



DATE : 22nd September, 2023
REF. : PIL/DVN/L092/2023-24

Security Code No.: 522205	Company Code- PRAJIND
BSE LIMITED PHIROZE JEEJEEBHOY TOWERS, 25TH FLOOR, DALAL STREET, MUMBAI - 400 001 Fax: 022- 22723121/3719/2037/2039/2041/2061	NATIONAL STOCK EXCHANGE OF INDIA LTD. EXCHANGE PLAZA, 5TH FLOOR, PLOT NO. C/1, G BLOCK, BANDRA-KURLA COMPLEX, BANDRA (EAST), MUMBAI - 400 051 Fax: 022 – 66418124/25/26, 2659 8237 / 38

Dear Sir / Madam,

Please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) Report for the financial year 2022-2023.

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

Thank you.

Yours faithfully,

For PRAJ INDUSTRIES LIMITED

Dattatraya Nimbolkar
Chief Internal Auditor & Company Secretary
(M. No. 4660)

Praj Industries Limited

Regd. Office : "Praj Tower", S. No. 274 & 275/2, Bhumkar Chowk-Hinjewadi Road, Hinjewadi, Pune : 411057. Ph : +91 20 71802000 / 22941000
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CIN : L27101PN1985PLC038031

ANNEXURE 8

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity - L27101PN1985PLC038031
2. Name of the Listed Entity - Praj Industries Ltd.
3. Year of incorporation - 1985
4. Registered office address - "Praj Tower", S. No. 274 & 275/2, Bhumkar Chowk- Hinjewadi Road, Hinjewadi, Pune – 411 057.
5. Corporate address - "Praj Tower", S. No. 274 & 275/2, Bhumkar Chowk- Hinjewadi Road, Hinjewadi, Pune – 411 057.
6. E-mail - info@praj.net
7. Telephone +91-20-71802000 / 22941000
8. Website – <https://www.praj.net>
9. Financial year for which reporting is being done - 01.04.2022- 31.03.2023
10. Name of the Stock Exchange(s) where shares are listed – National Stock Exchange of India Limited (NSE) / BSE Limited (BSE)
11. Paid-up Capital – INR 367.346 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
 Mr. Mandar Kulkarni, Lead - Sustainability
 Telephone No. +91-20-71802000 / 22941000
 Email address – mandarkulkarni@praj.net
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)

The disclosures under this report are made on Standalone basis.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of other Special - Purpose Machinery	100%

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	Bioenergy Plants - 1st and 2nd Generation ethanol and renewable bio-gas that can substitute fossil fuels and promote Sustainable Decarbonization through Circular Bio-Economy	28299	79%
2	Engineering Businesses - Critical Process Equipment & Skids, Processes & Systems, Brewery Beverages Plants Water and Wastewater Plants and Water systems, modular process systems and value added services related thereto	28299	21%

III. Operations

16. No. of location where plants and / or operations / offices of the entity are situated.

Location	Number of plants	Number of offices	Total
National	5	4	9
International	0	3	3

Notes

- i. Three research centres (Urawade, Jejuri & Patethan) in India are considered under office locations. Praj Tower (HQ) is also included under office locations.
 - ii. Plants – 1. Sanaswadi, 2. Urawade, 3. Kandla SEZ#I, 4. Kandla SEZ#II & 5. Kandla SEZ#III
 - iii. Project sites (around 82 nos.) are not considered above.
17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	40

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

18%

c. A brief on types of customers

Company offers customized plants, equipment & technology solutions majorly to industrial customers. Some of our customers include PSU Companies and large conglomerates.

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)
EMPLOYEES						
1.	Permanent (D)	1192	1077	90	115	10
2.	Other than Permanent (E)	411	389	95	22	5
3.	Total employee (D + E)	1603	1466	91	137	9
WORKERS						
4.	Permanent (F)	-	-	N/A	-	N/A
5.	Other than Permanent (G)	1987	1975	99	12	1
6.	Total workers (F + G)	1987	1975	99	12	1

b. Differently abled Employees and workers:

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	3	75	1	25
2.	Other than Permanent (E)	-	-	N/A	-	N/A
3.	Total differently abled employees (D + E)	4	3	75	1	25
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	N/A	-	N/A
5.	Other than permanent (G)	-	-	N/A	-	N/A
6.	Total differently abled workers (F + G)	-	-	N/A	-	N/A

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Managerial Personnel	4	0	N/A

Note – 3 Whole-time Directors, 6 Non-Executive Directors. 5 of the Non-Executive Directors are Independent Directors. Out of 4 Key Managerial Personnel, 3 are directors.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%**	22%*	15%	10%	11%	10%	7%	6%	7%
Permanent Workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

* In case of Female employees, personal reasons, better opportunity & relocations account for higher turnover rate.

** Overall turnover rates are in line with the market trend.

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

21. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. No.	Name of the Holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Praj Engineering & Infra Ltd.	Subsidiary	99.65%	Praj Industries' policies and codes of conduct, Vision, Mission and Values are applicable to all its six subsidiaries who participate in its group –wide Business Responsibility initiatives.
2	Praj HiPurity Systems Limited	Subsidiary	100%	
3	Praj Far East Co. Ltd.	Subsidiary	100%	
4	Praj Americas Inc.	Subsidiary	100%	
5	Praj Far East Philippines Ltd. Inc.	Subsidiary	100%	
6	Praj GenX Ltd.	Subsidiary	100%	

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover - INR 31,525,730,156 (Standalone basis)
 (iii) Net worth - INR 10,661,852,812 (Standalone basis)

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	-	-	-	Nil complaints	-	-	Nil complaints
Investors (other than shareholders)	Yes	-	-	Nil complaints	-	-	Nil complaints
Shareholders	Yes	2	-	All complaints were resolved	4	-	All complaints were resolved
Employees and workers	Yes	-	-	Nil complaints	-	-	Nil complaints
Customers	Yes	13	-	All complaints were resolved	26	-	All complaints were resolved
Value Chain Partners	Yes	-	-	Nil complaints	-	-	Nil complaints
Other (please specify)	N/A	N/A	N/A	N/A	N/A	N/A	N/A

The policies governing Company's responsible business conduct are available on the Company's website. These policies cover all the stakeholders and the policies also cover grievance redressal mechanism. Refer link below:- <https://www.praj.net/investors-type/policies/>

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 N	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	Sustainable Supply chain	Opportunity	For us sustainability in supply chain provides opportunity to enhance operations' sustainability and in-turn increase opportunities to achieve lower TAT with quality for our customers	-	Positive: Enhanced sustainability in supply chain increases profitability of the business through timely deliveries and quality
2	Employee & workforce wellbeing	Opportunity	Employee and workforce wellbeing remains crucial for achieving sustainability & success of the organization	-	Positive: Wellbeing of employees results in increased productivity
3	Data Security	Risk	Data security remains high priority for us. Data breach, cyber-attacks and external factors may impact organization's image, projects and sustainability	AI based Signatureless Antivirus system, network Identity protection and intrusion protection system, SOCRadar Web threat hunting to detect any unauthorized data in internet/darknet, Firewalls with IDP and IPS at all locations, Data loss prevention system, and other technologies to protect our systems	Negative: Breach in data security may impact business through leakage of confidential information such as proposals, proprietary technology etc.
4	Corporate Governance	Risk	Organization with weak governance fail to comply with governmental & societal norms impacting its governmental & social license to operate	Strong policy-oriented governance structure & implementation structure in place	Negative: Weak governance may damage to Company's reputation
5	Health & Safety	Risk	Priority to Health & safety of employees & workers to avoid accidents, mishaps & loss of life. It can also result in serious legal issues	Health & Safety policy in place. Regular audits by dedicated HSE officer at all locations. Time to time awareness sessions for employees & workers	Negative: Health & Safety issues can impact health of employees & workers at various levels. It can cause damage to Company's reputation and attract fines.

S N	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	Human rights & labour issues	Risk	Challenges integrity of the organization. Has legal implications	Human rights and Labour welfare are covered by governing policies. Periodic self-assessments, customer audits and awareness being conducted.	Negative: Labour & human rights issues if not addressed, might result in loss of man-hours, quality of product & delivery timelines. It can cause damage to Company's reputation and attract fines.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.praj.net/investors-type/policies/								
2. Whether the entity has translated the policy into procedures? (Yes / No)	There are no separate procedures available, policies include the procedures.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	Y	N	N	N	N	N	N
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.	ISO 26000	ISO 9001	ISO 45001	ISO 26000	ISO 26000	ISO 14001	-	-	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any?	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-

Governance, leadership and oversight

<p>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):</p> <p>It brings us immense satisfaction to witness the remarkable progress of our Sustainability Management System [SMS]. This system not only enables us to monitor the impact of our own operations but also extends to those significant ones of our Supply Chain and our Customers.</p> <p>Translating sustainability terms into organizational impact parameters and reporting them in a balanced, consistent, and accurate manner is only the initial stage of the establishment of SMS. Its true value becomes evident when we are able to showcase tangible improvements.</p> <p>Since 2016, we have undergone a series of due diligence and verification audits conducted by National and International Assessors. These assessments were designed to evaluate our ESG (Environmental, Social, and Governance) performance in a rational and systematic manner. These as well as our internal audits helped us to continually improve our ESG performance parameters that ultimately lead to winning the prestigious Confederation of Indian Industry CAP 2.0 Award 2022.</p> <p>SMS has played a pivotal role in our transformation into a responsible and sustainable business organization. With great confidence, I anticipate that this system will continue to drive our performance improvement efforts.</p> <p>Sachin Raole CFO and Director – Resources</p>	
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr. Sachin Raole CFO and Director – Resources Phone No. 020-71802000 Email - sachinraole@praj.net</p>
<p>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.</p>	<p>Yes. Committees consist of members from all functions at each location with their HOD as Lead Sustainability. They work under the overall guidance of CEO & CFO.</p>
<p>10. Details of Review of NGRBCs by the Company:</p>	

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)											
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9			
Performance against above policies and follow up action	Praj has established a system for improvement of significant aspects of Business Responsibility Principles. CEO & MD and Members of the Board undertake broad planning for improvement of these significant aspects and release documented targets. Heads of all locations carry out detailed planning and initiate improvement as per the directions. Quarterly reports are received from all its locations in India and abroad. These are reviewed quarterly by the Head of the Divisions. CEO & MD / Board undertake annual review and give feedback and encouragement. CEO/Board take care of any budgetary or policy needs that are necessary for the improvements planned.									Annually											
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances										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.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Yes, independent assessments are conducted by certifying agencies while conducting ISO certification audits. Company has ISO certifications such as ISO 9001, ISO 45001, ISO 14001		
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:																					
Questions										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9			
The entity does not consider the Principles material to its business (Yes/No)										Not applicable											
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
Essential Indicators

- 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	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Risk management, Business strategy & update on laws applicable to the business	100%
Key Managerial Personnel	2	Risk management, Business strategy & update on laws applicable to the business	100%
Employees other than BoD and KMPs	71	Environmental sustainability, Cyber security, POSH, Health & safety, Code of Conduct	100%
Workers	N/A	N/A	N/A

- 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	Nil	-	-	-
Settlement	Nil	-	-	-
Compounding fee	Nil	-	-	-

Non-Monetary			
NGRBC Principle	Name of the Regulatory/ Enforcement Agencies/ Judicial Institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	-	-
Punishment	Nil	-	-

- 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
Nil	-

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

Yes, Company's Code of conduct policy covers this. Code of Conduct policies for Board & Senior Management, Employees and Suppliers are strictly complied.

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

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

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

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

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.

N/A

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

	FY (2022-23)	FY (2021-22)	Details of improvements in environmental and social impacts
	Current Financial Year	Previous Financial Year	
R&D	6%	5%	<p>Development of sustainable aviation fuel (SAF) was carried out using combination of fermentation and catalytic process starting with renewable feed stock, sugar cane molasses. Use of this SAF will have almost 40% GHG reduction over conventional fossil jet fuel.</p> <p>Development and deployment of compressed biogas (RNG) or renewable natural gas from biomass residues was done from bench (1 kg/day biomass) to pilot (60 kg/day biomass) to now commercial scale (200 MT/day). The use of CBG in transportation fuel will reduce the overall carbon emissions by 80% over fossil-based NG</p> <p>Development of biodegradable plastics (poly lactic acid and poly hydroxy alkenoate) is at bench scale and a pilot plant is being built to demonstrate the technology at 100 MTA scale. This development will address the issue of single use plastic menace polluting the environment.</p>
Capex	26%	67%	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes
Suppliers are evaluated on social, ethical and environmental performance parameters. Sustainable sourcing is the key element in the process of selecting and retaining Business Partners. 'Suppliers Code of Conduct' policy is strictly implemented for all the suppliers. This policy also covers aspects such as human & labour rights, Occupational health & safety. All the suppliers have to mandatorily accept this code of conduct. Further to this, business critical suppliers are monitored on levels/grades from A to D. Level D suppliers are audited to ensure their performance against these sustainability parameters.

- b. If yes, what percentage of inputs were sourced sustainably?
 52% of business critical inputs were sourced sustainably.
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.

Company's products are sold to industrial customers and as such there aren't any products those we have to reclaim at the end of life. Waste generated through Company's operations is reused, recycled and disposed of in line with the extant regulations as per following details:

(a) For Plastics (including packaging)	Disposed through scrap merchant by authorised recycler. Annual Undertaking is taken from the recycler.
(b) For E-waste	Disposed through scrap merchant by authorised recycler. Annual Undertaking is taken from the recycler.
(c) For Hazardous waste	Disposed through scrap merchant by authorised recycler. Annual Undertaking is taken from the recycler.
(d) For Other waste	Reuse of packing material such as wood for repacking

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

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	1077	1077	100	1077	100	-	-	1077	100	-	-
Female	115	115	100	115	100	115	100	-	-	-	-
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	1192	1192	100	1192	100	115	10*	1077	90**	-	-
Other than Permanent employees											
Male	389	389	100	389	100	-	-	389	100	-	-
Female	22	22	100	22	100	22	100	-	-	-	-
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	411	411	100	411	100	22	5*	389	95**	-	-

* only female employees are considered for maternity benefits

** only male employees are considered for paternity benefits

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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other than Permanent workers											
Male	1975	1975	100	1975	100	-	-	1975	100	-	-
Female	12	12	100	12	100	12	100	-	-	-	-
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	1987	1987	100	1987	100	12	1*	1975	99**	-	-

* only female employees are considered for maternity benefits

** only male employees are considered for paternity benefits

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

Benefits	FY (2022-23)			FY (2021-22)		
	Current Financial Year			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	100%*	100%*	Y	100%*	100%*	Y
Others	N/A	N/A	N/A	N/A	N/A	N/A

Note - * only employees & workers falling under ESIC salary slab are considered above.

3. Accessibility of workplaces

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

Yes, most of our owned premises are accessible to differently abled employees & workers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. The policy is available internally.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	N/A	N/A
Female	100%	100%	N/A	N/A
Any other	N/A	N/A	N/A	N/A
Total	100%	100%	N/A	N/A

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	N/A
Other than Permanent Workers	Yes, grievances are raised through verbal or phone communication with dedicated officer. Grievances are addressed through internal procedures. In addition, we have whistle-blower mechanism in place through which issues can be resolved.
Permanent Employees	Yes, employees can connect through verbal, phone or email with the respective Human Resource team member. Grievances are addressed through internal procedures. In addition, we have whistle-blower mechanism in place through which issues can be resolved.
Other than Permanent Employees	Yes, Grievances are raised through verbal, phone or email communication with dedicated officer. Grievances are addressed through internal procedures. In addition, we have whistle-blower mechanism in place through which issues can be resolved.

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

Category	FY (2022-23) (Current Financial Year)			FY (2021-22) (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1192	-	0%	979	-	0%
Male	1077	-	0%	879	-	0%
Female	115	-	0%	100	-	0%
Any other	N/A	N/A	N/A	N/A	N/A	N/A
Total Permanent Workers	N/A	N/A	N/A	N/A	N/A	N/A
Male	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A
Any other	N/A	N/A	N/A	N/A	N/A	N/A

8. Details of training given to employees and workers:

Category	FY (2022-23)					FY (2021-22)				
	Current Financial Year					Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1466	1466	100%	1100	75%	1323	1323	100%	795	60%
Female	137	137	100%	103	75%	108	108	100%	65	60%
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total	1603	1603	100%	1203	75%	1431	1431	100%	860	60%
Other than Permanent workers										
Male	1975	1975	100%	*		1800	1800	100%	*	
Female	12	12	100%			-	N/A	-		
Any other	N/A	N/A	N/A			N/A	N/A	N/A		
Total	1987	1987	100%			1800	1800	100%		

Note - * Company regularly conducts skill upgradation trainings for workers (other than permanent category); numbers are not currently tracked.

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

Category	FY (2022-23)			FY (2021-22)		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1077	1077	100%	879	879	100%
Female	115	115	100%	100	100	100%
Any other	N/A	N/A	N/A	N/A	N/A	N/A
Total	1192	1192	100%	979	979	100%
Workers						
Male	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A
Any other	N/A	N/A	N/A	N/A	N/A	N/A
Total	N/A	N/A	N/A	N/A	N/A	N/A

Note – only permanent employees are considered above.

10. Health and safety management system:

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

Yes, a well-documented EOHS (Environmental, Occupational, Health & Safety) policy is in place. One of the objectives of this policy is to provide safe & healthy working conditions for the prevention of work-related injury and ill health.

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

Company follows procedures for recording of unsafe acts, unsafe conditions & near misses. Audits are conducted at regular intervals. Adoption of ISO 14001:2015 and ISO 45001 for Environmental Safety and Occupational Health & Safety management system helps the Company to fulfil this goal.

- 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 (2022-23) Current Financial Year	FY (2021-22) Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers (Other than permanent)	0.48	0.08
Total recordable work-related injuries	Employees	Nil	Nil
	Workers (Other than permanent)	10	1
No. of fatalities	Employees	Nil	Nil
	Workers (Other than permanent)	1	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers (Other than permanent)	1	Nil

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

Company's policy on EOHS (Environmental, Occupational, Health & Safety) strengthens the objective of providing safe & healthy working conditions for the prevention of work-related injury and ill health. Strict adherence to the objectives of this policy along with adoption of ISO 14001:2015 and ISO 45001 ensure a safe and healthy work place. Necessary trainings are imparted to employees, business associates and interested parties to further strengthen the EOHS policy.

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

	FY (2022-23) (Current Financial Year)			FY (2021-22) (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions		Nil			Nil	
Health & Safety		Nil			Nil	

14. Assessments for the year:

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

Note – Audits happen in line with the requirements of complying with ISO 45001

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

- Allotment of safety Officer at each location
- Uniform safety systems implemented at all locations
- Strict monitoring of safety systems
- Adherence to compliance and statutory requirements
- Monitoring and control through audits from external certifying agencies
- Rewards & Recognition for employee motivation.

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.

Key stakeholders are identified on the basis of direct or indirect impact they have on the business performance or financial health of the organization. They can also be directly or indirectly influenced by the corporate decisions made by the organization. These stakeholder play very crucial role in the growth of the organization.

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	<ol style="list-style-type: none"> 1. Internal communication through email platforms- Praj Connect, Corporate Communication 2. Quarterly Interactions by CEO 	Quarterly	Keep employees abreast with happenings in economy, business environment, company specific achievements including business performance of organization
Investors	No	<ol style="list-style-type: none"> 1. Annual report, sustainability report, press releases 2. Investor presentations 3. Corporate website 4. Quarterly & Annual results 5. Analysts / Investor call 6. Participation in Investors' conference 	Periodically	Investors prefer to invest in the organizations that deliver consistent performance, that are socially and environmentally responsible, follow good governance
Customers	No	<p>Face to Face meetings- plant visits, Trade Shows/ conferences</p> <p>Electronic communication- Emails, messages</p> <p>Social Media- LinkedIn, Facebook, Twitter</p>	Periodically	Keep customers updated on latest developments, new technologies etc.

PRINCIPLE 5 Businesses should respect and promote human rights.
Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY (2022-23)			FY (2021-22)		
	Current Financial Year			Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1192	894	75%	979	734	75%
Other than permanent	411	308	75%	452	339	75%
Total Employees	1603	1202	75%	1431	1073	75%
Workers						
Permanent	0	0	n/a	0	0	n/a
Other than permanent	1987	1490	75%	1800	1350	75%
Total Workers	1987	1490	75%	1800	1350	75%

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

Category	FY (2022-23)					FY (2021-22)				
	Current Financial Year					Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1077	-	-	1077	100%	879	-	0%	879	100%
Female	115	-	-	115	100%	100	-	0%	100	100%
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other than Permanent										
Male	389	34	9%	355	91%	444	162	36%	282	64%
Female	22	7	32%	15	68%	8	-	0%	8	100%
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Workers										
Permanent										
Male	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Other than Permanent										
Male	1975	576	29%	1399	71%	1800	900	50%	900	50%
Female	12	4	33%	8	67%	-	N/A	N/A	N/A	N/A
Any other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

	Male		Female		Any other	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	3	5,79,78,478	-	-	-	-
Key Managerial Personnel	1	1,00,60,249	-	-	-	-
Employees other than BoD and KMP	1385	12,34,000	158	7,24,476	-	-
Workers	N/A	N/A	N/A	N/A	N/A	N/A

Note – Executive Chairman, CEO & MD and CFO are included in board of directors, they are also key managerial personnel.

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

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

Grievances are registered with Human Resource department which in turn resolves the grievance in line with set internal procedures. In addition, grievances can also be raised through 'Vigil Mechanism and Whistle-blower Policy'. The Audit Committee then appropriately and expeditiously investigates all such grievances in line with the policy for a quick resolution.

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

	FY (2022-23)			FY (2021-22)		
	Current Financial Year			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	1	Nil	Resolved	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	N/A	Nil	Nil	Nil
Child Labour	Nil	Nil	N/A	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	N/A	Nil	Nil	Nil
Wages	Nil	Nil	N/A	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	N/A	Nil	Nil	Nil

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

Internal committee under POSH, The Protection of Women against Sexual Harassment at Workplace Act, 2013 (POSH Act, 2013)

Company's 'Vigil Mechanism and Whistle-blower Policy' provides that while conducting any investigation, reasonable efforts shall be taken to protect the confidentiality and anonymity of the Whistle blower. This policy further provides that the Company undertakes that the Whistle blower will be protected at all cost, provided he / she is under honest belief that the alleged misbehaviour took place. There will be no harassment of any nature whatsoever to the Whistle blower provided that he/she is under honest belief about the behaviour. This protection will not be available to any Whistle blower who misuses this mechanism for personal benefits.

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

Efforts are extended to implement the relevant policies with Company's Suppliers, Contractors, Company's own and associated Foundations and others within the sphere of influence. Company's Supplier's Code of Conduct covers all aspects related to protection of human rights.

9. Assessments for the year:

	% 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	N/A

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

No major risks or concerns reported.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	24,103 GJ	20,879 GJ
Total fuel consumption (B)	14,763 GJ	7,138 GJ
Energy consumption through other sources (C)	1,762 GJ	1,773 GJ
Total energy consumption (A+B+C)	40,627 GJ	29,790 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1,289 GJ/Billion INR	1,451 GJ/Billion INR

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, by Navitas Energy Solutions for Kandla location & by Anercon Consultants for Sanaswadi location.

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground water	43,048 kilolitres	30,990 kilolitres
(iii) Third party water	24,851 kilolitres	21,513 kilolitres
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	67,899 kilolitres	52,503 kilolitres
Total volume of water consumption (in kilolitres)	66,541 kilolitres	51,453 kilolitres
Water intensity per rupee of turnover (Water consumed / turnover)	2,111 kilolitres/Billion INR	2,506 kilolitres/Billion INR

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

We have factored in approx. 2% evaporation losses while arriving at the numbers of water consumption from the numbers of water withdrawal. Since all our premises have STPs & ETPs, no untreated water is released from any of the premises. Water doesn't get incorporated in our products.

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

Yes, water from STP & ETP is used for gardening & flushing purposes.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	µg/m ³	55.3	51.6
SOx	µg/m ³	44.5	32.2
Particulate matter (PM)	µg/m ³	117.7	115.8
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	mg/m ³	0.35	0.22
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.

Yes, by Unistar environment and research Lab Pvt. Ltd. for Kandla location.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,768	1,169
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,260	4,148
Total Scope 1 and Scope 2 emissions per rupee of turnover	Grams of CO2 equivalent Per Rupee	0.19	0.26

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

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
- LED light fittings (wherever feasible) are installed in plants at Kandla & Sanaswadi location and Praj Tower and Matrix location.
 - Partial electricity is generated through Roof Top Solar Power Plant having 374 Kwp capacity at Praj Matrix location and 62 Kwp capacity at Praj Tower location.
8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	9.9	16.74
E-waste (B)	8.03	6.5
Bio-medical waste (C)	0.0013	0.0212
Construction and demolition waste (D)	45	50
Battery waste (E)	0.20	4.2
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) Empty Paint drums, Used lubricant oil & Coolant oil, ETP Sludge	23.27	24.45
Other Non-hazardous waste generated (H). Please specify, if any. Paper, wood & plastics	279.76	463.76
Total (A+B + C + D + E + F + G+ H)	366.15	565.68
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.46 KL of used oil	4.58 KL of used oil
(ii) Landfilling	57	57
(iii) Other disposal operations	Generated waste is disposed through Maharashtra Enviro Power Limited for Manufacturing location in Sanaswadi	Generated waste is disposed through Maharashtra Enviro Power Limited for Manufacturing location in Sanaswadi

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.

Company is into the business of manufacturing plants and machinery for industrial use. Metals are used in majority of the manufacturing process with a very small proportion of non-recyclable material.

Scrap generated through Company's operations is sold to recycling vendors. The percentage of recycling of scrap is 100%. No major use of hazardous and toxic chemicals. Generated waste is disposed through agencies which are duly approved by the respective local authorities.

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.
	Nil		

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					

Company caters to the requirements of the industries. Environmental Impact Assessments (EIA) falls under the scope of the occupier of such industries. Before commencement of any such project work, Company makes sure that all the relevant approvals and permits are in place by the occupier of the premises. All the applicable EIAs are carried out by the occupier of the premises.

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

Yes - the emissions/waste getting generated through the operations of the Company are within the permissible limits as set out by Central / State Pollution Control Boards.

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
	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 - 14
 - 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	Confederation of Indian Industries (CII)	National
2	The Sugar Technologists' Association of India	National
3	Federation of Indian Chambers of Commerce And Industry (FICCI)	National
4	Association of Biotechnology Led Enterprises (ABLE)	National
5	Process Plant & Machinery Association of India (PPMA)	National
6	Council of EU Chambers of Commerce in India	National
7	E-PURE : An association of stakeholders of fuel ethanol industry in European Union	International
8	Bombay Chambers of Commerce	State
9	Indo-American Chamber of Commerce	International
10	World Circular Bioeconomy Forum	International

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
Nil		

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development
Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Impact assessment had been done on 'women empowerment' project. In the year 2016, Praj Foundation initiated the program of 'Empowerment of tribal women from Wada block, Palghar district, Maharashtra and making them 'Self Reliant'. The project was implemented by Praj Foundation in partnership with Sukhbhumi India Trust and active participation of the villagers.	This project is done on a voluntary basis		Yes	Yes	https://www.praj.net/wp-content/uploads/2023/04/Women-Empowerment-Project-Impact-Assessment-Report-2022.pdf

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)
	Nil					

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

So far there is no such recorded case. Project team enhances transparency through following practices:

- Before commencing any project, the project team interacts with the beneficiaries to understand their needs. This includes taking their consent to be part of the project and their participation is voluntary.
- The team ensures community ownership.
- The team ensures the necessary due diligence of the partnering organizations.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	30%	28%
Sourced directly from within the district and neighbouring districts	48%	40%

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.

Majority of our customers are industries. There are dedicated project managers for such industrial customers and proper escalation matrix is in place. Respective project manager or customer executive can log consumer / customer complaint online through customer portal (link provided below). Complaints are then tracked for timely and satisfactory resolution.

Apart from this, Company carries out the Customer Satisfaction Survey periodically in order to understand overall customer feedback and to take suitable corrective actions.

Online Customer Portal: <https://hrsrv.praj.net/prajinternalsites/Login.aspx>

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Majority of Company's products are customised and hence, it is not applicable. However, for Bio products, Company displays product information on the product label in compliance with the local laws.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY (2022-23) Current Financial Year		Remarks	FY (2021-22) Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-	Nil	-	-	No significant reporting
Advertising	-	-	-	-	-	-
Cyber-security	-	-	Nil	1	-	In Feb22, we detected and nullified an attack through effective use to our AI based protection system.
Delivery of essential services	N/A	N/A	N/A	N/A	N/A	N/A
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (Customer Complaints)	Total- 13 Nos.	-	Resolved	Total-26 Nos.	-	Resolved

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, this policy is internal and is therefore available on Company's internal portal.

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.

We are continually improving our proactive security posture. We use AI based Signatureless Antivirus system, network identity protection and intrusion protection system, SOCRadar Web threat hunting to detect any unauthorized data in internet/darknet, Firewalls with IDP and IPS at all locations, Data loss prevention system, and other technologies to protect our systems.