

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L28910GJ2003PLC041991
2. Name of the Listed Entity	Rolex Rings Limited
3. Year of incorporation	13/02/2003
4. Registered office address	B/h. Glowtech Steel Private Limited, Gondal Road, Kotharia-360004, Rajkot, Gujarat
5. Corporate address	Rolex Rings Limited, Nr. Kotharia Railway Crossing, Opp. Hotel Krishna Park, Gondal Road, Kotharia, Rajkot - 360004, GJ.
6. E-mail	compliance@rolexrings.com
7. Telephone	0281-6699577
8. Website	www.rolexrings.com
9. Financial year for which reporting is being done	01-04-2022 to 31-03-2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited NSE Limited
11. Paid-up Capital	INR 27,23,33,120/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS Hardik Gandhi Company Secretary & Compliance Officer Contact: +91 7405619137
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

### 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.	Bearing Rings	Bearing Rings	60%
2.	Automotive components	Automotive components	40%

#### 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	Manufacture of other articles n.e.c.	32909	100%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	1	4
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	0

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

57%

c. A brief on types of customers

Rolex Rings majorly caters directly to businesses (B2B). We are a leading component manufacturer for the automotive industry. Apart from that, we also cater to Wind energy and marine industries with our customised components offering.

### 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)	90	90	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>-</b>	<b>-</b>
<b>WORKERS</b>						
4.	Permanent (F)	1,701	1,701	100%	-	-
5.	Other than Permanent (G)	704	704	100%	-	-
6.	<b>Total workers (F + G)</b>	<b>2405</b>	<b>2405</b>	<b>100%</b>	<b>-</b>	<b>-</b>

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)	NIL	NIL	NIL	NIL	NIL
2.	Other than Permanent (E)	NIL	NIL	NIL	NIL	NIL
3.	<b>Total differently abled employees (D + E)</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	13	13	100%	-	-
5.	Other than permanent (G)	2	2	100%	-	-
6.	<b>Total differently abled workers (F + G)</b>	<b>15</b>	<b>15</b>	<b>100%</b>	<b>-</b>	<b>-</b>

## 19. Participation/Inclusion/Representation of women

	Total (A)	Male	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	2	0	NA

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-2023 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.98%	-	17.98%	7.92%	-	7.92%	9.43%	-	9.43%
Permanent Workers	34.34%	-	34.34%	35.85%	-	35.85%	11.87%	-	11.87%

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

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

S. No.	Name of the holding/subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Not Applicable				

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in Million INR) 11982.54
- (iii) Net worth (in Million INR) 7430.05

## 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 2022-2023 Current Financial Year			FY 2021-2022 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	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-

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 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	20	0	-	5,374	0	Majority of complaints are related to IPO
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	Yes						

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	Product Safety & Quality	Opportunity	Emphasizing product quality and safety presents an opportunity for manufacturers to proactively address potential reputational and financial risks associated with subpar product standards. By prioritizing and maintaining rigorous quality and safety measures, companies can distinguish themselves from competitors and cultivate a reputation for reliability and customer satisfaction. This commitment to consistently delivering high-quality and safe products not only fosters customer loyalty but also encourages repeat business, ultimately contributing to enhanced profitability.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Employee well-being and engagement	Opportunity	Employee engagement encompasses the emotional connections individuals form with an organization, which profoundly impact their dedication and sense of belonging. Active involvement of employees tends to foster heightened loyalty, while a higher rate of employee retention signifies commendable company policies and practices that contribute to enhanced employee satisfaction. Conversely, a high attrition rate indicates low levels of employee contentment.	-	Positive
3	Opportunities in Clean Tech	Opportunity	Clean technology presents an opportunity as it encompasses a range of measures designed to diminish or, ideally, eradicate detrimental environmental effects, while simultaneously promoting economic and social advancement. The primary objective of clean technology is to minimize or eliminate pollution and waste, all the while enhancing productivity and efficiency.	-	Positive
4	Community Relations	Opportunity	The industrial machinery and goods industry plays a significant role in the economy by providing employment opportunities and contributing to community development through taxes and capital generation. However, it also faces important considerations related to environmental policies, community health, and process safety. These factors have far-reaching consequences in terms of regulations, operations, finances, and reputation for companies operating in this industry.	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>To navigate these challenges, building strong relationships with communities becomes crucial. Such relationships can help mitigate potential operational disruptions, reduce regulatory risks, retain talented employees, minimize financial burdens associated with litigation resulting from process safety incidents, and secure a solid social license to operate. It is important to note that process safety incidents not only jeopardize community well-being but also carry the risk of regulatory penalties, legal actions, and significant costs for mitigation efforts.</p>		
5	Occupational Health and Safety	Risk	<p>The production, maintenance, repair work, and other on-site tasks in the industrial setting often require a significant amount of manual labour. However, this reliance on manual labour poses inherent risks. The workforce's exposure to powered haulage and heavy machinery increases the likelihood of accidents, falls, fatalities, and injuries. Temporary employees, in particular, may face a higher risk due to their limited training and work experience. Failure to protect the health and safety of workers can result in fines and penalties, while severe incidents can lead to acute injuries and potential liabilities through legal or regulatory actions. Risks associated with health and safety issues can also cause project delays and downtime, resulting in increased project costs and decreased profitability.</p>	<p>At Rolex Rings' premises, we conduct regular health and safety audits to identify any gaps related to occupational health and safety hazards. This includes safety protocols followed, appropriate Personal Protection Equipment gear adapted, any workplace hazard identification and others as per industry standards and health and safety standards, provide regular training and awareness on safe and healthy practices to be adopted, specifically at production floor. Provide mechanisms to report and monitor any Occupational Health and safety hazard to mitigate any risks.</p>	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)
6	Customer Satisfaction	Risk	Customer satisfaction serves as a critical measure of success, reflecting the extent to which businesses successfully deliver products and services that meet or surpass customer expectations. It provides valuable insights into an organization's overall performance. However, a weak customer experience can pose risks such as the loss of existing customers or a decrease in customer loyalty. Additionally, the loss of customers and damage to reputation can result in a decline in sales and revenue.	We, at Rolex Rings, have customers from across industries and have fostered long-term relationships with many. We continue to satisfy our customer by providing best in class industry quality products, meeting customer expectations and providing ways of two way engagement. Implement procedures and ways to increase customer engagement to build customer loyalty and brand image.	Negative
7	Material sourcing efficiency	Risk	The industrial machinery and goods industry face inherent risks in their supply chains due to the reliance on essential materials incorporated in their products. Many of these crucial materials are sourced from deposits concentrated in a limited number of countries, some of which are susceptible to geopolitical disruptions. Moreover, the rising global demand for these minerals from various industries can result in price fluctuations and supply challenges, thereby creating a competitive landscape for companies operating in this sector.	Implement strategies and practices in place to improve procurement and sourcing of raw materials as it is critical for our uninterrupted production process. Foster positive relations with our vendors and suppliers to ensure long term sustainability in material sourcing. Further, adopt sustainable sourcing practices to procure sustainably sourced raw materials. Implement lean manufacturing practices to ensure a timely production process and reduce high and frequent dependency on suppliers.	Negative
8	Energy Management	Risk	The industrial machinery and goods industry often relies on significant energy consumption for the operation of various facilities and machinery that are not directly involved in manufacturing processes. The choices made by companies concerning the energy intensity of their operations and the energy sources they utilize can vary over time and have implications for both operational efficiency and risk exposure.	Rolex Rings has a diversified mix of energy. This is achieved by investments made into renewable energy sources like windmill and solar installations. Conduct energy audits to identify high energy usage areas and find ways to implement energy efficient technologies or process to reduce overall energy consumption. Adopt energy management systems to improve energy efficiency process.	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)
9	Corporate Governance	Risk	Businesses undergo evaluation based on their performance across various crucial governance areas, encompassing ownership and control, board remuneration, accounting practices, business ethics, and tax transparency. This assessment delves into the impact that a company's corporate governance and business ethics have on its shareholders and other investors.	Rolex Rings Limited has efficient policies and practices in place to ensure effective corporate governance. We will continue to implement robust systems and practices to ensure ethical behaviour, transparency, and accountability in corporate decision-making. Regular monitoring, independent audits, and board oversight is essential to our business to operate sustainably and help mitigate any risk.	Negative
10	Labour Relations	Risk	Businesses that rely on on-site workers must prioritize the implementation of effective labour management practices. This entails considering various factors such as the size and intensity of the workforce, operational locations, the quality of management-labour interaction, and the company's commitment to worker rights and engagement. The attrition of skilled labour, in particular, presents a significant operational risk for companies.	Implement strategies and practices aimed at fostering positive labour relations, ensuring equal opportunity to workers, providing worker benefits and nurturing a safe and healthy workplace. We have mechanisms in place where in any worker can redress grievances. This helps us create a transparent mechanism and ways to engage with them to increase positive labour relations.	Negative
11	Water consumption and wastewater management	Risk	Companies that heavily rely on water in their manufacturing processes face inherent risks related to water scarcity. This risk includes the potential for operational disruptions, escalating costs of water procurement, and increased capital expenditures. Additionally, manufacturing processes generate wastewater that requires treatment before disposal. Noncompliance with water quality regulations can lead to regulatory penalties and the need for costly compliance measures.	At Rolex Rings plants, we have a sewage treatment plant installed to ensure industrial wastewater is treated before it is released into the environment. Furthermore, implement water conservation ways to reduce the freshwater consumption. Also, regularly monitor and report on water usage performance to identify processes where water consumption can be reduced by implementing efficient methods of water management.	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)
12	GHG emissions	Risk	The manufacturing of industrial machinery and goods equipment entails the direct release of greenhouse gas (GHG) emissions (Scope 1) resulting from the combustion of fossil fuels during manufacturing and cogeneration processes. Moreover, manufacturing operations generate air emissions and hazardous air pollutants. These emissions pose potential operating risks, leading to fines or expenses associated with regulatory compliance. Management of GHG emissions by prioritizing energy efficiency, utilizing alternative fuels, or enhancing production processes can unlock financial benefits such as improved operational efficiency and reduced regulatory risks.	Implement efficient emission monitoring systems to track and identify any hazardous/toxic pollutants released directly into the air. Conduct regular GHG emissions audit to verify effectiveness of measures in place for emissions management. As a responsible automobile component manufacturer, we have also installed solar rooftop, solar ground mount and windmill energy capacity to offset our emissions and will continuously thrive to invest in GHG reduction projects and technologies.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9		
<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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
	c. Web Link of the Policies, if available	<a href="https://www.rolexrings.com/policies/">https://www.rolexrings.com/policies/</a>										
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		
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.	P2=	ISO 9001:2015		IATF 16949:2016		P3=	ISO 45001:2018		P6=	ISO 14001:2015	
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Rolex Rings Limited is committed to embracing sustainability as a core pillar of our operations. We are currently in the process of setting ambitious sustainability goals that align with global best practices and address our environmental impact, social responsibility, and economic resilience.										
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable										
<b>Governance, leadership and oversight</b>												
7	<b>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)</b>											
	Dear Stakeholder,											
	We as an organisation, deeply understand the importance of Environmental, Social and Governance practices for striving to get a better future for the community. Our activities revolve around integrating such practices and henceforth achieving sustainability goals. We adopt environmentally friendly practices such as using Solar Power, Windmill for power generation and consumption. Further, our commitment towards the society at large is being looked after through Corporate Social Responsibility initiatives.											
	We possess the capability to establish a system that supports us in attaining our set goals, and we shall continue to do so aligning these goals with the interests of our stakeholders in the long term.											
	As an organisation we are committed to building upon our progress and making further positive contributions to the environment, society, and governance in the years to come. We hold the belief that by incorporating Environmental, Social, and Governance (ESG) practices into our operational framework, we can foster the creation of a sustainable future.											
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Manesh D Madeka, Managing Director along with 2 whole time directors										
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, The ESG Committee at Rolex Rings Limited was reconstituted by the Board on February 7, 2023. As part of this reformation, the scope of Corporate Social Responsibility (CSR) has been expanded, and it is now integrated within the ESG committee's purview.										
		Mr. Manesh D Madeka, MD is a part of the committee for oversight on sustainability-related issues.										

## 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	By the Director of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Regularly as and when required and amendments as per regulatory and law changes by the Director									Annually								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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.\*
- |  |    |      |      |    |    |     |    |    |    |
|--|----|------|------|----|----|-----|----|----|----|
|  | No | Yes* | Yes* | No | No | Yes | No | No | No |
|--|----|------|------|----|----|-----|----|----|----|

\* Agency who conducted evaluation for ISO 9001:2015; IATF 16949:2016; ISO 45001:2018; ISO 14001:2015 - TUV Nord

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 in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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 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	3	<p>Corporate Governance and ESG                      Proper Identification and Application of Human Skills                      Case Studies and Analysis on working style of successful of CEOs</p> <p><b>Impact:</b> Imparting training to the Board of Directors on ESG principles, the application of human skills, and leadership case studies can have a profound impact on the organization’s sustainability, culture, and decision-making. By gaining knowledge on ESG factors and leadership skills, directors can effectively integrate sustainability considerations into strategic planning, leading to responsible and forward-thinking decisions.</p>	71.43%
Key Managerial Personnel	8	<p>Cyber Security                      Disciplinary Action Procedures (Behavioural)</p> <p><b>Impact:</b> Providing cyber security and behavioural training to key management staff have a substantial impact on the organization’s overall security and employee effectiveness. Key management staff can effectively minimise risks and protect the organization’s digital assets by increasing their expertise of cyber dangers, best practises for data security, and social engineering tactics.</p>	81%
Employees other than BoD and KMPs	37	<p>Technical (Skill Upgradation Trainings)                      Behavioural (Disciplinary Action Procedures)                      Cyber Security</p> <p><b>Impact:</b> Imparting training to employees on cyber security, skill upgradation, and behavioural trainings have a significant impact on the organization’s overall security, productivity, and employee engagement.</p>	80%

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
Workers	88	<p>Technical (Skill Upgradation Trainings)</p> <p>Behavioural (Disciplinary Action Procedures)</p> <p><b>Impact:</b> Imparting training to workers on skill upgradation and behavioural trainings can lead to improved job performance, increased adaptability, and a positive work environment.</p>	87%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) 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				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			NIL	

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

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

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

At Rolex Rings Limited, we adhere to a strict principle of upholding integrity at all times. Our commitment extends to full compliance with local regulations and laws in every country where we conduct business, and we firmly reject any form of corruption. Our company's Code of Ethics enforces a zero-tolerance policy towards corruption and emphasizes the importance of adhering to both legal requirements and our own business principles.

Web Link: <https://www.rolexrings.com/policies/>

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

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

**PRINCIPLE 2**

**Businesses Should Provide Goods and Services In A Manner That Is Sustainable And Safe**

Essential Indicators

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

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	N.A.
Capex	1.01%	0.95%	Installed and setting up a Water Treatment plant to increase the efficiency in the water usage in the production process Recycling capacity of 50 KLD & 75 KLD from to STPs.

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

No.

Recognizing the importance of environmental stewardship, we aim to prioritize suppliers and partners who share our values and actively engage in sustainable practices.

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.

E-waste and plastics not applicable. Hazardous waste generated like empty Barrels, Used oil, Oily sludge & Oily Cotton Waste is either reused or stored in a Hazardous storage room. It is finally disposed off through authorised vendor.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable

### PRINCIPLE 3

#### Businesses Should Respect And Promote The Well-Being Of All Employees, Including Those In Their Value Chains

##### Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number ©	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	90	90	100%	90	100%	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>90</b>	<b>100%</b>	-	-	-	-	-	-
<b>Other than Permanent employees</b>											
Male											
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number ©	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	1701	1701	100%	1701	100%	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1701</b>	<b>1701</b>	<b>100%</b>	<b>1701</b>	<b>100%</b>	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	704	704	100%	0	0	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
Total	704	704	100%	0	0	-	-	-	-	-	-

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

Benefits	FY 2022-2023 Current Financial Year			FY 2021-2022 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%	Y	100%	100%	Y
ESI	-	-	-	-	-	-
Others - Please Specify EDLI Benefits	100%	100%	N.A.	100%	100%	N.A.

## 3. Accessibility of workplaces

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

No.

At Rolex Rings Limited, we are committed to providing employee and worker satisfaction and making the workplace accessible and safe for everyone including persons with disabilities. We believe in providing equal opportunity to every employee and worker. We have practices in place to support any person with disabilities to carry out their work without any inconvenience. Persons with disabilities at our premises do not have to wait in the queue either to enter or exit the gate and at the Canteen 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.

No

## 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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

Yes. "We will respect them as individuals in the belief that all employees want to do a good job, and it is our responsibility as leaders to provide the environment, processes and motivation to enable them to fulfill their potential." An employee or a worker can redress grievances through following mechanisms:

- Report directly to Head of Department
- Report to Human Resource Department
- Open Door policy
- Email and direct communication through mobile number provided
- Whistle Blower policy

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Applicable
Other than Permanent Workers	Applicable
Permanent Employees	Applicable
Other than Permanent Employees	Applicable



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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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)
<b>Total Permanent Employees</b>	NIL			NIL		
- Male						
- Female						
<b>Total Permanent Workers</b>						
- Male						
- Female						

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

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
Male	90	72	80.90%	85	95.50%	100	74	74.00%	78	78.00%
Female	0	0	-	0	-	0	0	-	0	-
<b>Total</b>	<b>90</b>	<b>72</b>	<b>80.90%</b>	<b>85</b>	<b>95.50%</b>	<b>100</b>	<b>74</b>	<b>74.00%</b>	<b>78</b>	<b>78.00%</b>
<b>Workers</b>										
Male	2405	1933	80.37%	2405	100.0%	2571	1687	65.61%	2343	91.13%
Female	0	0	-	0	-	0	0	-	0	-
<b>Total</b>	<b>2405</b>	<b>1933</b>	<b>80.37%</b>	<b>2405</b>	<b>100.0%</b>	<b>2571</b>	<b>1687</b>	<b>65.61%</b>	<b>2343</b>	<b>91.13%</b>

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	90	90	100%	100	100	100%
Female	0	0	0	0	0	0
<b>Total</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>100</b>	<b>100</b>	<b>100%</b>
<b>Workers</b>						
Male	1701	1701	100%	1863	1863	100%
Female	0	0	0	0	0	0
<b>Total</b>	<b>1701</b>	<b>1701</b>	<b>100%</b>	<b>1863</b>	<b>1863</b>	<b>100%</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?

Yes

The company has occupational health and safety management systems and procedures as per ISO 45001:201. Also, the company is following the Rules and Regulations prescribed by the Government to ensure health and safety. We regularly monitor safety standards on shop floors.

- 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 entity employs systematic processes to identify work-related hazards and assess risks on both routine and non-routine basis. This includes conducting daily checks on safety parameters, such as equipment functionality and environmental conditions, to promptly identify and mitigate potential hazards. Additionally, the entity ensures the availability and proper use of Personal Protective Equipment (PPE) kits to minimize risks to worker safety. Hazard risks are assessed through comprehensive evaluations that take into account the nature of the work, potential exposure, and applicable regulations. The entity is committed to complying with Occupational Health and Safety (OHS) system requirements and maintains records of hazard identification, risk assessments, and corresponding control measures to demonstrate its commitment to safety and regulatory compliance.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	11	18
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We are compliant to the Rules and Regulations of ISO 14001:2015 & ISO 45001:2018 Standards. Additionally, we are regularly monitoring during site safety assessments on shop floor. This includes conducting daily checks on safety parameters, such as equipment functionality and environmental conditions, to promptly identify and mitigate potential hazards.

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

## 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	75%
Working Conditions	75%

## 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 &amp; safety practices and working conditions.

No major/critical incident.

We have a well-defined mechanism and framework as per safety standards and regularly monitor adherence to protocols and safety standards.

## 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) Y

## 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 identified stakeholder by recognizing the various individuals and entities that have a significant influence or interest in the organization's activities and outcomes. In this regard, the organization acknowledges the importance of customer relationships, as they have played a pivotal role in fostering its growth. Suppliers are also identified as critical stakeholders due to their support in ensuring the efficient functioning of operations and the timely delivery of goods and services. The organization recognizes that employees and workers are instrumental to its growth and success, making them essential stakeholders whose well-being and engagement are prioritized. Additionally, the organization acknowledges the significance of government support in facilitating industry growth and shaping regulatory frameworks. By identifying and engaging with these stakeholders, the organization aims to foster mutually beneficial relationships, meet expectations, and drive sustainable growth.

## List of identified stakeholders:

1. Employees
2. Shareholders & lenders
3. Customers
4. Suppliers
5. Government and regulatory bodies

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Personal Visits, Emails and Virtual Meetings	On Regular Basis	The purpose of engaging with employees is to enhance work efficiency by fostering open communication, addressing challenges, and providing necessary resources and support. The scope of this engagement encompasses implementing effective strategies, promoting collaboration, and continuously evaluating and optimizing processes to achieve improved productivity and performance.
Shareholders, Lenders	No	Personal Visits, Emails and Virtual Meetings	On Regular Basis	The purpose of engaging with shareholders and lenders is to secure financial assistance at favourable interest rates while also addressing company concerns and providing updates on its progress and developments. This engagement serves to strengthen the relationship between the company and its shareholders, ensuring mutual understanding and support for the organization's financial needs and objectives.
Customers	No	Personal Visits, Emails and Virtual Meetings	On Regular Basis	The purpose of engaging with customers is to ensure quality satisfaction by understanding their needs, preferences, and feedback, and continuously improving products or services to meet or exceed their expectations. The scope of this engagement involves building strong customer relationships, delivering exceptional experiences, and implementing measures to measure and enhance customer satisfaction, loyalty, and retention.

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
Suppliers	No	Personal Visits, Emails, and Virtual Meetings	On Regular Basis	The purpose of engaging with suppliers is to achieve better yield, secure high-quality raw materials, and improve the overall quality of products. This engagement involves collaborating closely with suppliers to optimize production processes, enhance the sourcing of materials, and implement quality control measures to ensure consistent and superior product outcomes.
Government and Regulatory Bodies	No	Personal Visits, Emails and Virtual Meetings	On Regular Basis	The purpose of engaging with government and regulatory bodies is to foster better and seamless business opportunities by establishing transparent communication channels, addressing compliance requirements, and seeking favourable policies that promote business growth and innovation.

## 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 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	90	57	63.33%	100	51	51.00%
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>90</b>	<b>57</b>	<b>63.33%</b>	<b>100</b>	<b>51</b>	<b>51.00%</b>
<b>Workers</b>						
Permanent	1701	1448	85.12%	1863	1378	73.96%
Other than permanent	704	0	0%	708	0	0
<b>Total Workers</b>	<b>2405</b>	<b>1448</b>	<b>59.22%</b>	<b>2571</b>	<b>1378</b>	<b>53.59%</b>

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

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	90	0	0	90	100%	100	0	0	100	100%
Male	90	0	0	90	100%	100	0	0	100	100%
Female	0	N.A.	-	N.A.	-	0	N.A.	-	N.A.	-
<b>Other than permanent</b>	0	N.A.	-	N.A.	-	0	N.A.	-	N.A.	-
Male	0	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.
Female	0	N.A.	-	N.A.	-	N.A.	-	N.A.	-	N.A.
<b>Workers</b>										
<b>Permanent</b>	1701	0	0	1701	100%	1863	0	0	1863	100%
Male	1701	0	0	1701	100%	1863	0	0	1863	100%
Female	0	N.A.	-	N.A.	-	0	N.A.	-	N.A.	-
<b>Other than permanent</b>	704	0	0	704	100%	708	0	0	708	100%
Male	704	0	0	704	100%	708	0	0	708	100%
Female	0	N.A.	-	N.A.	-	0	N.A.	-	N.A.	-

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

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
(BoD)	6	75,000	1	75,000
Key Managerial Personnel	2	6,00,000	-	-
Employees other than BoD and KMP	87	5,39,820	-	-
Workers	1701	1,66,085.4	-	-

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

No

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

Rolex Rings acknowledges the crucial role that businesses can fulfil in safeguarding human rights for the long term, and the company is committed to upholding the principles human rights.

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

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

At Rolex Rings Limited, we have implemented a whistle-blower policy at our organization, which serves to protect the interests of those who come forward with concerns or reports of misconduct. This policy ensures that individuals who file complaints or disclose information about wrongdoing are shielded from any adverse consequences. We value the courage and integrity of whistle-blowers and are committed to providing a safe and confidential environment for them to voice their concerns. By maintaining a strong whistle-blower policy, we promote transparency, ethical conduct, and accountability throughout our organization, fostering an atmosphere of trust and integrity.

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

No

## 9. Assessments for the year:

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

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

Not applicable. No significant risks or concerns have arised during the assessments.

**PRINCIPLE 6**
**Businesses Should Respect and Make Efforts To Protect And Restore The Environment**
**Essential Indicators**

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total electricity consumption (A) – In Giga Joules	2,76,050.06	2,89,905.24
Total fuel consumption (B)	54,679.47	49,427.68
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>3,30,729.53</b>	<b>3,39,332.93</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	2.76	3.32

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. Ambica Associates

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

Not Applicable

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	27,410	27,440
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>27,410</b>	<b>27,440</b>
Total volume of water consumption (in kilolitres)	31,537	30,645
Water intensity per rupee of turnover (Water consumed / turnover)	2.63	3.00

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.

Yes, Zero Liquid Discharge is implemented through the installation of Sewage Treatment Plants covering the industrial effluents and treatment of the same.



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

Parameter	Please specify unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Nox	Parts per million by volume	11.28	10.21
Sox	Parts per million by volume	20.76	17.93
Particulate matter (PM)	Microgram per cubic metre	61.62	59.62
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. No

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

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 1 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	3,027.22	2,942.97
Total Scope 2 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	53,426.90	55,960.83
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	4.71	5.76

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

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

Yes,

The company is installed renewal energy projects such as

- (1) Wind Mill Installed Capacity: 8.75 MW
- (2) Solar Rooftop installed capacity: 1.6 MW
- (3) Solar Ground mount installed capacity: 4.0 MW
- (4) Solar capacity to be installed on or before December 2023: 11.5 MW

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Other Hazardous waste. Please specify, if any. (G)		
Empty Barrels	0.51	0.47
Used Oil	2.03	2.09
Oily Sludge	0.12	0.14
Oily Cotton	0.48	0.55
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3.13</b>	<b>3.25</b>
<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	-	-
(ii) Re-used	2.44	2.47
(iii) Other recovery operations	-	-
<b>Total</b>	<b>2.44</b>	<b>2.47</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	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations Third party vendor	0.69	0.78
<b>Total</b>	<b>0.69</b>	<b>0.78</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. No

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

We have well-defined Operational Control Procedures for waste management. Waste generated is categorised, handled and stored as per environment and safety standards. Waste is re-used in the production process as per their application use and we are in the process of tying up with an authorised third-party vendor to dispose of all types of waste.

The company ensures the segregation of hazardous waste and proper storage, handling and disposal of such hazardous waste. Hazardous waste generated is either reused or stored in a Hazardous storage room. Empty barrels are reused for captive use and used oil waste is reused as a lubricant in plant and machinery.

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	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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
NIL					

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

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
Not Applicable				

### Leadership Indicators

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

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A) – In Giga Joules	38,597.16	41,190.45
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C) – In Giga Joules</b>	<b>38,597.16</b>	<b>41,190.45</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) – In Giga Joules	2,37,452.91	2,48,714.79
Total fuel consumption (E)	54,679.47	49,427.68
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F) – In Giga Joules</b>	<b>2,92,132.38</b>	<b>2,98,142.47</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. No

### 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.

6

- 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	CII	National
2	Association of Indian Forging Industries	National
3	ACMA	National
4	Rajkot Engineering Association	State
5	Rajkot Chamber of Commerce	State
6	Greater Rajkot Chamber of Commerce	State

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

Name of authority	Brief of the case	Corrective action taken
NIL		

## PRINCIPLE 8

### Businesses Should Promote Inclusive Growth and Equitable Development

#### Essential Indicators

- 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
NIL					

- 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)
NIL						

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

Rolex Rings considers the community as an important stakeholder for inclusive growth. We have identified channels in place wherein a community person can reach our Environment safety team, Security team (contact details available at the gate) or the HR department. Speed dial number is disclosed at the Security gate to contact EHS team.

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

	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	2.56%	3.18%
Sourced directly from within the district and neighbouring districts	4.35%	5.02%

## PRINCIPLE 9

### Businesses Should Engage With and Provide Value To Their Consumers In A Responsible Manner

#### Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Long-term customer relationships have been our leading support in the sustainable growth of the Company. Rolex Rings Limited continues to foster the relationship by providing quality products and upholding the needs of our customers. We continuously thrive to improve our products by incorporating their feedback and concerns in our processes.

For feedback and complaints, customers can reach out to Rolex Rings Limited by email to Rolex Rings' QA team.

## 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	NIL
Recycling and/or safe disposal	NIL

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

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices						
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

S. No.	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

## 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

(Yes/No) If available, provide a web-link of the policy.

Our organization has formulated a robust IT policy that governs the use of technology and information systems within our company. Policy weblink: <https://www.rolexrings.com/policies/>

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

Not applicable