dedication ultimately become instrumental in propelling the company towards overarching success.	NA	Positive

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)
5.	Customer Satisfaction and Retention	Positive	Satisfied customers tend to demonstrate a proclivity for loyalty, as well as advocate for Paras's products and services among their network, thus generating an upswing in sales and nurturing a favorable brand image.	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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.parasdefence.com/policies/">https://www.parasdefence.com/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)* * These policies are applicable to the Company and to the value chain partners	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Paras maintains robust compliance management system and follows all applicable SEBI regulations and Guidelines on Corporate Governance to ensure ethical, transparent and accountable business conduct among others.  The company has ISO 45001:2018; ISO 9001:2015, ISO 9100:2016, ISO9001:2015, ISO 14001: 2015, AS 9100D, DRDO registration certificate, and CVRDE registration certificate.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our Company acknowledges the importance of setting benchmarks to measure progress in attaining all aspects of the NGRBC. As this marks our first year of ESG implementation, our goal is to outline our aspirations and objectives in the subsequent reporting cycle. We understand the vital significance of aligning our ESG efforts with our business objectives, and we commit to establishing a robust and efficient ESG strategy that ensures sustainability and delivers lasting advantages for all stakeholders.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Company has a mechanism in place to review its goals and targets periodically and takes necessary corrective actions wherever required.								



**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)*

Paras has consistently been dedicated to sustainability. We recognize that our environment around us and the communities living around our estates and plants are essential to achieving our strategic objectives. Our Business Responsibility and Sustainability Report (BRSR) demonstrates our unwavering commitment and approach to sustainability in the realms of Environment, Employees, and Community. We deeply understand the significance of environmental preservation, empowering our workforce, and maintaining transparency within the industry to establish a sustainable business.

The Company is committed to ESG. The Company always adopts the methods for reduction and optimal utilization of energy, water, raw material etc. by incorporating new techniques and innovative ideas. The Company took initiatives to reduce the electricity and water consumption by adopting latest technologies.

Sustainability at Paras means conducting our operations and utilizing resources in a manner that can be sustained indefinitely without harming people, the planet, or future generations.

Munjal Sharad Shah  
 Managing Director  
 DIN: 01080863

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). Mr. Munjal Sharad Shah, Managing Director, holds the ultimate authority for implementing and overseeing Business Responsibility & Sustainability Policies and making decisions concerning sustainability-related matters, under the guidance of the Board of Directors.

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 Corporate Social Responsibility (CSR) Committee is responsible for sustainability related issues of the Company

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      Yes    Yes    Yes    Yes    Yes    Yes    Yes    Yes    Yes      As and when required

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances      The Company is in compliance with the existing regulations as applicable.      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.      **P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9**

Yes, certified by RIR Certification Private Limited.

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

The Company endures that its policies are in line with the principles prescribed by the NGRBC, MCA.

Hence, this point is Not Applicable.

**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 programme held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	<b>4</b>	various updates, statutory amendments, notes and presentations on relevant circulars and notifications relevant to directors including independent director, were made at the Board and Committee meetings. Independent Directors in their capacity as members of various Committees of the Board were informed on developments relating to arena of defense, economic, and operating environmental changes, new business initiatives, strategic investments, corporate governance, information technology, and various risk indicators. Knowledge refreshment sessions and quality circle programs were arranged during the year for Independent Directors of the Company. Further, updates on performance review, strategy and key regulatory developments, CSR initiatives and ESG are presented at the quarterly board meetings through presentations. The Board and Audit Committee is updated on key compliance, risk and audit observations, impact arising out of the issues along with management action plans. During FY 2022-23, approximately 22 hours have been spent by the Board of Directors on various programs, quality circles and also while attending Board/Committee meetings presentations.	100%
<b>Key Managerial Personnel</b>	<b>5</b>	The company keeps its fingers right on the pulses of industry and sector specific development and macro and micro levels besides, the company do give impetus for attending training programs specifically for the leadership team, covering important topics to enhance their skills and competencies. The key training sessions covered important topics such as the Code of Conduct, which cynosured on corporate governance and responsible corporate citizenship. Moreover, the sessions addressed the Company's vigil mechanism and long term sustainability policies	100%

Segment	Total Number of Training and awareness programme held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
<b>Employees other than BODs and KMPs</b>	<b>2</b>	The Company asserts on employee training and development. The employees undergo various training/ awareness sessions such as induction training at the time of joining, safety training, technical and compliance training during employment. During FY 2022-23 periodic awareness programs on topics like safety at workplace, HR policies and procedures, tax implications and tax savings, energy and water conservation, vendor and client management, ESG, Code of Conduct, sexual harassment, etc. were done by Paras.	92%
<b>Workers</b>	<b>2</b>	Industrial Safety training, work procedures, processing standards etc. are provided to the workers on a continuous basis. Additionally, the Company has developed special training programs for the workers to enhance their skills. The main aspects covered in such trainings are Job specific training, Safety and quality training, work procedures and guidelines.	87%

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding Fee			Nil		
Non-Monetary					
Imprisonment			Nil		
Punishment			Nil		

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
NA	NA

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

Yes.

The Company has an anti-corruption and anti-bribery policy. The policy asserts on our zero-tolerance approach towards corruption and bribery. The policy also provides information and guidance on how to trace and deal with bribery and corruption issues. As a part of our training on the Code of Conduct, anti-bribery awareness sessions are also given to employees on Anti-Corruption and Anti-bribery topics. The weblink for this policy is <https://www.parasdefence.com/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:**

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Category	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

**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 as there are no fines / penalties / action taken by any regulators/ law enforcement authority during the financial year.

**LEADERSHIP INDICATORS**

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

Total Number of Training and awareness programme held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

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

Yes, the code of conduct for Board Members and Senior Management covers in detail the concern of conflict of interest and Director's and Senior Management are required to annually provide declarations of compliance with the code of conduct.

The code of conduct is uploaded on the website of the company and the link for the same is given below:

<https://www.parasdefence.com/Investors/Policies/16.%20Paras%20Defence%20-%20Code%20of%20Conduct%20for%20Board%20of%20Directors%20and%20SMPs.pdf>

**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.**

Category	Current FY 2022-23	Previous FY 2021-22	Details of improvements in environmental and social impacts
R&D	0.5%	0.2%	Paras has been dealing in the segments of optics and optronics system and defence engineering while focusing on improving the environmental and societal effects of its products, striving for a more sustainable and socially accountable approach.
Capex	99.5%	99.8%	



2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**  
 b. **If yes, what percentage of inputs were sourced sustainably?**

Yes. At Paras, we are committed for sustainable sourcing performance and factors are considered in the process of opting the suppliers of major raw material. More than 80% of the inputs, approximately, are sourced sustainably. The Company has established procedures to ensure reasonable sourcing backed up by supplier code of conduct. Through the Supplier code of Conduct, the Company focuses to stimulate sustainability among its vendors and provoke responsible demeanor beyond its manufacturing amenities.

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 is in the business of providing technology and technological products and services for Defense and Space sector. Hence, the Company does not reclaim its products from its customers. The Company has a proper process keeping all regulatory norms in mind for reusing / recycling and disposing of end of life for plastics including packaging material, e-waste, hazardous waste and other types of waste from its production cycle. Further, the Company is abiding with all conditions and procedures mentioned by respective State Pollution Control Boards.

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

The main products of the Company are Defense and space technology products for use in security applications. Once the products are sold, they would not be returned to the Company.

**LEADERSHIP INDICATORS**

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
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The Company has two production units certified on ISO 45001:2018; ISO 9001:2015, ISO 9100: 2016, ISO 14001: 2015, AS9100D, DRDO registration certificate, and CVRDE registration certificate. All the units carry out its environmental risk assessment w.r.t. life cycle perspective as per the requirement of the Environments Management Systems Standard.

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

Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year

Not Applicable

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

Category	FY 2022-23 Current Financial Year			2021-22 Previous Financial Year		
	Re-Use	Recycled	Safely Disposed	Re-Use	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						Not Applicable
Other waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. The products of the company are such that once they are sold they never come back or reclaimed by the company.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	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	% 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)
<b>Permanent employees</b>											
Male	-	-	-	-	-	-	-	5	1.2%	-	-
Female	-	-	-	-	-	4	1%	-	-	-	-
<b>Total</b>	-	-	-	-	-	4	1%	5	1.2%	-	-
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

Note: Eligible employees falling under the parameters of Workmen Compensation Act, 1923 and ESIC are covered under the respective laws.

- 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)
<b>Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	29%	-	Yes	15%	-	Yes
Gratuity	100%	-	Yes	100%	-	Yes
ESI	27%	-	Yes	14%	-	Yes
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 Company has necessary infrastructure in place to make the workplaces accessible to differently abled employees, workers and visitors. Such infrastructural arrangements include without limitation, easily accessible sites and building entrances, easily operated doors, sufficient illuminated wide corridors etc

**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 web-link of the policy is <https://www.parasdefence.com/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	100%	100%	100%	100%
Female	99%	99%	100%	100%
Total	100%	100%	100%	100%

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, all the employees can forward their grievances by phone call, email other verbal/ written means of communication and company has vigil mechanism and whistle blower policy for redressal of grievance. The employees can approach their Head of Department (HoD), HR.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

The Company does not have any employees and worker in association(s) or Unions.

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	10	5	50	5	50	6	3	50	3	50
Female	8	4	50	4	50	6	3	50	3	50
<b>Total</b>	<b>18</b>	<b>9</b>	<b>50</b>	<b>9</b>	<b>50</b>	<b>12</b>	<b>6</b>	<b>50</b>	<b>6</b>	<b>50</b>
<b>Workers</b>										
Male	12	6	50	6	50	12	6	50	6	50
Female	12	6	50	6	50	12	6	50	6	50
<b>Total</b>	<b>24</b>	<b>12</b>	<b>50</b>	<b>12</b>	<b>50</b>	<b>24</b>	<b>12</b>	<b>50</b>	<b>12</b>	<b>50</b>

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male						
Female						Nil
<b>Total</b>						
<b>Workers</b>						
Male						
Female						Nil
<b>Total</b>						

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

Yes. RIR Certification Private Limited has granted ISO 45001:2018 certification to all our Company's Plants. This certification serves to mitigate potential hazards for employees and visitor within our premises, fostering cost efficiency and diminishing occupational incidents. The Company upholds occupational health and safety management as a paramount importance.

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

The Company diligently reviews work-related hazardous risk on a quarterly basis, facilitating the identification of safety concerns across diverse manufacturing processes and sustaining a regimen of compliance monitoring. The Company has proficiently recognized hazardous risks on routine and non-routine basis.

To cultivate a wholesome work atmosphere characterized by minimal accidents, the Company consistently scrutinizes its safety apparatus. Every recommendations received from Regulator(s) and industry forums pertaining to employee and worker safety and health is promptly implemented, signifying our steadfast commitment to this vital aspect.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No) Yes.****d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the eligible Employees / workers are covers under various statutory regulations as applicable to the Company.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	3	5
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 work place.**

- Creation of an Emergency Assembly Area, ensuring secure congregation during critical situations.
- Establishment of a Fire Hydrant and sprinkler System to tackle fire-related hazards.
- Provision of Personal Protective Equipment (PPE) during work activities.
- Ensuring accessible drinking water facilities and sanitation amenities.
- Implementation of CCTV cameras, bolstering physical security and premises surveillance.
- Availability of comprehensive Standard Operating Procedures (SOPs) within the work environment.
- Conduction of Health and Safety Trainings and Mock Drills at regular intervals for heightened awareness.
- Regular execution of Safety Audits to assess and enhance safety protocols.



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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

**14. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (All our plants are ISO 45001:2018 certified through RIR Certification Private Limited and regular ISO audits/reviews are conducted)
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 holds ISO 45001 certification across all its plants and actively integrates recommendations aimed at bolstering safety measures and risk management throughout our product life cycle. The ISO 45001 audits are treated with utmost seriousness by the Management and are consistently overseen to address any observations raised by the ISO auditors.

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

Yes, the eligible Employees / workers are covers under various statutory regulations as applicable to the Company.

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

- GST reconciliation is monitored and completed every month between GSTR-1 (sales), GSTR-2A & GSTR-2B (ITC) and GSTR-3B (Net liability for payment).
- TDS deducted by customers is reconciled with Form 26AS and TDS liability for vendors is deducted and paid timely.
- The Company consistently emphasizes to its value chain partners the imperative of not only deducting the statutory dues but also promptly remitting all statutory obligations.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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

NA.

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS****1. Describe the processes for identifying key stakeholder groups of the entity**

The key stakeholders identified by the company are its, Suppliers, Employees, Shareholders, Government, Regulatory & Statutory Bodies, Auditors, Bankers, Technical and JV Partners.

The Company has a mechanism for identification of key stakeholders. The various Stakeholders engagement with the company is an ongoing process and efforts are made to improve deep relationships with the stakeholders keeping the expectations and the objectives of the company in mind. The feedback from various stakeholder is welcome and the management works towards improving such relationships.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Notices and other communication mechanisms	Regular	Regular update on engagement with the Company
Shareholders / Investors	No	Emails, Newspaper, Advertisement, website of the Company and Stock Exchanges and General Meetings	Event specific and as per statutory requirements	To appraise periodically on Company Performance To answer queries of investors on operations of the Company and other secretarial matters
Suppliers & Distributors	No	Emails, personal and telephonic meetings	As and when required	Purchase orders, Sales orders, Advertisements, Conference meets
Product end users	No	All types of digital and other marketing channels	Frequently	To enhance sales
Government agencies	No	Email, personal meetings, Con-calls, Video Conference	As and when required	Compliance with applicable requirements and industry standards

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

The Management ensures periodic meetings of the Senior level Management with various Stakeholders. The Company endeavors to understand the requirement and expectations of the Stakeholders on Environmental, Social and Governance (ESG) concerns, which enables the Company to enhance stakeholder value.

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

Yes, the stakeholder consultation is used to support the identification and management of environmental, and social topics affecting the Company. The formulation of the Company Policies pertaining to Environment and Social have been a result of continuous interactions with the Government Regulatory Authorities, Distributors, Suppliers and the local community.

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

The Company continuously engages with its vulnerable stakeholders which constitute workmen in critical operations specially those functions which require long hours of work with chemicals and other equipment's.

These stakeholders are regularly updated by new technologies, safety measures and by latest techniques developed by the industry and trade boards to address such risk. The Company also is committed to spend an allotted budget to help improve the lives of people and communities living in the vicinity of its manufacturing units.

Various welfare measures, directly and indirectly are supported by the Company as an ongoing process in the field of healthcare, education and upliftment of poor sections of the society.

**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 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	344	87	25	162	42	26
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Employees</b>	<b>344</b>	<b>87</b>	<b>25</b>	<b>162</b>	<b>42</b>	<b>26</b>
<b>Workers</b>						
Permanent	60	23	38	20	7	35
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Workers</b>	<b>60</b>	<b>23</b>	<b>38</b>	<b>20</b>	<b>7</b>	<b>35</b>

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	274	36	13%	238	87%	120	10	8%	110	92%
Female	70	19	27%	57	81%	48	7	14%	41	85%
<b>Other than Permanent</b>										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Workers</b>										
<b>Permanent</b>										
Male	60	34	57%	26	43%	10	8	80%	2	20%
Female	Nil	Nil	Nil	Nil	Nil	3	3	1%	Nil	Nil
<b>Other than Permanent</b>										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in Lakhs)	Number	Median remuneration/salary/ wages of respective category (₹ in Lakhs)
Board of Directors (BoD)	3	22.25	2	30.20
Key Managerial Personnel	3	116.38	0	0
Employees other than BoD and KMP	264	2040.59	80	1435.98
Workers	60		Nil	

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

Yes, the HR Head and Executive Directors of the company are responsible for addressing any human rights impacts or issues that may be caused or influenced by the company's operations. These obligations are outlined and covered in the company's Human Rights policy.

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

The Company has a robust grievance redressal system. Paras complies with applicable labour Laws and a periodical compliance report which has been submitted by Heads of Divisions. Further, Internal Complaints Committee under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is constituted in the company to deal with Complaints related to Sexual Harassment and conduct enquiries on such issues.

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	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	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

The complainant can directly approach the chairman of the Audit Committee as per the Board approved vigil mechanism & whistle blower policy which provides for inherent safeguards against victimization of complainants. Wherever possible and permissible, the Company evaluates transferring or posting the Complainants in a different department/role.

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

Yes, all our business agreements and contracts require the counter-party to comply with applicable regulatory requirements, which include human rights.

**9. Assessments for the year:**

Category	% 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	Nil

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

Not Applicable

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

As the Company has not received any major human rights grievances/complaints, there was no need to modify/introduce any business process.

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

Not Applicable, as no Human rights due-diligence conducted during the year.

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

Yes, the Company actively promotes an inclusive accessibility framework.

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

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

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

Not Applicable

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**
**ESSENTIAL INDICATORS**
**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total electricity consumption (A)	2,91,07,349.62	2,36,66,899
Total fuel consumption (B)	224705	180178
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumption (A+B+C)</b>	<b>2,93,32,054.62</b>	<b>2,38,47,077</b>
Energy intensity per rupee of turnover ( <i>Total energy consumption/turnover in rupees</i> )	1.4	1.3
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	NA	NA

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

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	8,771	6,794
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>8,771</b>	<b>6,794</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>8,771</b>	<b>6,794</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.05</b>	<b>0.03</b>
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA

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

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

The Company has implemented Zero Liquid Discharge (ZLD) across the plants. Waste water treatment system comprises of Sewage Treatment Plant (STP), Effluent Treatment Plant (ETP), Multi-effect Evaporator (MEE). These state-of-the-art technologies ensure to make treated wastewater is fit for reuse/ recycle for gardening purposes, cooling tower / chilling plant and other permitted uses.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Nil	Nil	Nil
Sox	Nil	Nil	Nil
Particulate matter (PM)	Nil	Nil	Nil
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify	Nil	Nil	Nil

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

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: No emissions.

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Nil	Nil
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Nil	Nil
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>	Nil	Nil	Nil
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	Nil	Nil	Nil

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

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

The Company is operating in the segment where there is no greenhouse gases emission.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Nil
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)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
<b>Total (A+B + C + D + E + F + G + H)</b>	Nil	Nil
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
<b>Total</b>	Nil	Nil
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	Nil	Nil

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

The Company is operating in a segment in which there is no waste or residue generation.

**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 as no operations/ offices are located in/around ecologically sensitive areas

S. 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
NA			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No there were no Environmental Impact Assessments of projects were undertaken during the reporting period of FY 2022-23.					

**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 is compliant with the above stated laws.

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
NA				

## LEADERSHIP INDICATORS

## 1. Provide break-up of the total energy consumed (in kWh) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
<b>Total energy consumed from renewable sources (A+B+C)</b>	Nil	Nil
<b>From non-renewable sources</b>		
Total electricity consumption (D)	16,46,343	13,43,497
Total fuel consumption (E)	13,382.16	5,480
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	16,59,725.16	13,48,977

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

## 2. Provide the following details related to water discharged:

Water consumption at our premises is primarily for drinking, personal hygiene and general cleaning purposes. Excess waste water is discharged through local sewage systems.

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

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

None of our plants/facilities are located in water stress areas.

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

- (i) Name of the area : NA
- (ii) Nature of operations: NA

Water withdrawal, consumption and discharge in the following format: Water consumption at our premises is primarily for drinking, personal hygiene and general cleaning purposes. Excess waste water is discharged through local sewage systems.

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. The Company has not undertaken any third-party assessment.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>		
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity (optional)</b> – the relevant metric may be selected by the entity			

The process of computation will be initiated and the particulars will be made available in due time.

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.

## 5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct &amp; indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.



6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Deployment of energy-efficient equipment across all manufacturing units and offices	Acquired Energy-Efficient Equipments	It helped in reduction of overall Energy consumption
2.	Sustaining a Zero Liquid Discharge (ZLD) approach	Installed Waste water treatment system comprises of Sewage Treatment Plant (STP), Effluent Treatment Plant (ETP), Multi-Effect Evaporator (MEE).	Used for gardening purposes, cooling tower / chilling plant and other permitted uses.

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

The Company has a business continuity and disaster management plan that effectively encompasses the strategies and protocols required to maintain uninterrupted production and safeguard market share in the face of potential disruptions arising out of natural calamities. Additionally, the disaster management plan ensure protection of our technology including critical and sensitive information.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard

The Company is a technology based Company as a result of which no effluents that affects the environment are generated during the course of its business.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
Not Applicable

**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.  
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.	Society of Indian Defence Manufactures - SIDM	National
2.	EEPC India	National
3.	Federation of Indian Export Organisation - FIEO	National
4.	Authorised Economic Operator – AEO	National

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

Name of authority	Brief of the case	Corrective action taken
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Not applicable, as the Company did not advocate any public policy during the fiscal year 2022-23.

**LEADERSHIP INDICATORS**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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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
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No SIA projects were done during the reporting period by the Company.

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 INR)
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Not Applicable

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

The Company indulges with the community by undertaking both informal and formal sessions being held throughout the year to facilitate interactions and take their feedback and queries through CSR programs.

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

Category	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	35.04	25.59
Sourced directly from within the district and neighbouring districts	NA	NA

**LEADERSHIP INDICATORS**

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

Details of negative social impact identified	Corrective action taken
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Not Applicable

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

S. No.	State	Aspirational District	Amount Spent (Amount in Rs.)
1	Gujarat	Nara, Kutch	21,25,000/-
2	Maharashtra	Mumbai	40,00,000/-

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

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

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

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

Not Applicable

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

Not Applicable

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Health services - OPD and surgeries	1,00,000	32
2.	Charity on animals feed and human shelter camps, food in calamities	300	29

The spending on CSR is as per the provisions of section 135 read with Schedule VII of the Act. There is no any unspent amount as CSR obligation at the end of fiscal 2022-23 and spend ₹ 61,25,000/- an excess spending of ₹ 7,88,099/- as against obligation of ₹ 53,36,901/-.

**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**

All our consumers have a well-defined, structure for registering their complaints/ observations on the product / technology supplied by our company. Our Company engages at various authorized levels, with each such customers and ensures that the non-disclosure and confidentiality clauses in our agreements are strictly followed and necessary corrective action taken.

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

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

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

Category	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			Throughout the reporting period, Paras received no complaints which are relevant to this section.			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Category	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Yes, the Company have a framework/ policy on cyber security and risks related to data privacy. The Link for the same is <https://www.parasdefence.com/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.**

No incidents of issues pertaining to advertising and delivery of essential services; and data privacy of customers; product recalls were reported in the review period of FY 22-23.

**LEADERSHIP INDICATORS**

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

The Company is in the niche segment of Defence and it requires high level of product confidentiality in the interest of National Safety. Hence, the product information together with Technical Data is made available to the Customer's special requests for copies of the same are forwarded through encrypted e-mails.

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

We have conviction in the importance of providing accurate and transparent product information to our customers. Regular communication with customers is done by our technical team and various training programs are conducted to educate on safe and efficient use of products.

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

The main products of the Company are heavy engineering and technical products, defence sector items, optic components, electronics and mechanical items for use in strategic/national security applications by Indian Armed Forces. Paras is committed to provide support to customers till our product is in service.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

Yes, the Company strictly follows all the applicable regulations for product information and labeling. All the critical products are supplied with safety instructions highlighting the Do's and Don'ts while product handling.

**5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Paras has regular interactions with customer for the satisfaction and review of its products and services and steps are taken to improve its services and to meet the customer's expectations as per the suggestions received from respective customers.

**6. Provide the following information relating to data breaches:**

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