

**Ref No: PSPPROJECT/SE/38/22-23**

Corporate Relations Department  
BSE Limited  
Floor 25, P.J. Towers,  
Dalal Street, Mumbai- 400 001  
Scrip code: 540544

**August 18, 2023**

Listing Department  
National Stock Exchange of India Limited  
Exchange Plaza, Bandra Kurla Complex,  
Bandra (East), Mumbai – 400 051  
Scrip Symbol: PSPPROJECT

Dear Sir/Madam,

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report for the financial year 2022-23.

The Business Responsibility and Sustainability Report is also available on the Company's website at [www.pspprojects.com](http://www.pspprojects.com).

Kindly take the same on your record.

Thanking You,

Yours faithfully,

**For PSP Projects Limited**

**Kenan Patel**  
**Company Secretary & Compliance Officer**

Encl.: As above

# Business Responsibility and Sustainability Report

## SECTION A

### General Disclosures

#### I. Details of the entity

1.	Corporate Identity Number (CIN)	L45201GJ2008PLC054868
2.	Name of the Listed Entity	PSP Projects Limited
3.	Year of Incorporation	2008
4.	Registered office address	“PSP House”, Opp. Celesta Courtyard, Opp. lane of
5.	Corporate office address	Vikram Nagar Colony, Iscon- Ambli Road, Ahmedabad GJ 380058
6.	Email	grievance@pspprojects.com
7.	Telephone	079-26936200
8.	Website	www.pspprojects.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of Stock Exchange(s) where shares are listed	BSE, NSE
11.	Paid-up Capital	₹36,00,00,000
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. Prahaladbhai S. Patel (Chairman, Managing Director and CEO) Phone: 079-26936200 e-mail id: grievance@pspprojects.com
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).	Disclosures under this report are made on Standalone basis. The Company does not have any materially substantial subsidiaries/ joint ventures that have activities and practices having a material impact on the operations of the Company.

#### II. Products/services

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

Sr. No.	Description of main activity	Description of business activity	Turnover (%)
1	Construction of Buildings	Construction of Buildings	96.32 %

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

Sr. No.	Product / Service	NIC Code	Total turnover (%)
1	Construction of Buildings	410	96.32 %

#### III. Operations

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

Location	Number of plants	Number of offices	Total
National	62	1	63
International	0	0	0

Note: The Company had 62 operational locations during the year comprising of 61 project construction sites and 1 precast factory. The corporate office of the Company is considered as “Offices” in the above table.

17. Markets served by the entity:

**a. Number of locations**

Locations	Number
National (No. of states)	5
International (No. of countries)	0

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

Nil

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

S. No.	Type of Customers
1	Government Departments
2	Corporate Entities
3	Municipal Corporations
4	NGOs

**IV. Employees**

18. Details as at the end of Financial Year:

**a. Employees (including differently abled)**

Particulars	Total (A)	Male		Female	
		No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>					
Permanent Employees (D)	1,836	1,802	98.15%	34	1.85%
Other than Permanent Employees (E)	0	0	0%	0	0%
Total employees (D+ E)	1,836	1,802	98.15%	34	1.85%
<b>WORKERS</b>					
Permanent Workers (F)	0	0	0%	0	0%
Other than Permanent Workers(G)	10,275	9,487	92.33%	788	7.67%
Total workers (F + G)	10,275	9,487	92.33%	788	7.67%

**b. Differently abled employees and workers**

Particulars	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>					
Permanent Employees (D)	0	0	0%	0	0%
Other than Permanent Employees (E)	0	0	0%	0	0%
Total Employees (D+ E)	0	0	0%	0	0%
<b>DIFFERENTLY ABLED WORKERS</b>					
Permanent Workers (F)	0	0	0%	0	0%
Other than Permanent Workers (G)	0	0	0%	0	0%
Total Workers (F +G)	0	0	0%	0	0%

19. Participation/Inclusion/Representation of women:

	Total (A)	No. of Females (B)	% of Females (B/A)
Board of Directors	6	2	33.33%
Key Management Personnel	2	1	50%

20. Turnover rate for permanent employees and workers (in %):

	Turnover Rate in FY 2022-23			Turnover Rate in FY 2021-22			Turnover rate in the FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	33.77	33.33	33.76	39.20	35.82	39.11	42.89	43.84	42.92
Permanent Workers	Not Applicable								

Note: The Company did not employ any permanent workers during the period under review.

## 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 or joint ventures (A)	Indicate whether holding or Subsidiary or associate companies or joint ventures (B)	% of shares held by listed entity (C)	Does the entity indicated at column (A) participate in the Business Responsibility initiatives of the listed entity (Yes/No) (D)
1	PSP Projects and Proactive Constructions Private Limited	Subsidiary	100%	No
2	PSP Foundation	Subsidiary	100%	No
3	GDCL and PSP Joint Venture	Joint Venture	49%	No

## VI. CSR Details

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

ii. Turnover : ₹19,26,64,90,934

iii. Net worth : ₹7,99,82,55,278

## VII. Transparency and Disclosures Compliances

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

Grievance Redressal Mechanisms in Place (Yes/No)		FY 2022-23			FY 2021-22		
Stakeholder group from whom complaint is received	If Yes, then provide weblink for grievance redressal policy	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 at the close of the year	Remarks
Communities	No	0	0		0	0	
Investors (other than shareholders)	Note	0	0		0	0	
Shareholders	Note	0	0		0	0	
Employees and workers	Note	0	0		0	0	
Customers	Note	0	0		0	0	
Value Chain Partners	Note	0	0		0	0	

Note: Refer [www.pspprojects.com](http://www.pspprojects.com) for the subject matter policies of the Company.

## 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.

Sr. No.	Material issue	Indicate whether risk or opportunity	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	Waste Management	Opportunity	Sustainable waste management practices and recycling can improve environmental performance and reduce dependency on additional raw materials, while also potentially increasing financial returns.	NA	Positive
2	Health & Safety	Risk	Aiming to create a work environment where the employees, workers and vendors flourish.  Health and safety risks can result in human injuries and illness impacting Productivity and increase in other related cost including external reputation which can negatively impact the Company's bottom line.	Policies (internal) and rigorous trainings for employees and workers against health and safety hazards. The safety campaigns and conclaves communicate all significant hazards across sites, factories and offices.  The Company's insurance program includes employees as well as service technicians	Negative
3	Talent Development	Opportunity	Ability to attract, develop and retain a skilled workforce can enhance innovation, productivity, and competitiveness. Effective talent management can also improve employee engagement, morale and job satisfaction, leading to reduced attrition and increased employee loyalty.	NA	Positive

Sr. No.	Material issue	Indicate whether risk or opportunity	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	Governance, ethics and Compliance	Risk	<p>Our brand and reputation are invaluable assets, and how we operate, contribute to society, and engage with the world around is always under scrutiny. Acting ethically is essential to protect our reputation and brand.</p> <p>Regulatory compliance provides: an increase in the efficiency of products; reduce risks; enables competitive advantage; and creates new business opportunities. Regulatory compliant businesses are less likely to face legal or regulatory action, and protects the reputation.</p>	<p>We have strong values, Positive clear policies, guidelines and related learning materials, as well as robust procedures and controls to prevent, detect and respond to any inappropriate behaviour.</p> <p>Our Business Integrity framework ensures that how we do business is fully aligned with our values and applicable laws and regulations of the country. Our Code of Conduct and Code Policies govern the behaviour of the employees, suppliers, and distributors and other third parties, who work with us. Processes for identifying and resolving breaches of Code and Code Policies are clearly defined and regularly communicated throughout the Company.</p> <p>We, from the very inception, are known to conduct our business with integrity and highest level of governance, which form the bedrock of our business.</p>	Positive
5	Economic Performance & Market Share	Opportunity	Economic performance and market share provides an opportunity which can attract investment and it is key for current investors to be satisfied with consistent returns.	NA	Positive
6	Diversity and Inclusion	Opportunity	Diversity and inclusion give an opportunity to individuals with different backgrounds, experiences, and view-points to come together in a workforce that is diverse and inclusive. It can open a wide range of possibilities, including improved decision making, increased consumer base, stronger employer brand, fostering economic development and improved reputation.	NA	Positive

## SECTION B

### Management and Process Disclosures

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

- P1 Business should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.
- P2 Business should provide goals and services in a manner that is sustainable and safe.
- P3 Businesses should respect and promote the wellbeing 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.

Disclosure Question										
Policy and management processes		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
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available.	Refer note below								
2.	Whether the Company 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)	No	No	No	No	No	No	No	No	No
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 9001-2015 certification	ISO 45001:2018 certification, ISO 14001-2015 certification	ISO 9001-2015 certification	ISO 9001-2015 certification	ISO 45001:2018 certification	ISO 45001:2018 certification, ISO 14001-2015 certification	-	-	ISO 9001-2015 certification
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	PSP is in the process of setting specific Environmental, Social and Governance (ESG) goals serving as a strategy to deliver consistent, competitive, profitable and responsible growth. We are taking up an ambitious sustainability agenda to tackle the issues that our customers and stakeholders care deeply about, such as climate change; protect and regenerate nature; waste- free world; health and well-being; equity, diversity and inclusion; raise living standards; and the future of work.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is in the process of establishing a monitoring mechanism to measure achievement of ESG goals and take adequate actions wherever required. The Company's leadership team reports to the Chief Executive Officer & Managing Director and the ESG Steering Committee. Our ESG Committee is chaired by Chief Executive Officer & Managing Director, and other member of the committee includes the Whole Time Director and an Independent Director, which assists the Board in overseeing the vision and focus on our strategy relating to ESG.								

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
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**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>Dear Stakeholders,</p> <p>I am pleased to share our first Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23. The report aims to enable our stakeholders to know more about sustainability performance of the company. We are committed to sustainable growth by delivering projects that meet the evolving needs of our clients, while minimising their impact on the environment. We firmly believe that sustainability and profitability go hand-in-hand.</p> <p>We have formed an Environmental, Social, and Governance (ESG) Committee at the Board level comprising two Executive Directors and one Independent Director. The ESG Committee is responsible for overseeing and guiding our ESG Strategy, performance and implementation. This includes monitoring and reporting on our progress towards Company's ESG Goals, as well as ensuring that our operations align with our purpose. We are also in the process of setting targets to reduce the water and carbon footprint of our operations and setting up processes for onboarding and integrating our supply chain in our overall sustainability goals.</p> <p>Prahaldhbai S. Patel Chairman, Managing Director &amp; CEO Chairman of ESG Steering Committee</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>ESG Steering Committee of the Board. The ESG Steering Committee is a board level management committee of the Company. The mandate of this Board level committee is to support the Company's on-going commitment to environmental, health and safety, corporate social responsibility, corporate governance, sustainability and other public policy matters relevant to the Company.</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>The ESG Steering Committee of the Board is responsible for oversight on sustainability-related matters. The ESG Steering Committee of the Board comprises of following Directors.</p> <ol style="list-style-type: none"> <li>1. Mr. Parahaladbhai Patel, Chairman</li> <li>2. Ms. Pooja Patel, Member</li> <li>3. Mrs. Achala Patel, Member</li> </ol>								

10. Details of Review of NGRBCs by the Company:

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Subject of Review Frequency	(Annually/ Half yearly (HY) / Quarterly (Q) / Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly



	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:  
Not Applicable

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Note: The Company has hosted its policies related to the 9 principles of the NGBRCs on its website [www.pspprojects.com](http://www.pspprojects.com) as required by SEBI LODR, 2015.

## SECTION C

### Principle wise Performance Disclosure

#### PRINCIPLE 1

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

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	<ol style="list-style-type: none"> <li>1. Implementation of Business Responsibility and Sustainability Reporting.</li> <li>2. Appraising the Board of Directors on 9 Principles of ‘National Guidelines on Responsible Business Conduct, 2018’.</li> <li>3. Regulatory Updates on: <ol style="list-style-type: none"> <li>i. SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.</li> <li>ii. SEBI Circular relating to Related Party Transactions.</li> <li>iii. Updates on amendment regarding Separate posts of Chairperson and the Managing Director or the Chief Executive Officer.</li> <li>iv. Other general taxation related updates.</li> <li>v. SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.</li> <li>vi. Updates on framework restricting trading by DPs by freezing their PAN at security level.</li> <li>vii. Updates of Business Responsibility and Sustainability Reporting.</li> </ol> </li> </ol>	100 %

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
		<ul style="list-style-type: none"> <li>viii. Introduction of threshold limit for filing annual return under GST and other GST related updates.</li> <li>ix. Treaty benefits for non-residents</li> <li>x. Relaxation in ECB Norms</li> <li>xi. Updates and status of ongoing Projects of the company.</li> </ul>	
Key Managerial Personnel	2	<ul style="list-style-type: none"> <li>1. Implementation of Business Responsibility and Sustainability Reporting.</li> <li>2. Appraising KMPs on 9 Principles of 'National Guidelines on Responsible Business Conduct, 2018'.</li> <li>3. Coaching, Mentoring and Counseling</li> <li>4. Conducting Effective Performance Review Discussions</li> <li>5. Effective Communication Skills</li> <li>6. Managerial Effectiveness</li> <li>7. Managing Conflicts and Differences</li> <li>8. Personal Effectiveness</li> <li>9. Psychology of Decision Making</li> <li>10. The Art of Effective Delegation</li> <li>11. Win Win Negotiation Skills</li> <li>12. Worker Supporting Staff Development Program</li> </ul>	100 %
Employees other than BoD and KMPs	16	<ul style="list-style-type: none"> <li>1. Implementation of Business Responsibility and Sustainability Reporting.</li> <li>2. Appraising operational heads and key staff members on 9 Principles of 'National Guidelines on Responsible Business Conduct, 2018'.</li> <li>3. Coaching Mentoring and Counseling</li> <li>4. Conducting Effective Performance Review Discussions</li> <li>5. Effective Communication Skills</li> <li>6. Managerial Effectiveness</li> <li>7. Managing Conflicts and Differences</li> <li>8. Personal Effectiveness</li> <li>9. Psychology of Decision Making</li> <li>10. The Art of Effective Delegation</li> <li>11. Win Win Negotiation Skills</li> <li>12. Worker Supporting Staff Development Program</li> </ul>	50 %
Workers	10	<ul style="list-style-type: none"> <li>1. Work at height</li> <li>2. Electrical Safety</li> <li>3. Fire Fighting</li> <li>4. Safe Scaffolding work</li> <li>5. Crane Safety</li> <li>6. Manual &amp; Mechanical Material Handling training</li> <li>7. Power Tool safety</li> <li>8. First Aid Training</li> <li>9. Behavior Base Safety</li> <li>10. Safe Crane Operation etc.</li> </ul>	70%

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

	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount	Brief of the case	Has an appeal been preferred?
<b>Monetary</b>		There are no material fines or penalties or punishments or awards or compounding fees or settlement amount paid in proceedings with regulators or law enforcement agencies during the year.			
Penalty/Fine					Not Applicable
Settlement					Not Applicable
Compounding Fee					Not Applicable
<b>Non-Monetary</b>					Not Applicable
Imprisonment					Not Applicable
Punishment				Not Applicable	

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

Sr.No	Case Details	Name of the regulatory / enforcement agencies / judicial institution
		Not Applicable

4. a. Does the entity have an anti-corruption or anti-bribery policy?

Yes

- b. If yes, provide details in brief.

The Company has adopted Anti-Bribery & Anti-Corruption policy which emphasizes PSP Projects Limited's zero tolerance approach to bribery and corruption and its commitment to transparent, ethical and responsible business practices. It establishes the principles with respect to applicable Anti-Bribery and Anti-Corruption laws. The policy provides information and guidance on how to recognize and deal with bribery and corruption issues. It guides us to act professionally, fairly and with utmost integrity in all our business dealings and relationships, wherever we operate.

- c. Provide weblink (if any)

NA

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

Particulars	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Particulars	FY 2022-23		FY 2021-22	
	Number of Complaints	Remarks	Number of Complaints	Remarks
Complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

Due to the robust ethical business practices and monitoring mechanisms of the Company, there have been no instances where fines or penalties were imposed by law enforcement agencies or judicial institutions for corruption or conflicts of interest.

## PRINCIPLE 2

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

### Essential Indicators

- 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
R&D	0 %	0 %	NIL
Capex	7.02%	17.46%	The Capex was mainly done into expansion of production facilities and improvisation of operations in its Precast Plant to achieve more effectiveness and efficiency in production. This expansion will help in faster delivery of the projects to its clients which eventually helps growth of its end users. During the year, we have installed solar plant of 450KW, which reduces the use of coal based power and one step towards sustainability.

- Does the entity have processes for sustainable sourcing?  
Yes
  - If yes, what percentage of inputs were sourced sustainably?  
60.82 %
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for Plastics, E-waste, Hazardous waste and other waste.

Product	Details
Plastics (including packaging)	As such, no direct plastic is consumed for finished goods/services. Packaging plastics are stored and sent for recycling.
E-waste	E-waste are scraped-off to associated vendors for further recycling as per government norms.
Hazardous waste	Hazardous waste such as black oil, used grease are reused for mechanical maintenance.
Other Waste	Waste water from labour colony is being treated in the STP plant of the precast factory and used for domestic purposes.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities  
No
  - Provide steps taken to address the same  
Not Applicable

**PRINCIPLE 3**

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

**Essential Indicators**

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

Category	Total (A)	% of employees covered by									
		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)
Male	1,802	914	50.72%	1,802	100%	0	0.00	0	0.00	1,802	100%
Female	34	22	64.71%	34	100%	29	85.29%	0	0.00	34	100%
Total	1,836	936	50.98%	1,836	100%	29	1.58%	0.00	0.00	1,836	100%
<b>Other than Permanent employees</b>											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number % (B)	(B/A)	Number % (C)	(C / A)	Number % (D)	(D / A)	Number % (E)	(E / A)	Number % (F)	(F / A)
<b>Permanent workers</b>											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Other than Permanent workers</b>											
Male	9,487	0	0.00	9,487	100%	0	0.00	0	0.00	9,487	100%
Female	788	0	0.00	788	100%	0	0.00	0	0.00	788	100%
Total	10,275	0	0.00	10,275	100%	0.00	0.00	0	0.00	10,275	100%

Note: The Company did not employ any permanent workers during the period under review.

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees *	No. of workers covered as a % of total employees *	Deducted and deposited with the authority	No. of employees covered as a % of total employees *	No. of workers covered as a % of total employees *	Deducted and deposited with the authority
PF	100 %	100 %	Yes	100 %	100 %	Yes
Gratuity	100 %	-	Yes	100 %	-	Yes
ESI	100 %	-	Yes	100 %	-	Yes
Others - Workman Compensation	0 %	100 %	Yes	0 %	100 %	Yes

Note: The Company enters into a contract for supply of labour with selected and empanelled contractors. The Company ensures that the contractor is legally bound to cover health insurance, minimum wages, ESI and other labour benefits under all applicable regulations. The Company also carries out day to day supervision of the ongoing construction activity at each and every project site. The coverage relates to only eligible employees/workers under the extant applicable acts, rules and regulations.

3. 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?

Yes

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

Refer [www.pspprojects.com](http://www.pspprojects.com) for the subject matter policies of the Company.

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	NA	NA	NA	
Female	100 %	100 %		
Total	100 %	100 %		

Note: The company does not employ any permanent workers.

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.

Product	Yes/No	Details
Permanent Workers	Not Applicable	The Company does not employ any permanent workers.
Other than Permanent Workers	Yes	Refer Note Below
Permanent Employees	Yes	Refer Note Below
Other than Permanent Employees	Not Applicable	The Company does not hire employees other than permanent employees.

Note: The company has a well established mechanism backed by a board adopted policy to address and redress any types of grievances, complaints and employee/ worker related issues. All these issues are directly being handled upon escalation by an independent committee chaired by an Executive Director of the board.

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

Benefits	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	1,836	0	0%	1,344	0	0%
- Male	1,802	0	0%	1,313	0	0%
- Female	34	0	0%	31	0	0%
Total Permanent Workers	10,275	0	0%	11,164	0	0%
- Male	9,487	0	0%	10,327	0	0%
- Female	788	0	0%	837	0	0%

The company has not formed labour unions and none of it's employees/workers are independent members of any trade union or labour association.

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

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.(B)	%(B/A)	No.(C)	%(C/A)
<b>Employees</b>										
Male	1,802	1,802	100%	411	22.81%	1,313	1,313	100%	0	0%
Female	34	34	100%	7	20.59%	32	32	100%	0	0%
Total	1,836	1,836	100%	418	22.77%	1,345	1,345	100%	0	0%
<b>Workers</b>										
Male	9,487	9,487	100%	0	0%	10,327	10,327	100%	0	0%
Female	788	788	100%	0	0%	837	837	100%	0	0%
Total	10,275	10,275	100%	0	0%	11,164	11,164	100%	0	0%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,802	411	22.81%	1,314	0	0%
Female	34	7	20.59%	31	0	0%
Total	1,836	418	22.77%	1,345	0	0%
<b>Workers</b>						
Male	9,487	0	0%	10,327	0	0%
Female	788	0	0%	837	0	0%
Total	10,275	0	0%	11,164	0	0%

## 10. Health and safety management system:

## a. Whether an occupational health and safety management system has been implemented by the entity?

Yes

If yes, what is the coverage of such a system?

Yes, Safety management systems typically have six key elements, which are already implemented by our Company.

1. Safety Plan: A comprehensive plan that outlines the company's approach to managing safety, including goals, objectives, and strategies.
2. Policies, Procedures, and Processes: A set of guidelines and protocols that define how the company will identify & assess the involvement of risk to adopt the control measures.
3. Training and Induction: Ensuring that all employees, contractors' personnel and visitors to receive appropriate safety training prior to their induction into work to identify and eliminate potential hazards.
4. Monitoring: Regular monitoring and review of the reports & documents for the effectiveness of the safety management system is being already implemented for improvement in the system by taking corrective actions whenever required.
5. Supervision: Providing effective supervision at workplace to ensure the safe working environment is being maintained with proper identification of hazards and their control measures.
6. Reporting: Establishing a step wise system for reporting procedure up to the zenith level involvement with collection of data from each workplace to maintain the importance of Health and Safety Management System. Special taskforce is being made for investigating the incidents & near misses or any eventuality if happens to identify the hazards to find out the root causes of the incidents to avoid recurrence of the same by taking necessary corrective action.

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

Refer [www.pspprojects.com](http://www.pspprojects.com) for the subject matter policies of the Company.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

Yes

d. Do the employees / worker of the entity have access to non-occupational medical and healthcare services?

Yes

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

Safety Incident/ Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.17	0.10
Total recordable work-related injuries	Employees	0	0
	Workers	7	7
No. of fatalities	Employees	0	0
	Workers	1	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- Regular safety inspections: Regular safety inspections are conducted to identify potential hazards in the workplace. Any identified hazards are addressed immediately to prevent accidents and injuries.
- Training and education: Employees should receive training and education on workplace safety and health. This includes information on proper lifting techniques, emergency procedures, and the safe use of equipment.
- Providing protective equipment: Workers on site are provided with personal protective equipment (PPE) such as gloves, hard hats, and reflective jackets, as necessary.
- Maintaining good hygiene: The Company ensures that the workplace is clean and hygienic to prevent the spread of illness and disease. This includes regular cleaning of surfaces, providing hand sanitizer, and encouraging hand washing.
- Creating a safety culture: A safety culture should be promoted in the workplace where employees are encouraged to report any safety concerns or hazards. The Company also recognizes and rewards employees who prioritize safety in their work.

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

Category	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	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

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

*Note: The company has set up an EHS Department with the main aim of ensuring that work is carried out with utmost safety and workers are provided healthy and safe working conditions. The department conducts regular trainings for safety and visits sites to ensure safe and healthy working conditions at all sites. In case of any deviations, instructions are issued and corrective actions are taken. The company has also obtained ISO Certification from ISOQAR in respect of ISO 45001: 2018.*



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.
- 1) The company installed RCS-Rail Climbing System at the project sites for fall protection (The RCS is a safe solution for fall protection in construction projects that involves climbing. Its rail-guided climbing provides a secure connection between the climbing unit and the building, ensuring additional safety in windy conditions. The modular design allows for versatility in various climbing applications and can be easily adapted to suit job site-specific requirements. The system is also easy to move using a crane or mobile climbing hydraulics, adding to its ease of use and adaptability. Overall, the RCS system prioritizes safety in construction projects and provides a reliable means of fall protection during climbing procedures.)
  - 2) The Company has developed general rules for edge protection and cut-out protection. Some of the key points are outlined below:
    - a. Safety catch nets are installed on the even-numbered floors of the building's lift shaft cutout to prevent falls of people or materials from heights.
    - b. Steel rebars are installed on every odd-numbered floor of the building's lift shaft cut-out.
    - c. All floor and staircase edge openings are protected by pipes.
  - 3) The Company has mandated following guidelines as general SOP for carrying out work at sites,
 

All execution staff must ensure not to start the work without ensuring safety measures and safe work permit at site. It is prime responsibility of all site staff to guide labours for safe work, close supervision and encourage to be fully engaged during working hours. As a part of preventive safety measures, management has directed to all Project Managers, Engineers, Supervisors and Sub Contractors' staff that strict supervision must be followed by all deputed staff during working hours till laborers goes back to colony and not allow them to do any unsafe work or allow them to sit idle at the site after working hours. Entire staff is required to conduct regular inspection at the workplace. Failure to follow safety rules results in imposition of penalties or termination.

#### 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.

PSP recognizes any individual, group or institution that contributes to the Company's value chain as a core stakeholder. Through the Stakeholder Engagement, we identify our stakeholders, which include customers, suppliers, communities, government regulators, shareholders and employees. However, this process is ongoing and we continuously strive to identify additional stakeholders.

We take a proactive approach to engage with our stakeholders regularly, seeking to understand their perspectives, receive feedback and address any issues that are important to them. Our stakeholder engagement is based on seamless dialogue, empathy and a focus on value creation, which forms the foundation of our engagement approach at PSP.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Board	No	Board Portal, Face-to-face Meetings, Email	Regular	Sustainability & CSR interventions, Board Meetings, AGMs
2	Shareholders	No	Email Website, AGM, Quarterly Calls, Newspaper Publications	Annual, Quarterly, Periodic	Company performance & Growth Strategies & Development
3	Employees	No	Email, Phone Calls, SMS, One on One meetings	Ongoing engagement	Company performance and employee initiatives, training & Development

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
4	Suppliers	No	Email, Phone Calls, SMS, One on One meetings	Ongoing engagement	Product development and commercial negotiations
5	Regulatory Authorities	No	Email, Other Liaisoning	As and when required	Regulatory compliances
6	Customers	No	SMS, Pamphlets, Advertisement, Email, Newspaper, Website	Ongoing engagement	Client expectations and follow ups, understanding client needs and expectations
7	Bankers & Lenders	No	Email Face-to-face Meetings	As and when required	Company performance

## 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.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent Employees	1,836	1,836	100	1,345	1,345	100
Other than permanent employees	0	0	0	0	0	0
<b>Total Employees</b>	<b>1,836</b>	<b>1,836</b>	<b>100</b>	<b>1,345</b>	<b>1,345</b>	<b>100</b>
<b>Workers</b>						
Permanent workers	0	0	0	0	0	0
Other than permanent workers	10,275	10,275	100	11,164	11,164	100
<b>Total Workers</b>	<b>10,275</b>	<b>10,275</b>	<b>100</b>	<b>11,164</b>	<b>11,164</b>	<b>100</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum Wage		More than minimum Wage		Total (D)	Equal to minimum Wage		More than minimum Wage	
		No.(B)	% B/A	No.(C)	% (C/A)		No.(E)	% (E / D)	No.(F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	<b>1,836</b>	<b>0</b>	<b>0%</b>	<b>1,836</b>	<b>100%</b>	<b>1,345</b>	<b>0</b>	<b>0%</b>	<b>1,345</b>	<b>100%</b>
Male	1,802	0	0%	1,802	100%	1,314	0	0%	1,314	100%
Female	34	0	0%	34	100%	31	0	0%	31	100%
<b>Other than Permanent</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
<b>Permanent</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than Permanent</b>	<b>10,275</b>	<b>5,049</b>	<b>49.14%</b>	<b>5,226</b>	<b>50.86%</b>	<b>11,164</b>	<b>4,948</b>	<b>44.32%</b>	<b>6,216</b>	<b>55.68%</b>
Male	9,487	4,762	50.20%	4,725	49.80%	10,327	4,622	44.76%	5,705	55.24%
Female	788	287	36.42%	501	63.58%	837	326	38.95%	511	61.05%

## 3. Details of remuneration or salary or wages.

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category	Number	Median remuneration/ salary / wages of respective category
Board of Directors (BoD)	2	₹9,00,00,000	1	₹2,40,00,000
Key Managerial Personnel	1	₹9,29,997	1	₹37,10,060
Employees other than BoD and KMP	1,799	₹3,83,993	32	₹3,59,988
Workers	0	0	0	0

Note: The company enters into a contract for supply of labour with selected and empanelled contractors. Since all workers are non permanent, they are not on payroll of the company.

## 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

The Company has constituted a ESG Steering Committee which looks after the overall compliances of the Environmental, Social and Governance issues of all the stakeholders of the company. In addition to it, the company has also constituted Internal Complaints to address the issues regarding sexual harassment of employees.

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

Refer [www.pspprojects.com](http://www.pspprojects.com) for the subject matter policies of the Company.

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

Category	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
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0				
Child Labour	0	0				
Forced Labour/Involuntary Labour	0	0				
Wages	0	0				
Other human rights related issues	0	0				

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

Refer [www.pspprojects.com](http://www.pspprojects.com) for the subject matter policies of the Company.

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

Yes

## 9. Assessments for the year on human rights issues

	% 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%

Note: The company hires the labour on contract basis. However, the Company ensures that the basic rights of workers are taken care of. There is policy and mechanism against non-compliance on above mentioned matters. Further, on site personnel of the company carry out routine checks of the same so as to ensure there are no cases of non-compliance.

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

We have defined policies (POSH, Grievance redressal mechanism, Human Right Policies etc.) to address significant risks or concerns.

## PRINCIPLE 6

### Businesses should respect and make efforts to protect and restore the environment

#### Essential Indicators

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	MJ	1,19,68,641	2,31,00,574
Total fuel consumption (B)	MJ	7,25,00,712.8	6,19,24,780.3
Energy consumption through other sources (C)	MJ	0	0
Total energy consumption (A+B+C)	MJ	8,44,69,353.80	8,50,25,354.30
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	MJ/LAKH ₹	438.43	486.20
Energy intensity (optional) – the relevant metric may be selected by the entity			

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?

Not Applicable

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

Parameter	Unit	FY 2022-23	FY 2021-22
Water withdrawal by Surface water	kilolitres	0	
Water withdrawal by Groundwater water	kilolitres	2,15,192.19	
Water withdrawal by Third party water	kilolitres	90,776.93	
Water withdrawal by Seawater / desalinated water	kilolitres	0	
Water withdrawal by Others	kilolitres	0	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	3,05,969.12	
Total volume of water consumption	kilolitres	3,05,969.12	
Water intensity per rupee of turnover (Water consumed / turnover)	Kilolitre / LAKH ₹	1.59	
Water intensity (optional) – the relevant metric may be selected by the entity			

Note: The company started extracting details of water withdrawal from the financial year 2022-23 onwards, hence the details of previous financial has not been provided.

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?

No

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Not Applicable

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx			
Sox			
Particulate matter (PM)		NOT APPLICABLE	
Persistent organic pollutants (POP)		(see the note below)	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

Note: The Company is engaged in the business of Construction of Buildings, wherein the air pollution is minimal. Further, the Company is also manufacturing precast elements using concrete wherein emission of hazardous gases mentioned are nil. Cement silos are also closed and fitted with air filters and air purifiers, hence the emission is very minimal.

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions CO2	TCO2e	5,371.32	4,587.78
CH4	TCO2e	0	0
N2O	TCO2e	0	0
HFCs	TCO2e	0	0
PFCs	TCO2e	0	0
SF6	TCO2e	0	0
NF3	TCO2e	0	0
Total Scope 2 emissions CO2	TCO2e	2,992.16	5,775.14
CH4	TCO2e	0	0
N2O	TCO2e	0	0
HFCs	TCO2e	0	0
PFCs	TCO2e	0	0
SF6	TCO2e	0	0
NF3	TCO2e	0	0
Total Scope 1 and Scope 2	TCO2e	8363.48	10362.92
Total Scope 1 and Scope 2 emissions per rupee of turnover	TCO2e/LAKH ₹	0.04	0.06
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0	0

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?

No

7. Does the entity have any project related to reducing Green House Gas emission?

No

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	16.765	16.377
E-waste (B)	0.542	0.067
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	4,248.973	4339.801
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	4,266.28	4,356.245
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Recycled	4,266.007	4,356.245
Re-used	0	0
Other recovery operations	0	0
Total	4,266.007	4,356.245
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Incineration	0	0
Landfilling	0	0
Other disposal operations	0	0
Total	0	0

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.

Following are various Hazardous and toxic chemical disposal strategies being followed for various consumables.

- We are using Oil and Grease required for machinery and equipment. These hazardous wastes are stored in drums or barrels which can be used for various tools and tackles as lubricants for mechanical maintenance.
  - For Waste water disposal, we have 45KLPD STP plant at factory. Treated water is disposed and used for gardening.
  - Cement is being stored in closed silos with air purifier and air filter fitted in silos to reduce air pollution.
  - Sludge water and waste concrete from RMC plant is stored in sedimentation tank. Treated water is used for gardening.
  - Solid waste/sludge extracted from waste water and concrete sludge is stored and used as landfilling material in dedicated landfill area identified area within factory premises.
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:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval and corrective action / clearance are being complied with?	If no, the reasons thereof taken, if any.
1	PSP Precast Factory, Opp. Credo silver birches, Nr. Asiatic Composite Ltd., Sanand Nalsarovar Road, Mankol village, Sanand-382110, Gujarat, India.	Production of Precast elements using concrete	Yes	NA

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	Results communicated in public domain	Relevant Web link
Not Applicable				

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes

## PRINCIPLE 7

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

### Essential Indicators

- a. Number of affiliations with trade and industry chambers/ associations. : 5
- 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.

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Confederation of Indian Industry	National
2	Gujarat Contractors Association	State
3	Gujarat Safety Council	State
4	Indian Green Building Council	National
5	Precast Society of India	National

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

Sr. No.	Name of authority	Brief of the case	Corrective action taken
NA			

Note: During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.

## 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.

Sr. No.	Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency	Results communicated in Public Domain	Relevant Web Link
Not Applicable						

Note: The Company has not carried out impact assessment of CSR projects during the period under review, as the CSR obligation does not exceed the threshold limit of CSR of ₹10 Crores in three preceding financial years as per rule 8(3) of the Companies (Corporate Social Responsibility) Rules, 2014.

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In ₹)
Not Applicable						

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

The Company has provided the "Get in Touch" facility on its website, wherein the local community can directly get in touch with the company management to lodge their complaints/Grievance or give suggestions.

Further, for grievances related to site operations, in addition to above, the local community is also directly and personally accessible to the Project Managers of each sites.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	23.90%	15.97%
Sourced directly from within the district and neighbouring districts	52.87%	58.24%

## PRINCIPLE 9

### Businesses should engage with and provide value to their consumers in a responsible manner

#### Essential Indicators

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

The company has formal mechanisms in place to collect feedback from the customers. The customers can reach-out with their complaints related to our services or payment transactions through mail or online portal and a time bound solution is provided to them. To report any grievance, we can be reached at [grievance@pspprojects.com](mailto:grievance@pspprojects.com).

Besides, PSP proactively engages with its customers regularly. We also carry out customer satisfaction surveys through deployment of internal resources on a regular basis across its sites. Based on the feedback, necessary process improvements are undertaken as a part of standard management systems.

Customers have multiple channels for raising grievances- account managers, project managers and senior management team. Consumers can also reach out to us through social media platforms of the Company. The Company has provided the "Get in Touch" facility on its website, wherein the local community can directly get in touch with the company management to lodge their complaints or give suggestions.

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

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

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

Category	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	NA			NA		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary recall	0	NA
Forced recalls	0	NA

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

Yes

If available, provide a web-link of the policy

Refer [www.pspprojects.com](http://www.pspprojects.com) for the subject matter policies of the Company.

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

Not Applicable