



RAMKRISHNA FORGINGS LIMITED

Date: 23 August, 2023

To The Listing Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 BSE SCRIP CODE: 532527	To The Listing Department National Stock Exchange of India Limited "Exchange Plaza" C-1, Block G, Bandra-Kurla Complex, Bandra (E), Mumbai- 400 051 NSE SYMBOL: RKFORGE
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Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the **Business Responsibility and Sustainability Report ("BRSR")** for the Financial Year 2022-23 which forms an integral part of the Annual Report for the Financial Year 2022-23.

Copy of the same is also available on the website of the Company at www.ramkrishnaforgings.com.

Request to kindly take the same into record.

Thanking you.

Yours faithfully,
For Ramkrishna Forgings Limited

Rajesh Mundhra
Company Secretary & Compliance Officer
ACS: 12991



Encl.: As above

REGISTERED & CORPORATE OFFICE

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CIN NO. :L74210WB1981PLC034281





**Ramkrishna
Forgings
Limited**

**Business
Responsibility
and
Sustainability
Report
FY 2022-23**

Business Responsibility and Sustainability Report FY 2022-2023

BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

Section C: Principle-wise Performance Disclosure

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of ALL employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to ALL their stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner



Business Responsibility and Sustainability Report FY 2022-2023

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L74210WB1981PLC034281
2.	Name of the listed entity	Ramkrishna Forgings Limited ("the Company")
3.	Year of Incorporation	12 November 1981
4.	Registered office address	23, Circus Avenue, 9th Floor, Kolkata – 700017
5.	Corporate address	23, Circus Avenue, 9th Floor, Kolkata – 700017
6.	E-mail	secretarial@ramkrishnaforgings.com
7.	Telephone	033 - 7122 0900
8.	Website	www.ramkrishnaforgings.com
9.	Financial year for which reporting is being done	Financial Year 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 31.97 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries in the BRSR report	Mr. Rajesh Mundhra, Company Secretary & Compliance Officer Phone: 033 - 7122 0900; Email: secretarial@ramkrishnaforgings.com
13.	Reporting boundary	The disclosures under this report are made on a Standalone basis

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Forged Products	The activity of this segment is to manufacture different types of metal and metal products	97.51%

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

Sl. No.	Product/Service	NIC Code	% Of total Turnover contributed
1	Steel Forgings including Front Axles Beams, Crown Wheels and Knuckles	259	97.51%

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	6	6	12
International	NIL	6	6

17. Markets served by the entity

a) Number of locations

Locations	Number
National (No. of states)	20
International (No. of Countries)	23

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

The contribution of exports as a percentage of Total Turnover of the Company during the Financial Year 2022-23 is 49.41%.

c. A brief on types of customers

The Company is one of India's leading forging technology company, manufacturing and supplying highly engineered, mission critical automotive and non-automotive components with complete one-stop integrated solutions.

The Company caters to Original Equipment Manufacturers ("OEMs") and Tier-1 automotive companies in the automotive sector in domestic and overseas market, with a primary focus on the commercial vehicle segment, in addition to railways, oil and gas exploration

Business Responsibility and Sustainability Report FY 2022-2023

companies, farm equipment manufacturers, general engineering companies, steel plants, earthmoving and mining companies in the non-automotive sector and have also expanded the product portfolio to include products for the electric vehicle ("EV") segment.

IV. Employees

18. Details as at the end of the Financial Year:

a) Employees and Workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B / A)	No. (C)	%(C / A)
EMPLOYEES						
1.	Permanent (D)	1,140	1,099	96%	41	4%
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	Total employees (D + E)	1,140	1,099	96%	41	4%
WORKERS						
4.	Permanent (F)	1,085	1,085	100%	NIL	NIL
5.	Other than Permanent (G)	4,190	4,114	98%	76	2%
6.	Total workers (F + G)	5,275	5,199	98%	76	2%

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	%(B/A)
Board of Directors (BoD)	14	1	7.14%
Key Management Personnel (KMP)	6	0	0%

20. Turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	12 %	12%	9%	19%	9%	7%	40%	8%
Permanent Workers	2 %	NIL	2%	2%	NIL	2%	2%	NIL	2%



Business Responsibility and Sustainability Report FY 2022-2023

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

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

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ subsidiary/ associate company/ 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	Globe All India Services Limited	Subsidiary	100%	No
2	Ramkrishna Aeronautics Private Limited	Subsidiary	100%	No
3	Ramkrishna Forgings LLC	Subsidiary	100%	No
4	RKFL Engineering Industry Private Limited (incorporated on 6 March, 2023)	Subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover: ₹ 3,001.00 Crores

(iii) Net worth: ₹ 1,325 Crores

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 Current Financial Year			FY-2021-22 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 https://www.ramkrishnaforgings.com/reach-us.html	NIL	NIL	No Remarks	NIL	NIL	No Remarks
Investors (Other than shareholders)	Not Applicable	Not Applicable	Not Applicable		Not Applicable	Not Applicable	
Shareholders	Yes, as disclosed to the Stock Exchanges as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 Weblink: https://www.ramkrishnaforgings.com/contact-information-of-designated-officials%E2%80%93investor-grievances.html	54	NIL		22	NIL	
Employees and workers	Yes, we have an Employee Redressal Mechanism and Dispute Settlement Policy. Weblink: http://172.21.1.207/Policies/Grievance/23-Employee_Grievance_Dispute%20Settlement%20Policy.pdf	NIL	NIL	No Remarks	NIL	NIL	No Remarks
Customers	Yes https://www.ramkrishnaforgings.com/reach-us.html	NIL	NIL		NIL	NIL	
Value Chain Partners		NIL	NIL		NIL	NIL	

Business Responsibility and Sustainability Report FY 2022-2023

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk opportunity (Indicate positive or negative implications)
1	Employee Health and Safety	Risk	It's a risk because any issue with employee health and safety will have a direct negative impact on the production activity which will eventually affect the business	To mitigate the risk the Company has adopted the following approach: <ul style="list-style-type: none"> ➤ Employee well-being program ➤ Training program on health & safety ➤ Adherence to plant manuals 	The absence of such an initiative impacts employee morale and business reputation leading to the negative financial implication
2	Energy Management	Opportunity	Energy management planning assists them in setting up their renewable energy target	The Company has decided to install an 8 MW solar power project	Such initiatives act as a brand-building exercise that has a positive impact both on employees and on business
3	GHG Emission	Opportunity	GHG emission reduction targets will help to improvise operational efficiency	Baseline assessment of Scope 1, 2, and 3 is completed	The initiative taken around such climate change issues has positive implications on business
4	Code of Conduct	Risk	A breach in the code of conduct will have a negative influence on the business	Webinar and induction training sessions for the employee	Failure to comply with the code of conduct might result in loss of business and will impact the image of the Company
5	Water Management	Opportunity	Reduction in freshwater consumption level will help in saving costs for the organization	The water management study helped us to identify the leakage as well as improvement areas	Water is a limited resource and conservation of same will help in building the brand image along with saving water-related cost
6	Waste Management	Risk	Failure to manage waste will negatively impact the Company's image and may attract fines/penalties from regulating authority	Conducted waste management study to identify better ways of handling it	Proper waste management will positively impact the business
7	Board Structure and Management	Risk	Lack of diversity in the board structure can have a negative impact and might result in loss of business opportunities	To further improve diversity in the Board structure and to increase the women representative in the board	The lack of diversity in the Board can affect business decisions
8	Risk Management	Opportunity	Risk Management including ESG risk management will help in identification, managing and mitigating the future potential risks.	To redesign the entire enterprise risk management plan of the Company and to integrate climate change risk management in the overall enterprise risk management	Proficiently managing ESG risk will positively impact the business and help in building the brand image of the organization

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core element of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y



Business Responsibility and Sustainability Report FY 2022-2023

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
b. Has the policy been approved by the Board? (Yes/No)	All the policies have been formulated in consultation with the Board of Directors and Management of the Company								
c. Web Link of the Policies, if available	Policies on Environment, Health & Safety, Related Party Transactions, Risk Management Policy, Insider Trading Policy etc. are available under the following link: https://www.ramkrishnaforgings.com/policies.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has the necessary structure in place to implement the policies.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	<p>The Company has undertaken the following national and international codes/certifications/labels/ standards:</p> <ul style="list-style-type: none"> ➤ ISO 9001:2015 : Quality Management System ➤ IATF 16949:2016 : Automotive Industry Quality Management System ➤ ISO/TS 22163: 2017 : Railway Industry Quality Management System ➤ ISO 14001:2015 : Environment Management System ➤ ISO 45001:2018 : Health & Safety Management System ➤ ISO/IEC 17025:2017 : NABL accreditation for Metallurgy & Calibration Laboratory ➤ EN 15085-2 classification level CL1 : Welding of Railway Vehicle ➤ DIN EN ISO 3834-2 : Welding Workshop 								
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	<ul style="list-style-type: none"> ➤ Achieve Carbon Neutrality (Scope 1 and 2 Emissions) by 2050. ➤ Targets to train and employ 100 persons/youth from local villages by the Financial Year 2030. ➤ Increase Renewable Energy (RE) mix to 50% by the Financial Year 2028. ➤ Targets to map the local suppliers within the State in which it operates by the Financial Year 2024 and ensure that 80% of suppliers are within the same State of the manufacturing plants. ➤ 100% recycling of water by 2025. ➤ By 2030, the Company aims to increase the representation of women in the Company's leadership team by 10%. 								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	<p>The Company has prepared its ESG Roadmap that includes goals, specific commitments, and targets. The Company has already started the implementation of its initiatives identified under its roadmap. During FY 2022-23, the Company has:</p> <ul style="list-style-type: none"> ➤ Installed an Effluent Treatment Plant (ETP) of 100 KLD capacity, thereby increasing the Total ETP Capacity to 250 KLD. Further, the Company has installed a Sewage Treatment Plant (STP) of 65 KLD capacity, thereby increasing the Total STP capacity to 127 KLD. ➤ Initiated installation of 7.82 MW capacity roof-top solar project at its existing forging plants in Sarikela and Dugni at Jamshedpur, Jharkhand. <p>These activities are being monitored regularly by the Whole-time Director & Chief Financial Officer of the Company and the updates are also being shared with the Boards at regular intervals.</p>								

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

Our mission statement is "Impact through Empowerment," and this is the driving philosophy we strive to preserve. We focus on eight material topics in our ESG vision which we have shortlisted through our stakeholder survey. The three pillars of sustainability for the Company are as follows:

- Environmental Consciousness:** We follow environmental consciousness principle across all our operations. We are committed to the preservation of biodiversity and judicious usage of resources.

We are taking sustained efforts to create a thriving planet through initiatives such as reducing our carbon footprint, mitigating climate change and optimizing our business operation.

Business Responsibility and Sustainability Report FY 2022-2023

2. **Communities:** We at RKFL understand the importance of communities for the sustainability of our business operations. The Company has aspirations to be most preferred partner or employer for our employees. We contribute to the development of our neighboring community by hiring locals as well as procuring raw materials from local suppliers. We also focus on diversity and inclusion at our workplace as well in our hiring process.
3. **Business Responsibility and Sustainability:** The Company conducts its business ethically and responsibly as well as in a transparent way. We follow an effective governance model. The Company also believes in the value of integrity to achieve business and sustainability goals.

As a country we are seeking to achieve the United Nations Sustainable Development Goals (UN SDGs) by 2030, The Company understands that no ambition can be achieved in isolation which is why we have aligned all our commitments to UNSDGs.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)

Board of Directors

Mr. Naresh Jalan- Promoter,

Managing Director (DIN: 00375462)

Telephone no: 033 40820900

Email id: secretarial@ramkrishnaforgings.com

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.

Presently the decisions pertaining to Sustainability issues are taken by Mr. Lalit Kumar Khetan, Whole-time Director & Chief Financial Officer (DIN: 00533671) jointly in consultation with the management 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.									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	The Board assesses the policies of the Company at the required intervals. The Policies effective implementation is assessed and requisite amendments/modifications are adopted by the Board of Directors at their meeting.									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all the statutory requirements relevant to the principles.									
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Yes. The Policies of the Company on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through the Internal Audit mechanism.										

Business Responsibility and Sustainability Report FY 2022-2023

12. If answer to question (1) above is "No" i.e., not ALL Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is able 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)									

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programs 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	% of persons in respective category covered by the awareness programmes
Board of Directors (BOD) & Key Managerial Personnel (KMP)	NIL	NIL	NIL
Employees other than Board of Directors and Key Managerial Personnel (KMPs)	124	Health & Safety, ESG, HR – Diversity, Equity & Inclusion, POSH, Stress Management and Team Building	70%
Workers	132		53%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2022-23 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

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

* In accordance with Materiality Threshold as mentioned under Regulation 30 of the SEBI (Listing obligations and Disclosure Requirements) Regulations, 2015

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

Business Responsibility and Sustainability Report FY 2022-2023

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.

No, currently the Company does not have an anti-corruption or anti-bribery policy. The Company is planning to develop an Anti-Corruption or Anti-Bribery Policy in the near future.

However, in accordance with the terms and conditions of our purchase orders, the supplier undertakes that he has not been involved in any corruption or bribery activities for obtaining the orders from the Company. In case of any such activity, the Company reserves the right to blacklist the supplier and take necessary remedies against him as per applicable laws.

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

No disciplinary action was taken by any law enforcement agency against any of the Company's Directors, KMPs, Employees or Workers for charges of bribery or corruption during the Financial Year 2022-23 and Financial Year 2021-22.

Segment	Current Financial Year (2022-23)	Previous Financial Year (2021-22)
Directors	NIL	NIL
Key Managerial Personnel (KMP)	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

Conflict of Interest forms part of the Company's Code of Conduct for the Board Members and Senior Management Employees of the Company. The Chief People Officer (CPO) of the Company submits a status certificate w.r.t violation of the Code of Conduct to the Board of Directors at the end of each quarter.

No complaints with regard to conflict of interest was reported during the Financial Year 2022-23 and Financial Year 2021-22.

Particulars	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		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.

No corrective actions were required to be taken on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions on cases of corruption and conflict of interest by the Company as no complaints with regard to corruption and conflict of interest were reported during the Financial Year 2022-23 and Financial Year 2021-22.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
86	Health and Safety, Business Awareness Training, Fire Safety, ISO 14001-45001	29%

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.

The Company has a Code of Conduct for the Board Members and Senior Management Employees, which manages any kind of conflict of interest involving Board Members. Link of the Policy can be accessed at <https://www.ramkrishnaforgings.com/investors/RKFL-Code-of-Conduct-Board-Members-Senior-Management.pdf>



Business Responsibility and Sustainability Report FY 2022-2023

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.

Particulars	FY2022-23 Current Financial Year	FY2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
Research and Development (R&D)	₹ 400.28 Lakhs 0.133% of Revenue from Operations	₹ 608.46 Lakhs 0.266% of Revenue from Operations	NIL
Capex	₹ 336.71 Lakhs 0.112% of Revenue from Operations	₹ 564.20 Lakhs 0.247% of Revenue from Operations	

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

Presently, the Company does not have any procedure in place for sustainable sourcing. However, the Company is in the process of setting up a supplier evaluation process, where our vendors will be evaluated based on Environment, Social & Governance (ESG) parameters.

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

NIL

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 directly supplies its products to the OEMs and Tier-1 automotive companies hence the Company has limited scope for reclaiming its products at the end of its life cycle. The Company has a process to reuse iron pallets and the bins in its packaging process. The Company also has a system in place to recycle e-waste, hazardous and other wastes in a safe manner (Refer Principle 2, Point 3 of Leadership Indicators) with authorised recyclers and treatment agencies i.e. Transport, Storage and Disposal Facilities (TSDF).

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 for 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?

The Company has recently started the process of Life Cycle Assessment for 3 (three) of its major products namely, Front Axle Beams, Crown Wheels and Knuckles. The Company expects to report the Life Cycle Assessments of its products from upcoming Financial Years.

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. The Company is in the process of carrying out Life Cycle Assessments (LCA) of its products i.e. Front Axle Beams, Crown Wheels and Knuckles in the coming years.

Business Responsibility and Sustainability Report FY 2022-2023

3. 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 (Metric Tonnes) (Current Financial Year)		FY 2021-22 (Metric Tonnes) (Previous Financial Year)	
	Re-Used/Recycled	Safely Disposed	Re-Used/Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL
E-waste (Includes E-wastes and Battery waste)	74.468	NIL	26.888	NIL
Hazardous waste (includes ETP Sludge, Paint Sludge & Cotton Rags)	NIL	206.729	NIL	195.740
Other waste (includes Used Oil & Used Grease)	64.910	NIL	65.080	NIL
Bio Waste	NIL	0.008	NIL	0.009
Scrap	NIL	53,964.296	NIL	49,183.091

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

Since the products of the Company are directly supplied to the OEMs and Tier 1 customers, the Company has limited scope for reclaiming products at the end of the products life cycle.

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	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Employees											
Male	1,099	1,099	100%	1,099	100%	NA	NA	NIL		890	81%
Female	41	41	100%	41	100%	41	100%			22	54%
Total	1,140	1,140	100%	1,140	100%	41	100%			912	80%
Other than Permanent Employees											
Male	NIL										
Female	NIL										
Total	NIL										

1.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	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Workers											
Male	1,085	1,085	100%	1,085	100%	NA	NA	NIL		791	73%
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL			NIL	NIL
Total	1,085	1,085	100%	1,085	100%	NIL	NIL			791	73%
Other than Permanent Workers											
Male	4,114	4,114	100%	4,114	100%	NA	NA	NIL			
Female	76	76	100%	76	100%	76	100%				
Total	4,190	4,114	100%	4,190	100%	76	2%				



Business Responsibility and Sustainability Report FY 2022-2023

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

Category	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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A	100%	0.40%	N.A
ESI	20%*	27%*	Y	24%*	40%*	Y

*The percentage is determined on the basis of Total Permanent Employees/Workers of the Company. However, the coverage of ESI is 100% on the Permanent Employees/Workers to whom ESI is applicable as per the statutory laws.

3. Accessibility of workplaces –

Are the premises/offices of the entity accessible to differently abled employees, 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's various locations including offices and premises has the accessibility to differently-abled visitors. We have wheelchairs facility available and a sliding pathway in the required area.

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 is an equal-opportunity employer. Our hiring system is free from any kind of discrimination based on age, colour, disability, marital status, nationality, race, religion or sexual orientation. We strive to make our work environment free from any kind harassment or discrimination as mentioned above.

5. Return to work and Retention rates of permanent employees that took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL as the Company does not extend any parental leave policy to the employees.			
Female				
Total				

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

Particulars	Yes/No
Permanent Employees	Yes
Other than Permanent Employees	Yes
Permanent Workers	Yes
Other than Permanent Workers	Yes

If Yes, then give details of the mechanism in brief:

The Company has an Employee Grievance and Redressal Policy in place to give its employees and workers a way to voice their concerns arising from employment. The Policy ensures that such grievances are handled quickly, in a fair and impartial manner by a Grievance Committee and in compliance with the Company's other policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behaviour, inaction, or proposed action in relation to them.

According to the Grievance Redressal System, the employee/worker would communicate his/her grievance to the concerned HOD. If his/her grievance is not addressed properly, then the employee/worker has the liberty to approach the respective Plant Heads. The employee/worker can also approach the Grievance Redressal Committee or the Chairman/Managing Director, if the employee/worker feels that his/her grievance has not been redressed by the Plant Heads/Grievance Redressal Committee respectively.

Business Responsibility and Sustainability Report FY 2022-2023

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1,140	NIL	NIL	1,075	NIL	NIL
Male	1,099	NIL	NIL	1,048	NIL	NIL
Female	41	NIL	NIL	27	NIL	NIL
Total Permanent Workers	1,085	892	82%	1,037	893	86%
Male	1,085	892	82%	1,037	893	86%
Female	NIL	NIL	NIL	NIL	NIL	NIL

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)
Employees										
Male	1,099	534	49%	775	71%	1,048	405	39%	544	52%
Female	41	14	34%	25	61%	27	8	30%	7	26%
Total	1,140	548	48%	800	70%	1,075	413	38%	551	51%
Workers										
Male	1,085	657	61%	741	68%	1,037	480	46%	538	52%
Female	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Total	1,085	657	61%	741	68%	1,037	480	46%	538	52%

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

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)
Employees						
Male	1,048	1,008	96%	904	778	86%
Female	27	20	74%	20	20	100%
Total	1,075	1,028	96%	924	798	86%
Workers						
Male	1,037	832	80%	973	840	86%
Female	NIL	NIL	NIL	NIL	NIL	NIL
Total	1,037	832	80%	973	840	86%



Business Responsibility and Sustainability Report FY 2022-2023

10. Health and Safety Management System:

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

Yes, the Company has implemented ISO 45001:2018 which specifies requirements for an occupational health and safety (OH&S) management systems and provides guidance for its use to enable organizations to provide safe and healthy workplaces by preventing work related injury and ill health, as well as by proactively improving its OH&S performance.

ISO 45001:2018 helps in establishing, maintaining and implementing an OH&S management system to improve occupational health and safety, eliminate hazards and minimize OH&S risks (including system deficiencies), take advantage of OH&S opportunities, and address OH&S management system non-conformities associated with its activities.

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 continuously initiates measures to promote employee well-being and healthcare, a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety of the Company.

Hazard Identification Risk Assessment (HIRA) is carried out regularly at all levels in the following 6 (six) steps by a highly-skilled Process owner or a Qualified Safety coordinator well versed with details of all activities and Safety standards:

1. Pre-Assessment preparations
2. Pre-Assessment meeting with HSE Leaders
3. Conducting interviews
4. Walk-Round Tour/Quantification of Hazards
5. Evaluation of Hazard/Person/Severity Factors
6. Post Evaluation activity

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

Yes, the Company has the necessary process that needs to be followed for reporting incidents reported w.r.t work related hazards.

The Company is committed towards open communications and dialogue on workplace health, safety and environmental sustainability issues with its employees and stakeholders and will respond to Environment, Health & Safety concerns and suggestions. The Company establishes proactive Environment, Health & Safety objectives & target and reports publicly on progress and impacts. The Company also provides all necessary PPE to its employees and ensure usage of same. The Company ensures integration of safe ergonomic policies at its workplace.

The Company cooperates with government, industry, academia, and the public in support of regulations, research and programs that address areas of Environment, Health & Safety concerns.

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

Yes, the Company places great emphasis on maintaining and improving its employees/workers health and safety as well as workplace safety.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employees/ Workers	NIL	NIL
Total recordable work-related injuries		NIL	NIL
No. of fatalities		NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)		NIL	NIL

Business Responsibility and Sustainability Report FY 2022-2023

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

The Company considers its employees and workers as its most valued assets and prioritizes their health and safety. The majority of its personnels are employed in manufacturing facilities. Some of the initiatives are as follows:

1. Daily Safety talk with employees/workers
2. Safety training and Job specific training
3. Work Permit System
4. Safety Audit
5. Safety Committing Meeting
6. Necessary measures taken as per Hazard Identification and Risk Assessment & Aspect Impact assessment
7. Mock Drill
8. Near Miss Identification and compliance
9. 5 'S' Audit and its compliance maintain inside premises
10. Health Checkups of employees/workers

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

Particulars	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	2	NIL	No Remarks	3	NIL	No Remarks
Health and Safety	3	NIL	No Remarks	3	NIL	No Remarks

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed by the entity
Health and safety practices	100%
Working Conditions	100%

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

In each of our locations, the Company is committed to monitor the rate of accidents. All assessment points are generally closed within 30 (thirty) days. The Company has adopted a health and safety-first mindset in the performance of duties. The strong commitment of management, employees and workers to maintain a safe workplace has resulted in the overall reduction of health and safety incidences.

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 has a Group Personal Accidental Policy (GPA). Under this policy the employees gets the accidental and death benefits. In case of death, there are separate thresholds which gets paid as compensation to an employee/contract worker.

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

Generally contractors are liable for the following payments:

- Minimum Wages to workers.
- Gratuity on completion of continuous service of 5 (five) years.
- GST payment to Government on realization from the principal.
- Deposit of employers' contribution and employees' contribution to PF and ESIC with Govt.
- Payment of Bonus to Workers.

Business Responsibility and Sustainability Report FY 2022-2023

Our Company has a robust system and control to monitor and ensure that the contract workers are not deprived in any manner and they are being paid in full for all the wages for which they are eligible. It is ensured that the payment by the contractors is done to their employees account and we verify the amount getting transferred to the workers account from the bank statement of workers in both wages as well as bonus.

For PF and ESI the Company is making payment to the Govt. by debiting the account of the Contractors so that there should not be any lapses in ensuring full payment of the workers to the Govt. account.

For GST, the payments are made to the Contractors after ensuring that necessary returns are being filed by the Contractors.

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, the Company does not at the moment provide transition assistance programs to facilitate continued employability and management of career endings resulting from retirement or termination of employment.

5. 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.

The Company undertakes necessary corrective answers as and when required from the assessments of health and safety practices and working conditions of value chain partners. All suppliers have to accept the supplier Code of Conduct at the time of Vendor Registration, so that there is no risk. Health and safety topics are given high priority in the supplies to the Company

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 recognizes that engaging with stakeholders is integral to its business. The Company is committed to engaging with stakeholders regularly to meet their expectations and formulate business strategies to deliver shared value while making transparent and long-term business relationships. In order to improve existing relationships with stakeholders, the Company identifies relevant material issues to deliver enhanced value to the society. Further, for understanding stakeholder needs to improve current business processes, the Company collaborates with stakeholder groups to meet future industry challenges.

Stakeholder Identification Process

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 and 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
Investors	No	<ul style="list-style-type: none"> ➤ Conference calls ➤ Quarterly Earnings calls ➤ Annual Reports ➤ Investor Presentations ➤ Press Release ➤ Website ➤ Stock Exchange Intimation 	Quarterly and Annual Meetings Event-based or as and when required	<ul style="list-style-type: none"> ➤ Financial Performance of the Company ➤ ESG Implementation ➤ Transparency of disclosures

Business Responsibility and Sustainability Report FY 2022-2023

Stakeholder Group	Whether identified as Vulnerable and 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	<ul style="list-style-type: none"> ➤ Internal Emails ➤ Company Intranet ➤ Newsletters ➤ Performance Appraisals ➤ Training Programmes 	Event-based or as and when required	<ul style="list-style-type: none"> ➤ Compensation and employees benefits ➤ Organizational Updates ➤ Employee Training ➤ Performance based incentives
Customers	No	<ul style="list-style-type: none"> ➤ Plant walkthrough & Tours ➤ Participation in surveys conducted by customers ➤ Customer Grievance Redressal ➤ Emails 	Event-based or as and when required	<ul style="list-style-type: none"> ➤ Customer requirements ➤ Maintain product quality ➤ Customer Retention ➤ Customer Satisfaction
Suppliers	No	<ul style="list-style-type: none"> ➤ Supplier site visits ➤ Supplier Performance Monitoring Activities 	Performance Monitoring takes place every three months	<ul style="list-style-type: none"> ➤ Build long lasting relationships ➤ Monitor Supplier Performance Quality ➤ Ensure Supplier competency and compliance
Community	No	<ul style="list-style-type: none"> ➤ Volunteering Activities ➤ Community Events ➤ Community Surveys 	Event-based or as and when required	<ul style="list-style-type: none"> ➤ Ensure upliftment of local community ➤ Understand the needs of the Community and respond in an effective manner
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> ➤ Official communication channel ➤ Regulatory Audits 	Event-based or as and when required	Regulatory Compliance Practices

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 regularly communicates with all its stakeholders through Company website, where information related to its business, products and investor's information which includes financial performance and other statutory disclosures are updated from time to time. The information on financial performance and other statutory disclosures are also updated periodically on the website of the Stock Exchanges where the equity shares of the Company are listed.

The Company evaluates the economic, environmental and social topics relating to various stakeholders as applicable through its Committees and the same is appraised and reviewed by the Board on a Quarterly basis.

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 Company has always maintained a regular and proactive engagement with the Company's key stakeholders allowing it to effectively work closely with its stakeholders and also be transparent about its outcomes. Based on interactions with stakeholders, the Company periodically reviews and updates its policies as and when required.

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

During the Financial Year 2022-23, the Company has not engaged with any vulnerable/marginalised stakeholder group.

Business Responsibility and Sustainability Report FY 2022-2023

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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,140	136	12%	1,075	146	14%
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	1,140	136	12%	1,075	146	14%
Workers						
Permanent	1,085	181	17%	1,037	191	18%
Other than permanent	4,190	15	0%	3,557	10	0%
Total Workers	5,275	196	4%	4,594	201	4%

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)
EMPLOYEES										
Permanent										
Male	1,099	NIL	NIL	1099	100%	1048	NIL	NIL	1048	100%
Female	41	NIL	NIL	41	100%	27	NIL	NIL	27	100%
Other than Permanent										
Male	NIL									
Female	NIL									
WORKERS										
Permanent										
Male	1085	NIL	NIL	1085	100%	1037	NIL	NIL	1037	100%
Female	NIL									
Other than Permanent										
Male	4,114	3,590	87%	524	13%	3,491	2977	85%	514	15%
Female	76	74	97%	2	3%	66	66	100%	NIL	NIL

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (In ₹)	Number	Median remuneration/ salary/wages of respective category (In ₹)
Board of Directors (BoD)	5	163.32	NIL	NIL
Key Managerial Personnel (KMP) Other than BoD	1	64.51	NIL	NIL
Employees other than BoD and KMP	1,096	5.45	41	4.95
Workers	1,085	4.49	NIL	NIL

Remuneration mentioned above is in lakhs per annum.

Business Responsibility and Sustainability Report FY 2022-2023

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

Yes, the Chief People Officer (CPO) of the Company is responsible for addressing human rights issues caused by the business.

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

The Company has a grievance redressal mechanism to report any violations or suspected violations related to human rights. All complaints received are tracked and addressed swiftly by the appropriate authorities. The grievance redressal process involves filling of complaint, acknowledgement to complaint received, Human Rights review & investigation and grievance resolution.

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

Particulars	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
Sexual harassment	NIL	NIL		NIL	NIL	
Discrimination at workplace						
Child labour						
Forced labour / Involuntary labour						
Wages						
Other human rights related issues						

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

No retaliatory action was taken against any employee or stakeholder for raising concerns related to human rights. The Company follows a "no-compromise" stance on issues related to Human Rights. Infringing on Human Rights or refusing to cooperate results in disciplinary action up to the termination of the business relationship.

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

Yes, the Company's Supplier Quality Manual lays down requirements related to human rights as a part of supplier code of conduct section. Business partners are required to sign an undertaking as a part of the supplier contract which contains aspects on human rights.

9. Assessments for the year

The Company on quarterly basis assesses 100% of its plants and offices by internal auditors who audit the statutory compliances in relation to the particulars mentioned below.

% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labor	100%
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	

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

All the plants and offices of the Company were found to be complying with the requirements and as a result, no corrective actions were required on the criteria stated above.

Leadership Indicators

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

We have not received any human rights grievances during the Financial Year 2022-23.

Business Responsibility and Sustainability Report FY 2022-2023

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

Human rights due diligence is being covered as part of the other compliance audits presently. Exclusive Human rights due diligence is yet to be conducted. The Company is planning to take it up in the coming years.

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, our premises has the accessibility to differently-abled visitors. We have wheelchairs facility available and a sliding pathway in the required area.

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	100%
Discrimination at Workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

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

No corrective actions were taken to address significant risks/concerns arising from the assessments in Question No. 4.

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	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	GJ	7,09,027	6,13,839
Total fuel consumption (B)	GJ	4,87,356	4,59,324
Energy consumption through other sources (C)	GJ	4,805	4,332
Total energy consumption (A+B+C)	GJ	12,01,188	10,77,495
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/ ₹ in Lakhs	4.002	4.715
Energy Intensity (optional)- the relevant metric may be selected		-	-

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, the Company at present do not have any sites/facilities identified as designated consumers under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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)
Water withdrawal by source (in kiloliters)		
(i) Surface water	NIL	NIL
(ii) Groundwater	1,51,415	1,24,692
(iii) Third party water	64,141	65,567

Business Responsibility and Sustainability Report FY 2022-2023

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	48,392	40,838
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	2,63,948	2,31,097
Total volume of water consumption (In kiloliters)	2,63,948	2,31,097
Water intensity per rupee of turnover (Water consumed / turnover in ₹)	0.00000880	0.00001011
Water intensity (optional)- the relevant metric maybe selected	-	-

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 already installed Effluent Treatment Plant (ETP)/ Sewage Treatment Plant (STP) in majority of its Plants at Jamshedpur and the Company is in the process to cover 100% of its Plants to ensure Zero Liquid Discharge by next year.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NO _x	kg/year	23.5	31.1
SO _x	kg/year	8.7	13.7
Particulate matter (PM)	kg/year	71	91
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	<1	<2
Hazardous air pollutants (HAP)	-	NA	NA
Others—please specify	-	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 - Yes, Scientific Research Laboratory, Accredited by NABL and Jharkhand State Pollution Control Board.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO _{2e}	83,539.93	54,912.72
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO _{2e}	1,39,986.46	1,33,144.01
Total Scope 1 and Scope 2 emissions per rupee of Turnover (In ₹)	tCO _{2e} /INR	0.00000744840029332958	0.00000822873729797615
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant matrix may be selected by the entity	-	-	-

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



Business Responsibility and Sustainability Report FY 2022-2023

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

The Company is constantly evaluating ways to reduce energy consumption at its manufacturing processes and reduce emissions of Green House Gasses (GHG) which are responsible for global warming.

Steps taken during the Financial Year 2022-23:

The Company initiated installation of Solar Projects (PV Solar Plants) of 7.82 MW capacity roof-top solar project at its existing forging plants in Saraikela and Dugni at Jamshedpur, Jharkhand for captive use at the plants in order to fulfil its commitment towards achieving carbon neutrality through investment in renewable energy.

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)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NIL	NIL
E-waste (B)	3.013	0.723
Bio-medical waste (C)	0.009	0.009
Used/Spent Oil (Liquid) – Hazardous Waste	64.910	65.080
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	71.455	26.165
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G) (Cotton Waste, ETP Sludge from ETP, Paint Sludge)	206.729	195.740
Other Non-hazardous waste generated (H)	NIL	NIL
Total (A+B + C + D + E + F + G + H)	346.116	287.717
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (In metric tonnes)		
Category of waste		
(i) Recycled/Re-used	139.378	91.968
(iii) Other recovery operations	NIL	NIL
Total	139.378	91.968
For each category of waste generated, total waste disposed by nature of disposal method (In metric tonnes)		
Category of waste		
(i) Incineration	206.738	195.749
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
Total	206.738	195.749

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

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 constantly working to reduce hazardous and non-hazardous waste in its manufacturing sites. Throughout the year, the Company has implemented measures such as recycling waste oil, thus reducing hazardous waste load and recycling Effluent Treatment Plant (ETP) sludge, which reduces disposal to landfills.

Managing Hazardous Wastes: Hazardous wastes are handled as per the requirements and a waste registry is maintained. They are transported to the relevant authorised agencies for proper handling. The Company complies with all Jharkhand State Pollution Control Board (JSPCB) rules and regulations on how these products must be properly stored, handled, shipped, or recycled to limit exposure potential as well as all international standards that apply to the Company in the locations where it operates.

The Company has a robust data collection system and incorporates waste generated into its monthly environmental MIS. These activities enable the Company to prevent its facilities from diverting waste from landfill, cost, regulatory challenges and lack of resources.

Business Responsibility and Sustainability Report FY 2022-2023

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 environmental clearance is required only if the Company exceeds production threshold.

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
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Not Applicable

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

Not Applicable.

In all areas of operations, the Company is in compliance with the regulatory environmental laws and Code of Conduct.

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
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Not Applicable

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

The Company is compliant with all applicable environmental laws/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 made thereunder during the Financial Year 2022-23.

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

8 (Eight)

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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indo American Chamber of Commerce (IACC)	National
2	Society of Indian Defense Manufacturer (SIDM)	National
3	Engineering Export Promotional Council (EEPC)	National
4	Indo German Chamber of Commerce (IGCC)	National
5	Federation of Indian Chamber of Commerce & Industries (FICCI)	National
6	Automotive Component Manufacturers Association of India (ACMA)	National
7	Singhbhum Chamber of Commerce (SCC)	State
8	Adityapur Small Industries Association (ASIA)	State

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

There were no incidents of anti-competitive behavior involving the Company during the reporting period i.e, Financial Year 2022-23.



Business Responsibility and Sustainability Report FY 2022-2023

Leadership Indicators

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

Sl. 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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The Company directly or through trade bodies and other associations puts forth a number of suggestions with respect to the industry in general and its activities in particular.

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.

The Company undertakes its Corporate Social Responsibility activities through various Yojanas. However, the Company has not conducted any Social Impact Assessment as the same is not applicable as per the rules.

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 Social Impact Assessments of projects were required to be undertaken during the Financial Year 2022-23 as per the applicable laws.

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	%age of PAFs covered by R&Rs	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's Corporate Social Responsibility team has been bestowed with the responsibility to monitor the CSR projects regularly. In the process they continuously engage with the communities in the areas of operation. Any grievances brought to the attention of the Corporate Social Responsibility Committee are timely addressed and resolution is reached.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	2.61%	1.65%
Sourced directly from within the district and neighboring districts	70.13%	77.41%

* it only covers Raw Materials

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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Since no Social Impact Assessments were required to be done for projects during the Financial Year 2022-23, no corrective actions were required to be taken.

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

Business Responsibility and Sustainability Report FY 2022-2023

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.	Ramkrishna Siksha Yojana – Skill & Entrepreneurship Development institute	540	100%
2.	Ramkrishna Jankalyan Yojana – Free Meal Distribution to Underprivileged	300	100%
3.	Ramkrishna Swastya Yojana – Care for Autism	14	29%
4.	Ramkrishna Siksha Yojana – Develop Infrastructure for Online Class	560	61%

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 has an integrated management system procedure for handling and resolution of customer complaints.

Customer response and customer satisfaction are one of the most important factors of the Company. The Company engages with its customers on various platforms to understand their expectations. The Company obtains customer feedback directly or by referring to the customer portal on a monthly basis. Accordingly, corrective measures have been planned and implemented. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals for getting the directives for improvement.

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

Not Applicable.

Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal are not being calculated as percentage of total turnover.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	NIL	No remarks	No Remarks	NIL	No Remarks	
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other (CRM, CCS, Sales, Brigade+)						

4. Details of instances of product recalls on accounts of safety issues

No instances were reported where the Company's Product's were recalled either voluntarily or forced during the Financial Year 2022-23.

	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.

The Company has implemented a firewall between the internet and private internal network in order to create a secure operating environment for its computers and network resources. The purpose of the firewall is to filter internet traffic in order to mitigate risks and losses associated with security threats, while maintaining appropriate level of access. The IT Security Policy refers specifically to the



Business Responsibility and Sustainability Report FY 2022-2023

firewall already installed in the Company's premises. The role of this firewall is to protect internal systems and restrict unwanted access into the Network. In order to ensure greater privacy pen drive access and HDD access are blocked by the Company and only registered users can be used.

The IT Security Policy of the Company is maintained on the intranet portal of the Company.

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 corrective actions were required to be taken during the Financial Year 2022-23 as no complaints were received during the said period.

Leadership Indicators

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

The Company's website has information about all of the products that it offers. The weblink for the same can be accessed at www.ramkrishnaforgings.com.

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

Since the products of the Company are directly supplied to the Original Equipment Manufacturers (OEMs) and Tier 1 customers, who then assemble and send the end product to the general customer, The Company has limited scope for informing and educating the end user about the safe and responsible usage of its products.

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

Since the products of the Company are directly supplied to the Original Equipment Manufacturers (OEMs) and Tier 1 customers, who then assemble and send the end product to the customer, the Company has limited scope for informing the end user about the risk of disruption/discontinuation of its essential 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. 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, since the Company's products are OEM specific and as per OEM Requirements, the Company displays product requirements on packaging as per requirements of OEMs and are consistent with the mandated laws which are applicable to the Company. Yes, Customer response and customer satisfaction are one of the most important factors for the Company. The Company engages with its customers at various platforms to understand their expectations.

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