

ISMT/SEC/23-24

July 10, 2023

Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G Block, Bandra
Kurla Complex, Bandra (E),
Mumbai-400051

Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai-400001

Symbol: ISMTLTD

Scrip Code: 532479

Sub.: Business Responsibility and Sustainability Report for FY2022-23

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed herewith Business Responsibility and Sustainability Report ('BRSR') for the financial year ended 31 March 2023, which also forms part of Annual Report for FY2022-23.

You are requested to kindly take the same on your record.

Thanking you.

Yours Faithfully,
For ISMT Limited

Chetan Nathani
Company Secretary
Encl.: As above



ISO 14001: 16949:2016

Corporate & Registered Office
Panama House (Earlier known as Lunkad Towers),
Viman Nagar, Pune- 411 014, India.
Phone: +91 20 4143 4100 | Fax: +91 20 26630779
E-mail: secretarial@ismt.co.in Website: www.ismt.co.in
CIN: L27109PN1999PLC016417



ISO 9001:2015



BSI ISO 45001:2018
ISO: 140012015

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L27109PN1999PLC016417
2	Name of the Company	ISMT Limited
3	Year of Incorporation	01 September, 1999
4	Registered office address	Panama House (Earlier known as Lunkad Towers), Vimannagar, Pune - 411014 Maharashtra - India
5	Corporate office address	Panama House (Earlier known as Lunkad Towers), Viman Nagar, Pune - 411014 Maharashtra - India
6	E-mail	secretarial@ismt.co.in
7	Telephone	+91 020 41434100
8	Website	www.ismt.co.in
9	Financial year for which reporting is being done	2022-23
10	Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11	Paid-up Capital	Rs. 150.25 Crore
12	Details (telephone, email address) of the person for BRSR Reporting	Mr. Chetan Nathani, Company Secretary, Address- Panama House, Viman Nagar, Pune - 411014 Tel: +91 020 41434100 e-mail: secretarial@ismt.co.in
13	Reporting boundary	Standalone basis

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Production of Seamless Steel tubes	Sale of Seamless tubes	71%
2	Manufacture of Steel	Use of Steel for manufacture of Seamless tubes & Sale of steel bars	29%

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

S. No.	Product/Services	NIC Code	% Of total turnover contributed
1	Seamless Tubes	241	71%
2	Steel	242	29%

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	5	1	6
2.	International	-	-	-

17. Markets served by the entity

a. Number of locations

S. No.	Number of Locations served	Number
1.	National (Number of states)	22
2.	International (Number of countries)	11

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

11.5%

c. A brief on types of customers

We, at ISMT, aim to deliver the best product experience to our customers. Our commitment is to provide high quality products which are also cost effective. We cater to customers in the following segments:

- Automobile and Bearing
- General engineering
- OCTG and Projects
- Construction, Power
- Trade and Others

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1856	1840	99.14	16	0.86
2.	Other than permanent (E)	52	49	94.23	3	5.77
3.	Total employees (D+E)	1908	1889	99.00	19	1.00
Workers						
4.	Permanent (F)	22	22	100	0	0
5.	Other than permanent (G)	1365	1365	100	0	0
6.	Total workers (F+G)	1387	1387	100	0	0

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

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

20. Turnover rate for permanent employees and workers

Category	FY 2022-23			FY 2021-22			FY 2020-21		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	5.0	2.7	7.7	10.0	0.1	10.1	12.0	0.4	12.4
Permanent workers*	0.39	0	0.39	0.37	0	0.37	0.33	0	0.33

*Permanent Worker: Retirement of unionized workers

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

21. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Kirloskar Industries Limited	Holding	None	Yes
2	Kirloskar Ferrous Industries Limited	Holding	None	Yes
3	Tridem Port and Power Company Pvt Ltd	Subsidiary	100	Yes
4	Nagapattinam Energy Pvt Limited	Subsidiary	100	Yes
5	Best Exim Pvt Ltd	Subsidiary	100	Yes
6	Success Power and Infraprojects Pvt Ltd	Subsidiary	100	Yes
7	Marshal Microware Infrastructure Development Company Pvt Ltd	Subsidiary	100	Yes
8	ISMT Enterprises SA, Luxembourg	Subsidiary	99.62	Yes
9	Structo Hydraulics AB, Sweden	Subsidiary	99.98	Yes
10	ISMT Europe AB, Sweden	Subsidiary	99.98	Yes
11	Indian Seamless Inc., USA	Subsidiary	100	Yes
12	PT ISMT Resources, Indonesia	Subsidiary	100	Yes

VI. CSR details

22. I. Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes

II. If yes, Turnover – INR 2,561.30 Crore

III. Net worth – INR 1,323.30 Crore

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 (NGBRC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	https://www.ismt.co.in/documents/1387050/d7e39fd5-019f-6d65-aa98-c3c8ce861c48	Nil	Nil	No complaints received	Nil	Nil	No complaints received
Investors		Nil	Nil	No complaints received	Nil	Nil	No complaints received
Shareholders		55	6*	Pending for resolution	10	0	-
Employees and workers		Nil	Nil	No complaints received	Nil	Nil	No complaints received
Customers		Nil	Nil	No complaints received	Nil	Nil	No complaints received
Value Chain Partners		Nil	Nil	No complaints received	Nil	Nil	No complaints received
Other (please specify)		Nil	Nil	No complaints received	Nil	Nil	No complaints received

*Of the 6 complaints pending, 5 were closed subsequently and 1 is in the process of closure and shall be resolved in due course.

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

S. No.	Material issue identified	Is it 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	Employee Health and Well-being	Risk	ISMT seeks to prevent serious safety incidents arising in its plants on account of moving machinery and on-site traffic. To promote the safety of employees, contractors, and visitors by preventing personal injuries at the workplace, ISMT focuses on primary prevention of exposure to hazards. ISMT's commitment from the top management is shared by all levels of management to achieve an accident-free workplace.	ISMT has in place a strong safety management system that covers employees, contractors, road transport, equipment safety and emergency response. Regular audit and review of the safety measures to be undertaken. Periodic safety trainings are conducted for employees, contractors, and other relevant stakeholders.	Negative implications- Safety threat/risks to employees will affect the Company operations.
2	Talent management	Opportunity	ISMT is committed to develop requisite organizational climate and management style to promote cooperation and trust among all employees in the plant. This enables ISMT to identify and retain productive workforce at all levels of its organization	NA	Positive Implications- a good mix of talent and appropriate talent management will add to ISMT's growth.
3	Climate action (energy management, product stewardship, climate change, GHG & other air emissions, biodiversity)	Risk	ISMT is aware that steel & Tube being an energy intensive industry, there is high level of CO2 emissions. Non-compliance to environment legislations/laws lead to penalties, stoppage of operations, added business costs and reputational loss. Additionally, climate change related regulations and extreme weather events disrupt operations and supply chain	ISMT invests in upgradation of existing technologies to minimize its carbon footprint. ISMT also closely monitors air quality, water discharge methods and other environmental parameters	Negative implications- Climate-related risks affect the sustainability of ISMT's operations.

S. No.	Material issue identified	Is it 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)
4	Circular economy (Waste & water management)	Opportunity	As part of ISMT's circularity strategy, alternative business models such as recycling business could be potentially explored. Such innovative models enable us to leverage the increase in scrap in India which adds a competitive advantage over our peers. Further, ISMT realizes the importance of circularity for addressing water scarcity issues and drive sustainable conservation measures to reduce water consumption in plants	NA	Positive implications- conservation of essential resources through circular economy can enable cost savings and open new ventures for our business.
5	Human rights (Labor practices, human rights)	Risk	Human rights are an integral part of Sustainable Development which governs the Company's approach towards employees, contractors, suppliers, and communities. ISMT focuses on ensuring fair and transparent remediation framework for human rights.	The Company has formulated Code of Conduct which condemns human rights violations across its business operations including during sourcing/procurement. ISMT has in place Human Rights policy which applies to its employees & other stakeholders across its value chain	Negative implications- Any violation against human rights can negatively affect the reputation of the Company.
6	Business ethics	Risk	ISMT seeks to integrate as well as internalize core business values such as 'integrity', 'understanding', 'excellence', 'unity' and 'responsibility' to ensure strict adherence to business ethics.	ISMT has policies in place Anti-corruption and Bribery. ISMT provides Code of Conduct training for all its employees	Negative consequences- Unethical decisions can negatively affect the reputation of the Company.
7	Sustainable innovation	Opportunity	ISMT seeks to facilitate the opportunity for implementing better solutions to meet the new requirements /guidelines/laws. This includes leveraging new technological advancements for upgradation and addressing existing or new market needs. ISMT seeks to focus on building relationships with customers to invest in long-term business opportunities including developing new products	NA	Positive consequences- Innovation and investments in R&D will have a positive impact on the Company's position against peers.

S. No.	Material issue identified	Is it 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)
8	Responsible supply chain	Risk and Opportunity	There is an increasing need and demand for public disclosure on supplier assessment in terms of the Company's ESG performance Businesses in steel & Tube industry are heavily impacted by the supplier's businesses. ISMT has recognized the need for a sustainable procurement / sourcing strategy to effectively navigate supply chain issues	ISMT is committed to ensuring responsible sourcing of minerals. The Supplier /vendor Code of Conduct (COC) may cover EHS and Human Rights parameters. Supply chain partners' sign in the COC as a part of the contract documents is preferable	Positive consequences- Continuous supply chain assessments can highlight supply chain risk for the Company.
9	Community relations	Opportunity	ISMT recognizes the importance of CSR activities focusing on environmental care, education, health care, cultural efflorescence and peripheral development, family welfare, social initiatives enhance which results in value creation for the business. Moreover, resettlement and rehabilitation projects/plans are important in regions surrounding the Plants.	NA	Positive consequences- Relationship with the communities is important for the good will of the Company.
10	Data privacy	Risk	ISMT recognizes that there is always a risk of leakage of confidential data/ information of stakeholders including customers. Such data privacy incidents could impact brand image leading to financial loss for the Company	Formulation of data privacy policy to maintain privacy and protect personal information of employees, contractors, vendors, associates, and others. Initiation of measures to protect control systems and IoT infrastructure against potential security threats	Negative consequences- Data privacy concerns can affect Company's brand image.

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. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Policy and Management processes

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
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
1 (b)	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1 (c)	Web Link of the Policies, if available	All our policies are available in the link below: https://www.ismt.co.in/investor-relations/corporate-governance-policies								
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, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001:2018, ISO 14001:2015 ISO 9001: 2015 ISO 16949:2016								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	ISMT is in the process of setting specific commitments, goals, targets with defined timelines this year. We will be disclosing the commitments and targets in the following year's response.								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	As we are in the process of setting targets and commitments, we will be monitoring our performance against the targets in the following year. However, this year, we have ensured 100% worker participation in safety activities, 100% safety performance & compliance and 100% training on EHS policies provided to employees.								
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	We at ISMT are committed to ensuring integration of Environmental, Social and Governance aspects into the day-to-day operations of our business. The increasing focus on sustainability in the recent years has brought in new trends and practices in steel & tube industry. The shaping of these new trends has prompted producers to be mindful of their organization's carbon footprint. ISMT seeks to reduce its CO2 emissions by structuring logistics in a smarter and efficient way. ISMT is also mindful of other relevant environmental challenges including solid waste management, emissions control, and process monitoring by implementing sustainable solutions. We will also set targets to cut down emissions, manage resources efficiently, and ensure energy efficiency in all our operations and processes. Going forward, we aim to improve our existing practices through changes in processes, improvement in data collection regarding ESG and conducting regular audits to incorporate certifications.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Managing Director (MD)								
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.	<ul style="list-style-type: none"> ISMT has an ESG Committee duly constituted by the Board to resolve sustainability issues. ESG Committee constituted on November 4, 2022, consisting of 4 members viz. Independent Director as a Chairperson, Managing Director, Chief Financial Officer and the Company Secretary. 								

10	Details of Review of NGRBCs by the Company									
	Subject for Review	a. Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Yes								
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliance	Yes								
	Subject for Review	a. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Annually								
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliance	Annually								
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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No								

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
1	The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
2	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
3	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
4	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
5	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

Principle 1: Business 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 programme on any of the principles during the financial year

S. No.	Segment	Total number of training & awareness programme held	Topics / principles covered under the training	% Of persons in respective category covered by the awareness programme
1	Board of Directors	02	ESG Briefings	100%
2	Key Managerial Personnel	02	ESG Requirements &, EHS Compliance Awareness	100%
3	Employees other than BOD and KMPs	04	ESG Requirements, EHS Compliance & awareness, Electrical Safety	100%
4	Workers	04	EHS Awareness, First-Aid, Fire Safety, Electrical Safety	100%

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 2023

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			Nil		
Settlement			Nil		
Compounding fee			Nil		
Non - 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)
Imprisonment			Nil		
Punishment			Nil		

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA
NA	NA

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

Yes, the procedure of anti-corruption has been covered under the Code of Conduct and Whistle Blower Policy of the organization. The web-link to the policies is provided below:

<https://www.ismt.co.in/documents/1387050/295b3687-1708-f422-1378-b9c5f4c6a19c>

<https://www.ismt.co.in/investor-relations/corporate-governance-policies>

5. No of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption / corruption

	Segment	FY 2022-23	FY 2021-22
1	Directors	Nil	Nil
2	Key Managerial Personnel	Nil	Nil
3	Employee	Nil	Nil
4	Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	Segment	FY 2022-23		FY 2021-22	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No complaints received	Nil	No complaints received
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	No complaints received	Nil	No complaints received

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

LEADERSHIP INDICATORS

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

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

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

Yes. The Code of Conduct guides the Directors and Senior Managers to act prudently in good faith to protect the interests of the Company and uphold the Company's interests over personal interests in case of conflicts.

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.

S. No.	Segment	FY 2023	FY 2022	Details of improvements in environmental and social impacts
1	R&D	Nil	Nil	R&D facility not Applicable
2	Capex	0.75 %	Nil	Installation of Online Continuous Monitoring System (OCMS) & Oil skimmers at Nagar Plant.

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

Yes, we screen and select our suppliers based on ISO 9001, 14001 and 45001 certifications.

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

38%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for Plastics (including packaging), E-waste, Hazardous waster and Other waste

The Company has systems in place to recycle plastic waste and hazardous waste in a safe manner. The Company contracts with authorized recyclers for safe disposal of waste. We are in the process of adopting appropriate measures for the safe disposal of e-waste.

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

No

LEADERSHIP INDICATORS

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

NIC Code	Name of Product/ Service	% Of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA					

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

Name of Product/Service	Description of the risk / concern Action Taken	Description of the risk / concern Action Taken
NA		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Raw Material	15%	14%

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

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

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NA	NA

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1840	1840	100	1840	100	0	0	NA	-	NA	-
Female	16	16	100	16	100	16*	100	NA	-	NA	-
Total	1856	1856	100	1856	100	16*	100	NA	-	NA	-
Other than Permanent Employees											
Male	49	49	100	49	100	NA	NA	NA	NA	NA	NA
Female	3	3	100	3	100	3*	100	NA	NA	NA	NA
Total	52	52	100	52	100	3*	100	NA	NA	NA	NA

*Maternity Benefits are covered under Mediclaim Policy of Health Insurance.

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

Category	% Of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	22	22	22	22	100	NA	NA	NA	NA	NA	NA
Female	0	0	0	0	0	0	NA	NA	NA	NA	NA
Total	22	0	0	22	100	NA	NA	NA	NA	NA	NA

Category	% Of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than permanent workers											
Male	Other than permanent workers are not covered under these benefits.										
Female											
Total											

c. **Details of retirement benefits for Current and Previous FY**

	Benefits	FY 2022-23			FY 2021-22		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Yes	100	100	Yes
2	Gratuity	100	100	Yes	100	100	Yes
3	ESI**	0	100	Yes	0	100	Yes
4	Superannuation	100	Nil	Yes	100	Nil	Yes

** ESI of Workers Other than permanent i.e., contractual workers are taken care by respective contractors and not by ISMT.

2. **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.**

ISMT has implemented accessibility measures at offices and premises for differently abled employees and visitors at the office and production facilities.

3. **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.**

We are in the process of preparing an Equal Opportunity Policy.

4. **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	Nil	Nil	Nil
Female				
Total				

5. **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.**

		Yes/No (If yes, then give details of the mechanism in brief)
1	Permanent workers	Yes, we have a vigil mechanism in place to address the concerns of the employees and workers. The HR team at the Head Office and Employee Relations Heads at the plant locations address grievances of all employees and workers. The link to the Grievance Redressal Policy: https://www.ismt.co.in/documents/1387050/d7e39fd5-019f-6d65-aa98-c3c8ce861e48
2	Other than Permanent Workers	
3	Permanent Employees	
4	Other than Permanent Employees	

6. Membership of employees in association(s) or Unions recognised by the listed entity

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1856	960	51.72	1839	967	52.58
Male	1840	960	52.17	1822	967	53.07
Female	16	0	0	17	0	0
Total Permanent Workers	22	22	100	22	22	100
Male	22	22	100	22	22	100
Female	0	0	0	0	0	0

7. Details of training given to employees

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	1889	1700*	89.99	554	29.85	1870	1698*	90.80	460	24.9
Female	19**	19	100	0	0	17**	17	100	0	0
Total	1908	1719	90.23	554	29.04	1887	1715	90.88	460	26.8
* Few employees joined post training, some of have staggering w/off or leave.										
**Training on Health & Safety given to employees that include all female workers (19 numbers)										
Workers										
Male	22	22	100	0	0	22	22	100	0	0
Female	0	0	0	0	0	0	0	100	0	0
Total	22	22	100	0	0	22	22	100	0	0

Training on Health and Safety are provided during the safety week at plants. The MD addressed all employees and workers during National Safety Day on 4th March 2023. Training on skill upgradation include job-specific trainings.

8. Details of performance and career development reviews of employees and workers:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	1889	1889	100	1870	1870	100
Female	19	19	100	17	17	100
Total	1908	1908	100	1887	1887	100
Workers						
Male	22	22	100	22	22	100
Female	0	0	100	0	0	0
Total	22	22	100	22	22	100

Note:

Trainee employees have different format of performance management / career development with their HODs. Performance Management System (PMS) is applicable for all permanent employees and workers.

9. 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, ISO 45001:2018 i.e., Occupational Health and Safety Management System has been implemented at all Sites of ISMT.

- 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 Process of Hazard Identification, Risk Assessment and Assurance of Controls are in place to identify work-related hazards on a routine basis.

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

Yes, the Consultation and Participation Process is in place to promote the reporting of work-related hazards & Risk to responsible persons.

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

Yes, Medi-claim facility is available in case of illnesses to employees.

10. Details of Safety related incidents

	Safety Incident/Number	Category	2022-23	2021-22
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	2.13	2.05
2	Total recordable work-related injuries	Employees	0	0
		Workers	18	20
3	No. of fatalities	Employees	0	0
		Workers	1	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

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

- i. **Training & Awareness:** Training on Health & wellness, Electrical Safety, First-aid & Fire Safety awareness are provided to employees and workers.
- ii. **Employee Engagement Campaigns:** Promotional Programmes during Safety Week are undertaken at sites and Head Office.

12. Number of Complaints on the following made by employees

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	No complaints received	Nil	Nil	No complaints received
Health & Safety	Nil	Nil		Nil	Nil	

13. Assessments for the year

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

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

We plan to engage with DSS consultants for the next three years for Safety Excellence Project to reduce significant risks and concerns on working conditions.

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: Group Policy of Accidents (GPA) for employees and workers.

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

The Company ensures that statutory dues are deducted and deposited in accordance with regulations. The remittance of statutory dues by value chain partners are reviewed as part of supplier audits.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

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

No

5. Details on assessment of value chain partners

Not Applicable

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

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

Hazard identification and risk assessment process are in place as per requirements of ISO 45001:2018 and ISO 14001:2015. ISMT management undertakes these assessments periodically.

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 key stakeholders of the Company are those that have a direct impact on our operations or are impacted by our business decisions and operations. The first step in the process of identifying key stakeholder groups for us include the selection and categorization into internal and external stakeholders based on their importance, impact, and relevance. The key stakeholder groups for our organization include, Customers, Suppliers, Vendors, Employees, Regulatory and statutory bodies, External Providers, Certifying and testing agencies, and Communities etc.

2. List stakeholder groups identified as key for your entity & 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
Customers	No	Email, Newspaper, Advertisement, Community Meetings, Company Website	As and when required	Engagement of customers can help organization to build a stronger relationship - boosting of sales, reputation, and referrals

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 and Vendors	No	Email, Newspaper, Advertisement, Company Website	As and when required	To ensure the highest levels of trust and accountability in all dealings with suppliers & Vendors
Employees	No	Email, SMS, Advertisement, Community Meetings, Company Website	On requirements of manpower	For higher productivity and efficiency
Regulatory and statutory bodies	No	Email, SMS, Advertisement, Company Website	As per requirement & demand if any	Setting and Maintaining Standards in the Relevant Areas
External Providers	No	Email, Newspaper, Pamphlets, Advertisement, Company Website etc.	As and when required	<ul style="list-style-type: none"> • Cost reductions • Increased efficiency • Lower risk of price volatility • Streamlining purchasing process • Opportunity to outsource tasks • Product and process improvement
Certifying and testing agencies	No	Email, Newspaper	As per job requirements	For conformity of the relevant requirements of a product, service, process, system or person.
Communities	Yes	Online / Offline meetings, Emails, Website, Social media posts	As and when required	To cater to our community in a responsible & sustainable way

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 process of consultation between stakeholders and the Board involves constant communication between each other regarding health, safety, and environmental matters. Empathetic listening to the stakeholder's concerns as well as seeking and sharing views & information.

- 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, we maintain a regular engagement with our stakeholders to shape our environmental, social and governance issues and our initiatives to address each material issue. This year we set up ESG, human rights, business continuity policies etc. to ensure appropriate systems are in place to address concerns around key material issues.

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

Not Applicable

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**

Trainings related to right to freedom, freedom from torture, opinion and expression rights, the right to work & activity etc., are given through mail guidelines, instructions on notice boards, SOPs, code of practices, communication of audit results etc. Everyone is entitled to these rights, without discrimination.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1856	1856	100	1839	1839	100
Other than permanent	52	52	100	48	48	100
Total employees	1908	1908	100	1887	1887	100
Workers						
Permanent	22	22	100	22	22	100
Other than permanent	1365	1365	100	1247	1247	100
Total workers	1387	1387	100	1269	1269	100

2. Details of minimum wages paid to employees and workers

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	1840	0	0	1840	100	1822	0	0	1844	100
Female	16	0	0	16	100	17	0	0	17	100
Other than permanent										
Male	49	0	0	49	100	48	Nil	Nil	48	100
Female	3	0	0	3	100	0	Nil	Nil	Nil	0
Workers										
Permanent										
Male	22	0	Nil	22	100	22	Nil	Nil	22	100
Female	0	0	Nil	0	Nil	0	Nil	Nil	0	0
Other than permanent										
Male	1365	1365	100	Nil	Nil	1247	1247	100	Nil	0
Female	0	0	Nil	Nil	Nil	0	0	0	Nil	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs in lakh)	Number	Median remuneration/ salary/ wages of respective category (Rs in lakh)
Board of Directors (BoD)	5	11.00	1	15.00
Key Managerial Personnel	3	71.57	0	-
Employees other than BoD and KMP	1837	5.90	16	5.70
Workers	22	2.06	0	-

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, Team of Human Resource Department (HRD) handles human rights impacts and issues.

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

We are committed to non-discriminatory and non-harassing work environment. We do not engage in forced or child labor and ensure that human rights clauses are included in significant investment agreements and contracts. We have formulated Human Rights, Grievance Redressal and Whistle Blower Policies to encourage employees to communicate genuine issues regarding human rights, violation of code of conduct, leakage of confidential information etc. The policies have been developed to provide for an official platform to record and address genuine concerns and ensure good governance. The link to human rights policy: <https://www.ismt.co.in/documents/1387050/5862fcc3-3ae5-b29c-345f-9318273801ea>

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

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

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

ISMT promotes non-discriminatory and non-harassing work environment. We commit to have zero tolerance against discrimination based on age, gender, caste, religion, disability etc. We ensure appropriate training for all employees in-an ongoing basis on company values, code of conduct, human rights and behavioural aspects while discharging their duties at the workplace. The employees can email their grievances to kirloskar@integritymatters.in

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

Yes

9. Assessments for the year

Section	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100 %
Discrimination at workplace	100 %
Child Labour	100 %
Forced Labour/ Involuntary Labour	100 %
Wages	100 %
Others – please specify	Not any

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

Principle 6: Businesses should respect and make efforts to protect and restore the environment**ESSENTIAL INDICATORS****1. Details of total energy consumption (in GJ) and energy intensity, in the following format**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (GJ)	9,03,136.41 GJ	7,61,572 GJ
Total fuel consumption (B) (GJ)	4,457.43 GJ	4,754.16 GJ
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	9,07,593.84 GJ	7,66,326.16 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/Crores)	3.54	3.56

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Yes, TUV India Pvt. Ltd, East Coast Sustainable Private Limited. & ABB Hitachi.

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

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	6,97,251 KL	6,88,701 KL
(ii) Groundwater	0	0
(iii) Third party water	2,76,689 KL	1,48,735KL
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	9,73,940 KL	8,37,436 KL
Total volume of water consumption (in kiloliters)	9,73,940 KL	8,37,436 KL
Water intensity per rupee of turnover (Water consumed / turnover in Crores)	3.80	3.89

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): Yes, TUV India Pvt. Ltd, East Coast Sustainable Private Limited. & ABB Hitachi

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

Yes, we have implemented STP and ETP for wastewater treatment and treated water is used for gardening purposes.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT	61.01	46.84
SOx	MT	46.05	37.88
Particulate matter (PM)	Avg value (less than 10 ppm)	150.20	157.49
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil

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

Yes (Green Envirosafe Engineers & Consultant Pvt. Ltd., GHS Metrics)

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

Parameter	Please specify units	FY 2022-23	FY 2021-22
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)	Metric tonnes of CO ₂ equivalent	64,982.91	61,163.52
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,71,792.30	1,51,811.73
Total Scope 1 and Scope 2 emissions per Crores of turnover	MTCO ₂ e/INR	92.44	98.94

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, TUV India Pvt. Ltd, East Coast Sustainable Private Limited. & ABB Hitachi

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

ISMT has replaced furnace oil to LSHS at the Ahmednagar plant and is in process of implementing the same at the Baramati and Jejuri plants in the current financial year

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

Parameter	FY 2022-23	FY 2021-22
	Total Waste generated (in MT)	
Plastic waste (A)	Nil	Nil
E-waste (B)	0.48	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any.	28,213.02	57,446.26
Total (A+B + C + D + E + F + G + H)	28,213.50	57,446.26

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

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022-23	FY 2021-22
	Total Waste generated (in MT)	
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2022-23	FY 2021-22
	Total Waste generated (in MT)	
(i) Incineration	NA	NA
(ii) Landfilling	28,213.02	57,446.26
(iii) Other recovery operations	0.48	0

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

Reduction in hazardous waste in progress by Sale of Spent Acid for extraction of ferrous.

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, 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.
1	NA	NA	NA
2	NA	NA	NA

11. Details 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
Environmental Clearance that includes Environmental Impact Assessment study	---	Feb/23	Yes	In progress	NA

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
1	Nil	Nil	Nil	Nil

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

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

9

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a 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	Maratha Chambers of Commerce & Industries	State
2	District Chambers of Commerce and Industry (DCCI)	State
3	Jejuri Industrial Manufacturers Associates	State
4	The Alloy Steel Producers Association	State
5	National Safety Council	National
6	The Institute of Co-Secretaries of India	National
7	Legal Entity Identifier India Ltd	National
8	Institute of Chartered Accountants of India (ICAI)	National
9	Membership of Labor Law reporter	Across Central and State Government

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

Name of Authority				Brief of the case	Corrective action taken
NA	NA	NA	NA	NA	NA

LEADERSHIP INDICATORS

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

Not Applicable

Principle 8: Businesses should promote inclusive growth and equitable development**ESSENTIAL INDICATORS**

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current FY 23**

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
NA	NA	NA	NA	NA	NA

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
	NA	NA	NA	NA	NA	NA

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

We have a grievance redressal mechanism that extends to our stakeholders. The community is encouraged to resolve their queries, concerns, and disputes in coordination with the concerned parties. The community can send their grievances to hrd@ismt.co.in

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

Category of waste	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	9.29%	4.81%
Sourced directly from within the district and neighboring districts	21.76%	19.48%

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):**

Not Applicable

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

Not Applicable

3. **A) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) B) From which marginalized /vulnerable groups do you procure? C) What percentage of total procurement (by value) does it constitute?**

Not Applicable

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

Not Applicable

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

Not Applicable

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Education	120	None

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

Any complaints received through mail/WhatsApp/phone is lodged in the CRM (Customer Complaint Management) system and the further response/action on the same is tracked by respective responsible team member. The Quality team provides necessary documents / feedback to customer to resolve the complaints.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	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	Nil	No consumer complaints received	Nil	Nil	No consumer complaints received
Advertising	Nil	Nil	No consumer complaints received	Nil	Nil	No consumer complaints received
Cyber-security	Nil	Nil	No consumer complaints received	Nil	Nil	No consumer complaints received
Delivery of essential services	NA	NA	No consumer complaints received	NA	NA	No consumer complaints received
Others	NA	NA	No consumer complaints received	NA	NA	No consumer complaints received

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

	Number	Reason for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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

Cyber Security and Data privacy controls such as Network Firewall, Antivirus, External Media controls are in place, however policy documents are yet to be published.

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

Not Applicable

LEADERSHIP INDICATORS

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
<https://www.ismt.co.in/product-and-services/steel>
<https://www.ismt.co.in/en/product-and-services/tubes>
<https://www.ismt.co.in/en/product-and-services/ipp>
<https://www.ismt.co.in/en/product-and-services/ismt-360>
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
Not Applicable
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
The mechanism in place to inform consumers of any risk of disruption/discontinuation of essential services is primarily through email.
- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
Not Applicable
- 5. Provide the following information relating to data breaches:**
 - a. Number of instances of data breaches along-with impact:**
Nil
 - b. Percentage of data breaches involving personally identifiable information of customers:**
Nil