

# Elpro International Ltd

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Mumbai 400 021, India

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CIN: L51505MH1962PLC012425

September 7, 2023

To,  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400 001

Scrip Code - 504000

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

**Ref: Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”)**

Dear Sir / Madam,

Pursuant to Regulation 34 and other applicable provisions of the Listing Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2022-23.

The BRSR is also available on the website of the Company at [www.elpro.co.in](http://www.elpro.co.in) as part of Company’s Annual Report for Financial Year 2022-23.

This is for your information and records.

Thanking you,  
Yours faithfully,

**For Elpro International Limited**

Rushabh  
Rajen Ajmera

Digitally signed by  
Rushabh Rajen Ajmera  
Date: 2023.09.07  
16:55:42 +05'30'

**Rushabh Ajmera**  
**Company Secretary**

Encl.: As above

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT****SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L51505MH1962PLC012425	
2.	<b>Name of the Listed Entity</b>	Elpro International Limited	
3.	<b>Year of incorporation</b>	1962	
4.	<b>Registered office address</b>	Nirmal, 17 <sup>th</sup> Floor, Nariman Point, Mumbai - 400021	
5.	<b>Corporate address</b>	Nirmal, 17 <sup>th</sup> Floor, Nariman Point, Mumbai - 400021	
6.	<b>E-mail</b>	<a href="mailto:ir@elpro.co.in">ir@elpro.co.in</a>	
7.	<b>Telephone</b>	+91 22 4029 9000	
8.	<b>Website</b>	<a href="http://www.elpro.co.in">www.elpro.co.in</a>	
9.	<b>Financial Year for which reporting is being done</b>	Financial Year (FY) 2022-23	
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	<b>Name of the Exchange</b>	<b>Stock Code</b>
		Bombay Stock Exchange (BSE)	504000
11.	<b>Paid-up Capital</b>	₹ 16,94,79,130/-	
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. Deepak Kumar Chairman and Managing Director Telephone No.: 022-40299000 Email Id: <a href="mailto:ir@elpro.co.in">ir@elpro.co.in</a>	
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>	The disclosures made under this report are made on a standalone basis and pertaining to Elpro International Limited.	

**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.	Real Estate	Real estate activities with owned or leased property	94.29

**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.	Real estate activities with owned or leased property	681	94.29

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

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

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

Locations	Number
National (No. of States)	1
International (No. of Countries)	Nil

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

The Company had 1.04% exports as a percentage of the total turnover during the reporting period

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

The Company has a varied range of customers including Corporates and Multi-National Companies.

**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)	58	50	86.21%	8	13.79%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total employees (D + E)</b>	58	50	86.21%	8	13.79%
<b>WORKERS</b>						
4.	Permanent (F)	1	1	100.00%	Nil	Nil
5.	Other than Permanent (G)	6	6	100.00%	Nil	Nil
6.	<b>Total workers (F + G)</b>	7	7	100.00%	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>					
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	<b>Total differently abled workers (F + G)</b>					

The Company does not employ any disabled employees / workers at present, however is committed to the principles of diversity, equality & inclusion.

**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 (KMP) *	3 ***	Nil **	0.00%

\* Chairman & Managing Director, Chief Financial Officer and Company Secretary are designated as KMPs of the Company.

\*\* Ms. Binal Khosla was associated as Key Managerial Personnel (Company Secretary) of the Company upto October 19, 2022.

\*\*\* Mr. Rushabh Ajmera was associated as Key Managerial Personnel (Company Secretary) of the Company with effect from February 7, 2023.

**20. Turnover rate for permanent employees and workers**

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	32.26	16.67	24.47	17.28	Nil	8.64	16.44	22.22	19.33
Permanent Workers	Nil								

**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	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.	IGE India Private Limited	Holding Company	-	No
2.	Ultra Sigma Private Limited	Subsidiary Company (Wholly-owned)	100.00%	No
3.	Dabri Properties and Trading Company Limited	Associate Company	31.77%	No

**VI. CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
(ii) Turnover (in ₹) – ₹ 9,747.43 Lakhs  
(iii) Net worth (in ₹) – ₹ 1,23,531.90 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) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Communities can register their grievance at the following email id : <a href="mailto:ir@elpro.co.in">ir@elpro.co.in</a>	Nil	Nil	-	Nil	Nil	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes / No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<b>Investors (Other than shareholders)</b>	Yes, investors can register their grievance at the following email ids: <a href="mailto:ir@elpro.co.in">ir@elpro.co.in</a> <a href="mailto:rnt.helpdesk@linkintime.co.in">rnt.helpdesk@linkintime.co.in</a>	Nil	Nil	-	Nil	Nil	-
<b>Shareholders</b>	Yes, Shareholders can register their grievance at the following email ids: <a href="mailto:ir@elpro.co.in">ir@elpro.co.in</a> <a href="mailto:rnt.helpdesk@linkintime.co.in">rnt.helpdesk@linkintime.co.in</a> . A SEBI specified SCORES mechanism is in place to resolve the grievances of the Shareholders of the Company.	1	Nil	Complaints were suitably resolved in a timely manner	1	Nil	Complaints were suitably resolved in a timely manner
<b>Employees and workers</b>	Employees and Workers can raise their grievances through contacting Human Resource (HR) Manager of the Company. The Company has Vigil Mechanism in place and employees can report as per the Whistle Blower Policy of the Company. Whistle Blower Policy is hosted on the website of the Company i.e., <a href="http://www.elpro.co.in">www.elpro.co.in</a>	Nil	Nil	-	Nil	Nil	-
<b>Customers</b>	Yes, Customers can register their grievances at the following email ids: <a href="mailto:ecsmarketing@elprocitysquare.com">ecsmarketing@elprocitysquare.com</a> and <a href="mailto:mkt@elpro.co.in">mkt@elpro.co.in</a> and <a href="mailto:mkt.mov@elpro.co.in">mkt.mov@elpro.co.in</a>	Nil	Nil	-	Nil	Nil	-
<b>Value Chain Partners</b>	Yes, Value Chain Partners can register their grievance at the following email id: <a href="mailto:ecsmarketing@elprocitysquare.com">ecsmarketing@elprocitysquare.com</a> and <a href="mailto:mkt@elpro.co.in">mkt@elpro.co.in</a> and <a href="mailto:mkt.mov@elpro.co.in">mkt.mov@elpro.co.in</a>	Nil	Nil	-	Nil	Nil	-

**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	<b>Energy Management</b>	Risk	Real estate assets requires significant energy for heating, cooling, lighting, and appliances. Due to high usage of power in the operations of the Company, high costs of power coupled with its impact of greenhouse gas generation underlines need for effective energy management. Efficient energy management can reduce operating costs, regulatory risks, and increase property value.	In order to mitigate the energy consumption challenges the Company focusses on energy-efficient technologies, such as LED lighting, smart thermostats, and energy-efficient appliances. Implementing renewable energy sources like solar panels can reduce reliance on grid electricity. Conducting energy audits to identify areas for improvement and implementing energy-saving practices shall also optimize energy use.	Negative
2.	<b>Water &amp; Wastewater Management</b>	Risk	Real Estate consume significant amounts of water for operations, affecting operating costs that may be allocated to occupants. Effective water management is crucial, even if entities are not directly responsible for water costs. Tenants consider water efficiency to control expenses, reduce environmental impacts, and build a reputation for conservation. Compliance with water-related regulations is essential for real estate owners, irrespective of cost responsibility. The importance of water management is emphasized by historical water expense increases due to overconsumption, constrained supplies from population growth, pollution, and climate change. Improving water efficiency depends on factors like property type, tenant market, water availability, local codes, consumption measurement, and existing building stock.	To mitigate water consumption challenges in buildings, the Company can implement water-efficient fixtures and appliances, such as low-flow toilets and water-saving washing machines. The Company can also encourage occupants to adopt water conservation practices and raise awareness through educational initiatives. Regular water audits to identify areas for improvement and monitor usage patterns will assist in mitigating excessive water usage. Invest in irrigation systems with smart controls to optimize water usage for landscaping. Comply with water-related regulations and explore opportunities for rainwater harvesting or greywater recycling. By combining these strategies, The Company can effectively manage water efficiency, reduce operating costs, and mitigate environmental impacts, leading to increased tenant demand and higher property value.	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.	<b>Investment Portfolio</b>	Opportunity	The Company is focused into investment activities in the Companies which are having good growth prospects and provide reasonable returns in long run. This helps negate adverse effect on financials from other key business risks.	-	Positive
4.	<b>Quality and Customer Satisfaction</b>	Opportunity	Good product and service quality enhances brand image and customer satisfaction and the Company strives to maintain the same at all times.	-	Positive
5.	<b>Fair business practices</b>	Opportunity	Fair business practices create stakeholder trust and respect resulting in long term business relationship. The Company, through its practices, procedures & management strives to follow the same, thereby creating a strong brand value and positive impact on financials as well.	-	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									

**Policies available in the Company's Website:**

Name of the Policy	Principles Mapped
Code of Conduct for Directors & Management	P1
Terms & Conditions for Appointment of Independent Directors	P1
Performance Evaluation Policy	P1, P4
CSR Policy	P2, P8
Dividend Distribution Policy	P3, P4
Policy for Determining Materiality of Events	P1, P4
Policy for Determining Material Subsidiaries	P1, P4
Nomination and Remuneration Policy	P3, P4
Whistle Blower Policy	P1
Independent Directors Familiarization Programme	P1
Policy on Materiality of Related Party Transactions and on dealing with Related Party Transactions	P1, P4, P7
Policy on Diversity of Board of Directors	P1
Risk Management Policy	P1, P2
Policy on archival of documents	P1
Code of Conduct and Procedures For Fair Disclosure of Unpublished Price Sensitive Information	P1
Code on Prevention of Insider Trading *	P1, P4, P7
Prevention of Sexual Harassment *	P5

Note: The Policies of the Company are accessible on Company's website i.e. [www.elpro.co.in](http://www.elpro.co.in) in the Investors Section

\* These policies are available internally within the Organization

<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3. Do the enlisted policies extend to your value chain partners? (Yes / No)</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>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.</b>	The Company is an ISO qualified entity and has obtained Quality Management Systems certification i.e. ISO 9001: 2015								
<b>5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.</b>	The Company is very young in its ESG journey and in coming years, shall align with the global and national commitment pertaining to carbon emission reduction, reduction in GHG emissions and effective waste management – among other things.								
<b>6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.</b>									



**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):**

**Mr. Deepak Kumar, Chairman and Managing Director (DIN: 07512769)**, "As the Company is involved in the manufacturing of Electrical Equipments which includes manufacturing and sale of lightning arresters, varistor, secondary surge arresters, discharge counter, accessories and services in respect thereof; Real Estate which includes development of property and lease of land & premises; Investment activity which includes investment in businesses that provide reasonable returns and good growth prospects and Power Generation from Windmill. I firmly believe that addressing Environmental, Social, and Governance (ESG) factors are not only essential for the long-term success of our business but also crucial for the well-being of our planet and society.

We recognize the significant impact that our operations and projects can have on the environment, our employees, local communities, and stakeholders in large. Therefore, we are committed to integrating ESG considerations into every aspect of our business strategy and decision-making process.

Elpro International Limited recognizes the worldwide necessity for environmental sustainability. The Company endeavours to reducing the impact on the environment and lessening any potential negative repercussions from Company's operations. We are focused on enhancing energy efficiency by creating inventive engineering remedies that trim energy usage and waste in our undertakings. We actively endorse the adoption of renewable energy resources and energy-smart technologies to decrease emissions of greenhouse gases.

Through the adoption of ESG principles, Elpro International Limited aims to generate lasting value for our shareholders, workforce, clients, and the community at large. We are dedicated to making responsible decisions, embracing innovation, and utilizing our technical proficiency to facilitate constructive transformation, all the while playing a role in securing a sustainable future for the upcoming generations. However, we know there is still much to do, and we will continue to learn, innovate and collaborate to build a more sustainable and resilient future."

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Mr. Deepak Kumar Chairman and Managing Director DIN: 07512769
<b>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.</b>	The Board of Directors as a whole monitors various aspect of Social, Environmental & Governance responsibilities.

**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								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Performance against above policies and follow up action</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>	The Company operates in an environment where it follows the requirement of applicable laws / rules / regulations. In the event of any material non-compliance, the Board of Directors of the Company are notified on immediate basis.								
<b>Frequency (Annually / Half yearly / Quarterly / Any other – please specify)</b>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The Board of Directors and respective Committees of the Company review the policies periodically or on a need basis. During this assessment, the efficacy of the policies is reviewed and necessary changes to the policies and procedures are implemented.								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>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.</b>	M/s. Dhir & Dhir Associates, a Law Firm, assessed the implementation and efficacy of policies. Their evaluation focused on examining how effectively the policies were functioning. Furthermore, the department heads and business heads periodically review and revise the policies, which are then approved by the Board of the Company.								

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)						No			
It is planned to be done in the next Financial Year (Yes / No)									
Any other reason (please specify)									

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 (BoD)	1	Awareness session on ESG*	66.67%
Key Managerial Personnel (KMPs)	1	Awareness session on ESG*	100.00%
Employees other than BoD and KMPs	3	Awareness session on ESG* Health & Safety measures Skill upgradation	36.36%
Workers	2	Awareness session on ESG* Skill upgradation	100.00%

\* Environmental, Social and Governance Awareness Session

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					
	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					
Settlement			Nil		
Compounding Fee					

Non-Monetary	
Imprisonment	Nil
Punishment	

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.

Not Applicable since the answer to Question 2 is Nil.

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.

The Company does not have a separately framed anti-corruption or anti-bribery policy, however it abides by the principles of ABAC through its various codes and practices which are being followed in the organization. Additionally, the Company has also adopted a Vigil Mechanism and Whistle Blower Policy that provides a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behavior, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimization of employees who avail of the mechanism.

The Vigil Mechanism and Whistle blower Policy ensures that strict confidentiality is maintained in such cases and no unfair treatment is meted out to a Whistle blower.

The Vigil Mechanism and Whistle Blower Policy as adopted by the Company is available on the Company's website at [www.elpro.co.in](http://www.elpro.co.in)

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

	FY 2022-23	FY 2021-22
Directors	Nil	
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil			
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 since there were no such complaints raised in the reporting year.

### Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year:

Total number of awareness programmes held	Topic / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company currently does not conduct any awareness programmes for value chain partners, however will conduct the same in the coming years		

**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, every Board Member of the Company discloses his / her concern or interest in any Company or Companies or Body Corporate or Firms or other such association or any change therein, at the first Board Meeting in which he participates and thereafter, at the first Board Meeting held in every Financial Year or whenever there is any change in the disclosures already made, then at the first Board Meeting held after such change, which includes shareholding, in such manner as prescribed.

Further, every Board Member of the Company who is any way, directly or indirectly, concerned or interested in a contract or arrangement entered into or to be entered into:

- a) With a body corporate in which such Director or such Director in association with any other Director, holds more than two percent shareholding of that body corporate or is a Promoter, Manager, Chief Executive Officer of that body corporate; or
- b) With a firm or other entity in which, such Director is a Partner, Owner or Member, as the case may be, discloses the nature of his concern or interest at the Board Meeting in which the contract or arrangement is discussed and does not participate in such meetings.

The details of the aforesaid transactions are also entered into a register prescribed for the said purpose under the Companies Act, 2013 and placed before the Board for the noting.

**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 2022-23	FY 2021-22	Details of improvements in the environmental and social impacts
R&D	Nil	Nil	NA
Capex	0.003%	0.007%	Installation of Fresh air blower & Exhaust Fan in Financial Year 2022-23 & Installation of Water Filer for staffs in Financial Year 2021-22

2.
  - a. **Does the entity have procedures in place for sustainable sourcing? (Yes / No)**  
No, The Company currently does not have any procedures in place for sustainable sourcing, however it looks forward to set up a strong mechanism in coming years.
  - 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 follows a practice of reusing the plastics used during the packaging process and does not generate any other kind of waste.
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.**  
The Company is covered under the provisions of Extended Producers Responsibility (EPR) and it collects back the plastic waste as per the given guidelines and targets. An annual intimation will be submitted to the concerned authority in compliance with the aforesaid requirement within stipulated time frame.

**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
Not Applicable since Life Cycle Assessment has not been conducted for the reporting year					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable since Life Cycle Assessment has not been conducted for the reporting year		

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 2022-23	FY 2021-22
Wood - Recycled packing boxes	1%	1%

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:

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0.0001	Nil	0.0070	0.0001	Nil	0.0090
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous Waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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

Indicate product category	Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
Plastic	1%

**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:

% 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	50	50	100.00%	50	100.00%	Nil	Nil	NA			
Female	8	8	100.00%	8	100.00%	8	100.00%				
<b>Total</b>	<b>58</b>	<b>58</b>	<b>100.00%</b>	<b>58</b>	<b>100.00%</b>	<b>8</b>	<b>100.00%</b>				
<b>Other than Permanent Employees</b>											
Male	NA										
Female											
<b>Total</b>											

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

% 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	1	1	100.00%	1	100.00%	NIL					
Female	Nil	Nil	Nil	Nil	Nil						
<b>Total</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>1</b>	<b>100.00%</b>						
<b>Other than Permanent workers</b>											
Male	6	NIL									
Female	Nil										
<b>Total</b>	<b>6</b>										

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)
<b>PF</b>	23.73%	0%	Y	34.04%	0%	Y
<b>Gratuity</b>	100.00%	0%	Y	100.00%	0%	Y
<b>ESI</b>	8.47%	0%	Y	19.15%	0%	Y

**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:**

The Company currently does not have any differently abled employee / worker and hence the premises / offices currently do not provide for the requirements mentioned in the Act. However, the Company has provided for facilities for easy access as required under the Rights of Persons with Disabilities Act, 2016.

**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:**

The Company currently does not have any differently abled employee / worker and hence an equal opportunity policy is not formulated.

**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	Not Applicable since no parental leave was availed during reporting year			
Female				
<b>Total</b>				



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)
<b>Permanent Workers</b>	Yes
<b>Other than Permanent Workers</b>	Yes
<b>Permanent Employees</b>	Yes
<b>Other than Permanent Employees</b>	NA

The Company is committed to providing a safe and conducive work environment to all of its employees and workers. They are encouraged to share their concerns / feedback to Human Resources (HR) Manager or Members of the Senior Management.

In addition, Company's Whistle Blower Policy allows the Employees to report any kind of suspected or actual misconduct in the organization in an anonymous manner and the same shall be reported to the Audit Committee and Board of the Company on immediate basis.

The Company has also set up Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace and Internal Complaints Committee to redress the issues related to such complaints.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	58	Nil	Nil	46	Nil	Nil
<b>Male</b>	50	Nil	Nil	42	Nil	Nil
<b>Female</b>	8	Nil	Nil	4	Nil	Nil
<b>Total Permanent Workers</b>	1	Nil	Nil	1	Nil	Nil
<b>Male</b>	1	Nil	Nil	1	Nil	Nil
<b>Female</b>	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:

	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	50	18	36.00%	19	38.00%	42	16	38.10%	16	38.10%
Female	8	2	25.00%	1	12.50%	4	Nil	Nil	Nil	Nil
<b>Total</b>	<b>58</b>	<b>20</b>	<b>34.48%</b>	<b>20</b>	<b>34.48%</b>	<b>46</b>	<b>16</b>	<b>34.78%</b>	<b>16</b>	<b>34.78%</b>
<b>Workers</b>										
Male	7	Nil	Nil	7	100.00%	7	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>7</b>	<b>Nil</b>	<b>Nil</b>	<b>7</b>	<b>100.00%</b>	<b>7</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	50	50	100.00%	42	42	100.00%
Female	8	8	100.00%	4	4	100.00%
<b>Total</b>	<b>58</b>	<b>58</b>	<b>100.00%</b>	<b>46</b>	<b>46</b>	<b>100.00%</b>
<b>Workers</b>						
Male	7	1	14.29%	7	1	14.29%
Female	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total</b>	<b>7</b>	<b>1</b>	<b>14.29%</b>	<b>7</b>	<b>1</b>	<b>14.29%</b>

## 10. Health and safety management system:

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

No, since the Company does not operate into a hazardous or dangerous industry it does not have an occupational health and safety management system.

- 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's manufacturing process does not involve any type of risk related to work-hazards.

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

Please refer to Point 10b

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

The Company recognizes the importance of the well-being of its workforce beyond occupational needs and aims to create a comprehensive healthcare program that caters to their overall health and wellness and is actively engaged in formulating a policy to offer these services in future.

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

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

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

The Company places strong emphasis on the significance of maintaining a safe and healthy workplace for both its own employees and any third-party personnel present on its premises. They evaluate the performance related to health, safety, and the environment across all their offices, manufacturing facilities, and the Elpro City Square Mall situated at Pune, Maharashtra, India. Relevant employees receive physical training in fire safety and procedures for evacuations. Regular fire drills and assessments are carried out to guarantee the continuous adherence to safety standards. Additionally, essential emergency contact information, including numbers for the Police, Ambulance, and Fire Brigade, are prominently displayed. Notably, during the reporting period, no work-related accidents involving company employees occurred during the reporting period.



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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety	Nil			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	Not Applicable
Working Conditions	

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

Not applicable since the employees are not exposed to any kind of significant risk or concern at workplace.

**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 Company provides group life insurance to all its permanent employees and workers in event of death.

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

The Company has protocols in place to guarantee that necessary statutory dues, relevant to its transactions with its value chain partners, if any, are deducted and deposited as required by applicable regulations. The Company anticipates its value chain partners to act ethically and with integrity in all commercial dealings, adhering to fair business practices.

**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:**

	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	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil			
Workers				

**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, the Company is yet to provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No assessments carried out during the year
Working Conditions	

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.

Not Applicable

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND  
BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**Essential Indicators**

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

The Company has recognized its internal and external categories of stakeholders that adds value to the business of the Company. Currently, these specified groups of stakeholders directly influence the company's operations and functioning, which aligns with the criteria chosen by the company. These groups include Employees, Shareholders / Investors, Customers, and Vendors.

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
<b>Employees</b>	No	The Company engages with their employees through Community Meetings and Emails	Regular	To maintain employer – employee connect
<b>Shareholders / Investors</b>	No	The Company engages with their shareholders and investors through various channels such as Meetings, Emails, Advertisement, Website and Intimation to BSE Limited (Stock Exchange)	Annual and on need basis	To stay abreast of the developments in the Company
<b>Customers</b>	No	The Company engages with their customers through multiple physical and digital channels	Regular	Customer Satisfaction / Resolution
<b>Vendors</b>	No	The Company engages with their vendors through multiple physical and digital channels	Need based	To enhance business activities
<b>Communities and NGOs</b>	Yes	The Company engages with the Communities and NGOs through physical meetings	Frequent	To support the Society / CSR Initiatives

**Leadership Indicators**

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

The Company has always maintained a constant and proactive engagement with its key stakeholders that enables the Company to better communicate its business strategies and performance.

A continuous engagement enables the Company to serve its stakeholders in a better manner. The Board remains updated on diverse advancements, and input on such matters are sought from the members of the Board.

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

Key stakeholders, both internal and external, are identified based on:

- the impact that they have on the value Company creates and
- the impact of Company's business operations on the stakeholders.

These include employees, shareholders, consumers, investors, communities, and vendors. Various communication channels have been established to allow open discussions and understanding of the issues that are critical to their respective interests. This enables a Company to create shared value and make a positive contribution to build a sustainable society.

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

The Company supports the society by way of its Corporate Social Responsibility (CSR) initiatives, which are elaborated in the CSR Report given separately in the Annual Report.

### PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

#### Essentials 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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	58	Nil	Nil	46	Nil	Nil
Other than permanent	Nil	Nil	Nil	Nil	Nil	Nil
<b>Total Employees</b>	<b>58</b>	<b>Nil</b>	<b>Nil</b>	<b>46</b>	<b>Nil</b>	<b>Nil</b>
<b>Workers</b>						
Permanent	1	Nil	Nil	1	Nil	Nil
Other than permanent	6	Nil	Nil	6	Nil	Nil
<b>Total Workers</b>	<b>7</b>	<b>Nil</b>	<b>Nil</b>	<b>7</b>	<b>Nil</b>	<b>Nil</b>

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

Category	FY 2022-23					FY 2021-22				
	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>										
Permanent	58	Nil	Nil	58	100.00%	46	Nil	Nil	46	100.00%
Male	50	Nil	Nil	50	100.00%	42	Nil	Nil	42	100.00%
Female	8	Nil	Nil	8	100.00%	4	Nil	Nil	4	100.00%
Other than Permanent	Nil									
Male	Nil									
Female	Nil									

Category	FY 2022-23					FY 2021-22				
	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>Workers</b>										
Permanent	1	Nil	Nil	1	100.00%	1	Nil	Nil	1	100.00%
Male	1	Nil	Nil	1	100.00%	1	Nil	Nil	1	100.00%
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent	6	6	100.00%	Nil	Nil	6	6	100.00%	Nil	Nil
Male	6	6	100.00%	Nil	Nil	6	6	100.00%	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

3. Details of remuneration / salary / wages, in the following format (in INR Lakhs p.a.):

	Male		Female	
	Number	Median remuneration / Salary / Wages of respective category	Number	Median remuneration / Salary / Wages of respective category
Board of Directors (BoD) ^	5	48.21#	1	NA
Key Managerial Personnel *	3	46.42	Nil	Nil
Employees other than BoD and KMP	47	4.01	8	2.52
Workers	1	2.05	Nil	Nil

^ Sitting fees paid to the directors has not been considered for computing median.

# This represents remuneration paid to the Chairman and Managing Director of the Company.

\* Ms. Binal Khosla was associated as Key Managerial Personnel (Female) of the Company upto October 19, 2022. Mr. Rushabh Ajmera is associated as Key Managerial Personnel (Male) of the Company with effect from February 7, 2023.

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Currently the Company does not have a specific Individual / Committee to address human rights issues, however since these issues or concerns are a part of employee grievances, the Human Resource (HR) Manager of the Company addresses the same.

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

Not Applicable

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

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

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

The Company has established the Internal Complaints Committee (ICC). In case any complaint arises then the same is raised to the Chairperson of the ICC and necessary actions are taken accordingly.

**8. Do human rights requirements form part of your business agreements and contracts?**

Currently human rights requirements are not part of business agreements of the Company, however it shall seek to incorporate in coming years.

**9. Assessments for the year:**

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Nil
Forced / involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
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.**

Not Applicable

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

Not Applicable, since the Company has not received any complaints in the reporting year.

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

The Company currently does not conduct Human Rights due-diligence, however the same will be conducted in the coming years, if deemed necessary.

**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?**

The Company is committed to provide for special provisions to differently abled employees and visitors as per Rights of Persons with Disabilities Act, 2016.

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

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

**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 since no risk / concerns were assessed in the reporting year.

**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 2022-23 (In Mega joules)	FY 2021-22 (In Mega joules)
Total electricity consumption (A)	1,19,56,741.9	74,03,259.6
Total fuel consumption (B)	2,23,944	1,98,660
Energy consumption through other sources (C)	45,81,838.8	13,28,310
Total energy consumption (A+B+C)	1,67,62,524.7	89,30,229.6
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	0.0171968	0.0123317

**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.**

Considering the Company's business operations, evaluation is not being conducted by any external agency.

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

Not Applicable. The Company is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power - National Mission for Enhanced Energy Efficiency - NMEEE)

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	42,986	36,398
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>42,986</b>	<b>36,398</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>42,986</b>	<b>36,398</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.0000441	0.0000503
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

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

Considering the Company's business operations, evaluation is not being conducted by any external agency.

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

Yes, the company has installed a Sewage Treatment plant at Elpro City Square Mall situated at Pune, Maharashtra, India wherein all the sewage and wastewater from the kitchen is treated through Primary, Secondary and Tertiary treatment methods. 325 KLD is the total quantity released of the effluent. The Proposed Sewage Treatment system upon reaching steady state increases the pH of the wastewater to 6.5 - 8.5 and decreases Total Suspended Solids, Biological Oxygen Demand, Chemical Oxygen demand and Oil and Grease (below 10-20 mg / l). The released treated wastewater is further reused for flushing in toilets and in horticulture.

## 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	FY 2021-22
NOx	The Company did not assess the air emissions for the reporting year.		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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

Considering the Company's business operations, evaluation is not being conducted by any external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
<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	1,589.86	1,587.8
<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	2,675.2	1,652.29
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent / rupees	0.0000044	0.0000045

**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

Considering the Company's business operations, evaluation is not being conducted by any external agency.

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

Yes, the Company anticipates and endeavours to reduce carbon emissions by adopting innovative approaches like installing LED bulbs in place of CFL fittings for electricity and energy conservation, having air conditioners with energy efficient compressors for central air conditioning and with split air conditioning for localized areas. Electricity is also consumed through renewable sources like Solar panels installed on the terrace of the building, this results in reduction of GHG emissions.

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

Parameter	FY 2022-23	FY 2021-22
<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)	7.014	2.074
Wet waste		
Dry waste	452.839	365.608
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>459.853</b>	<b>367.682</b>



Parameter	FY 2022-23	FY 2021-22
<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>	<b>Nil</b>	<b>Nil</b>
<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	459.853	367.682
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	<b>459.853</b>	<b>367.682</b>

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

Considering the Company's business operations, evaluation is not being conducted by any external agency.

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 generates dry and wet waste which is further disposed of through Government Authorized vendors by the method of landfilling. The Company's operations do not include any kind of production which amounts to hazardous and toxic chemicals being used.

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:**

S. No.	Location of operations / offices	Types 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.
The Company does not carry its operations in any ecologically sensitive areas.			

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
The Company has not undertaken any new projects in the Financial Year 2022-23 which requires Environmental Impact Assessment					



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, and Environment protection Act and rules thereunder (Y / N). If not, provide details of all such non-compliances, in the following format:

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
Yes				

### Leadership Indicators

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

Parameter	FY 2022-23 (in Mega Joules)	FY 2021-22 (in Mega Joules)
<b>From renewable sources</b>		
Total electricity consumption (A)	45,81,838.8	13,28,310.0
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>	<b>45,81,838.8</b>	<b>13,28,310</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,19,56,741.9	74,03,259.6
Total fuel consumption (E)	2,23,944.0	1,98,660.0
Energy consumption through other sources (F)	Nil	Nil
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,21,80,685.9</b>	<b>76,01,919.6</b>

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

Considering the Company's business operations, evaluation is not being conducted by any external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	100% of the treated water is used back for multiple purposes, hence no discharge.	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		

Parameter	FY 2022-23	FY 2021-22
(v) Others	100% of the treated water is used back for multiple purposes, hence no discharge.	
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

**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.**

Considering the Company's business operations, evaluation is not being conducted by any external agency.

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

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

- (i) Name of the area – **Not Applicable**
- (ii) Nature of operations – **Not Applicable**
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>		
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>		
<b>Water intensity (optional)</b> – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

**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.**

Considering the Company's business operations, evaluation is not being conducted by any external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (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	Considering the level of quantification required for scope 3 calculation, currently the Company is not evaluating the emission and intensity. However, shall start assessing the same from the coming years.	
<b>Total Scope 3 emissions per rupee of turnover</b>	-		
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-		

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

Considering the Company's business operations, evaluation is not being conducted by any external agency.

## 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. The Company has no 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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	LED lights for energy conservation	The Company has installed Light Emitting Diode (LED) lights in the following areas: 1. Parking Area: <ul style="list-style-type: none"> <li>• 400 LED lights have the capacity of 20 Watts</li> <li>• 200 LED lights have the capacity of 36 Watts</li> <li>• 100 Sensor based 20 Watts lights.</li> </ul> 2. Mall Common Area: <ul style="list-style-type: none"> <li>• 266 LED lights have the capacity of 15 Watts</li> <li>• 342 LED lights have the capacity of 12 Watts</li> <li>• 100 LED lights have the capacity of 7 Watts.</li> <li>• 150 LED lights have the capacity of 30 Watts.</li> </ul>	It helps to conserve energy, in various ways: 1. High Energy Efficiency: LED lights are highly energy-efficient compared to traditional incandescent or fluorescent bulbs. 2. Low Power Consumption: LED lights require significantly less power to produce the same amount of light as traditional bulbs. 3. Long Lifespan: LED lights have a much longer lifespan compared to traditional bulbs.
2	Potted plants in company premises	The Company has 298 plants in the mall premises	Reduction in GHG emissions and other indoor pollutants. It also enhances the greenery in the work place.
3	Installation of Solar Panels	The roof top solar power plant installed in the mall generates electricity of 630 kWph	Solar utilizes lower powered items such as LED / CFL lamps, lower powered electronics, etc. that do not use as much power as standard electric systems. Also, LEDs are powered from 12 VDC initially and require AC adapters to power with standard electric. By using DC power for LEDs, they are able to operate more efficiently by providing more light and less heat. In this way, electricity can be saved.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Treatment of Organic Bio-degradable waste	SMART Xpress Composting machine treats the organic bio-degradable waste at the source. It operates with a very simple mechanism that breaks down the complex Bio-degradable waste into simpler forms. This deodorised waste-stock is further cured within the machine for 2-3 days to produce the compost as an end product.	Production of the compost which acts as a soil conditioner and maintains the fertility of the soil.

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

Yes, Elpro's Disaster Management Plan emerges from a thorough analysis of threats and risks that the organization may face and are primarily aimed to minimize the impact of a foreseeable event that could cause damage to property or injury to employees. The Plan enunciated provides sufficient time for senior management to take preventive steps for normalizing any untoward situation such as Accidents, Fire, and Explosions & Natural Disaster etc. and can be implemented either in whole or part, depending upon the situation. Evacuation Announcements are made by radio transmitters internally to security for initial confirmation and by PA system once the threat is confirmed. The Emergency Response Team consists of Chief Co-ordinator (Tango), Communication Team (Tiger), Fire Fighting Team (Victor), Help and Support team (Oscar), Evacuation Team (Charlie) and Medical Assistance Team (Mike). The plans enable management officials to know exactly what actions are to be taken when situation turns abnormal or become a law and order problem.

**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?**

No substantial effects are anticipated to emerge from the operational processes of the organization's value chain.

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

There is no any assessment of Value Chain Partner conducted during reporting period.

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**Essential Indicators**

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

The Company is a part of one Industry Chamber / Association

**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	Shopping Centre Association of India (SCAI)	National

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

Name of authority	Brief of the case	Corrective action taken, if any
Not Applicable		

### Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, If available
The Company proactively interacts with stakeholders to advance the industry's growth and contribute to the broader welfare. In order to uphold the utmost ethical standards during its collaborations with these Trade associations and industry organizations, the Company has enacted a Code of Conduct and Procedures For Fair Disclosure of Unpublished Price Sensitive Information. This policy guarantees that all business interactions are carried out with honesty and accountability.					

**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 INR)
Not Applicable						

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

For any grievances, the community can reach out on the official website of the Company i.e. [www.elpro.co.in](http://www.elpro.co.in)

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers	70%	70%
Sourced directly from within the district and neighbouring districts	30%	30%

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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 (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes / No)  
No, The Company currently does not have a preferential procurement policy in place.
- (b) From which marginalized / vulnerable groups do you procure?  
Not Applicable
- (c) What percentage of total procurement (by value) does it constitute?  
Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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.

Name of authority	Brief of the case	Corrective Action taken
Nil		

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.	Promoting Education	976	37.70%

**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.  
The Company receives consumer complaints and feedback through Customer feedback forms, Google My Business and Social Media.
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	Nil
Safe and responsible usage	
Recycling and / or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	Nil					
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:**

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls		

**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 currently does not have a policy on cyber security, however the same will be formulated in the coming years.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not Applicable

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

The Company provides information on its products and services as per below website:  
<https://elprocitysquare.com/>

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

The Company informs and educates its customers about safe and responsible usage of its products and services through signages across the mall and safety instructions are shared along with product delivery to customers

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

The Company informs the customers on all the relevant essential services provided through Public Announcement and Social Media.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No)**

Not Applicable

**5. Provide the following information relating to data breaches:****a) Number of instances of data breaches along-with impact**




Nil

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

Nil



**ESG (Environment, Social and Governance) Chapter mapped with Sustainable Development Goals (SDGs) and BRSR Principles**

	<ul style="list-style-type: none"> <li>✦ The Company strives to maintain a safe and healthy workplace for their employees, workers and other stakeholders. They evaluate the performance related to health, safety and environment around all of their offices and manufacturing facilities.</li> <li>✦ The Company conducts Physical trainings like fire drills and procedure for evacuations.</li> <li>✦ Essential emergency contacts are displayed in the premises such as Police station, Fire Brigade, Ambulance, etc.</li> </ul>
	<ul style="list-style-type: none"> <li>✦ The Company as a part of their CSR activity has taken an initiative to provide educational aid to children. The Company strives to eradicate poverty, support employability and support the most essential asset that is Education.</li> </ul>
	<ul style="list-style-type: none"> <li>✦ The Company has a dedicated POSH (Prevention on Sexual Harassment) Policy in place which ensures safety of all women employee in the premises.</li> <li>✦ The Company has established an ICC (Internal Complaints Committee), who are in charge of any complaints arising on discrimination or harassment in workplace.</li> </ul>
	<ul style="list-style-type: none"> <li>✦ The Company anticipates and endeavours to reduce carbon emissions by adopting innovative approaches like installing LED bulbs in place of CFL fittings for electricity and energy conservation, having air conditioners with energy efficient compressors for central air conditioning and with split air conditioning for localized areas.</li> <li>✦ The Company has installed Solar Panels which utilizes lower powered items such as LED / CFL lamps, lower powered electronics, etc. that do not use as much power as standard electric systems.</li> <li>✦ The Company installed two windmills in year 2006 which generated 2,06,39,16 Kwh in the reporting year</li> <li>✦ The Company actively promotes environment friendly practices in production by reusing plastic bubble paper, thermocol in packing; Avoid single use plastic; Recycling of wood for manufacturing packing boxes and educating employees / workers for zero / minimal wastage.</li> </ul>
	<ul style="list-style-type: none"> <li>✦ The Company has potted various plants in their premises which helped in reduction in GHG emissions and other indoor pollutants. It also enhances the greenery in the work place.</li> </ul>
	<p>To maintain an ethical and transparent workplace the Company adheres to the policies such as:</p> <ul style="list-style-type: none"> <li>✦ Code of Conduct for Directors and Management</li> <li>✦ Whistle Blower Policy</li> <li>✦ Code of Conduct and Procedures for Fair Disclosures of Unpublished and Price Sensitive Information</li> <li>✦ Performance Evaluation Policy</li> <li>✦ Such other relevant Policies</li> </ul> <p>The Company through their polices ensure Consistency &amp; Fairness and are compliant to the Legal Norms for a fair business operations in all segments in which the Company operates.</p>