

SEC/SE/033/2023-24

Date: July 14, 2023

To National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex, Bandra(E), Mumbai -400051 NSE Symbol- DATAPATTNS	To BSE Limited 25 th Floor, P.J. Towers, Dalal Street, Mumbai- 400 001 Company Code: 543428
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Sub: Business Responsibility and Sustainability Report for the FY 2022-23

Dear Sir/Madam,

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed herewith, Business Responsibility and Sustainability Report ("BRSR") of the Company for the Financial Year 2022-23. The BRSR also forms the part of the Annual Report for the Financial Year 2022-23, which was submitted to the stock exchanges today i.e. on July 14, 2023.

We request you to take the above on record and oblige.

Thanking You.

For **Data Patterns (India) Limited**

Prakash R
Company Secretary and Compliance Officer
Membership No.A34652

Encl: As above

Business Responsibility and Sustainability Reporting

SECTION A - GENERAL DISCLOSURE

I. Details of the listed entity/ Company Details

Sr No	Particulars	Details to be filled
1	Corporate Identity Number (CIN) of the Listed Entity	L72200TN1998PLC061236
2	Name of the Listed Entity	DATA PATTERNS (INDIA) LIMITED
3	Year of incorporation	1998
4	Registered office address	H-9, Fourth Main Road, SIPCOT IT Park, Siruseri, Chennai – 603103
5	Corporate address	H-9, Fourth Main Road, SIPCOT IT Park, Siruseri, Chennai - 603103
6	E-mail	investorgrievance@datapatterns.co.in
7	Telephone	+91-44-47414000
8	Website	https://www.datapatternsindia.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	a) National Stock Exchange of India Limited and b) BSE Limited
11	Paid-up Capital	Rs. 11,19,67,938/- consisting of 5,59,83,969 fully paid-up equity shares of Rs. 2/- each.
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. S Thomas Mathuram, Senior Vice President - Business Development, Ph: 044 4741 4000 investor.relations@datapatterns.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis.

II. Products / services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of measuring, testing, navigating and control equipment	45.15%
2.	Manufacturing	Manufacture of air and spacecraft and related machinery	25.44%
3.	Manufacturing	Technical testing and analysis	17.99%
4.	Manufacturing	Other telecommunications activities	3.69%
Total			92.27%

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

Sr No	Product/Service	NIC Code	% of total Turnover contributed
1	Radar and Radar Processor	26515	45.15%
2	Avionics and Electronic Warefare	30305	25.44%
3	Automatic Test Equipments	71200	17.99%
4	Communications	61900	3.69%
Total			92.27%

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	1	4	5
International	-	-	-

17 Markets served by the entity

a. No of locations

Location	Number
National (No of states)	10
International (No. of countries)	4

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

15.96 %

c. A brief on types of customers

The customers of the Company are related to defense industries. The Company operates in defence and aerospace related products for its customers. Majority of its customers are either Government or Public Sector Undertakings.

IV. Employees

18 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	826	737	89%	89	11%
2	Other than Permanent (E)	121	92	76%	29	24%
	Total employees (D + E)	947	829	88%	118	12%
Workers						
1	Permanent (F)	-	-	-	-	-
2	Other than Permanent (G)	17	17	100%	-	-
	Total Workers (F + G)	17	17	100%	-	-

b. Differently abled Employees and workers

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
	Total employees (D + E)	-	-	-	-	-
Differently Abled Workers						
1	Permanent (F)	-	-	-	-	-
2	Other than Permanent (G)	-	-	-	-	-
	Total Workers (F + G)	-	-	-	-	-

19 Participation/Inclusion/Representation of women			
Particulars	Total (A)	No and % of Female	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	2	1	50%

20 Turnover rate for permanent employees and workers									
Turnover	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	10.23%	1.75%	11.98%	14.32%	2.68%	16.99%	9.81%	2.37%	12.18%
Permanent workers	-	-	-	-	-	-	46.15%	-	46.15%

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

21 Names of holding / subsidiary / associate companies / joint ventures				
Sr. 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)
	Nil	NA	NA	NA

VI. CSR Details

22	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (Rs. In Cr.)	453.45
	(iii) Net worth (Rs. In Cr.)	1167.07

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			FY2021-22		
		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	Remarks	
Communities	Yes. https://www.datapatternsindia.com/contact.php	Nil	Nil	Nil	Nil	Nil	
Investors (other than shareholders)	Yes. https://www.datapatternsindia.com/contact.php	Nil	Nil	Nil	Nil	Nil	
Shareholders	Yes. https://www.datapatternsindia.com/contact.php	Nil	Nil	Nil	Nil	Nil	
Employees and workers	Yes. Hosted on Intranet of the Company	Nil	Nil	Nil	Nil	Nil	
Customers	Yes. https://www.datapatternsindia.com/contactus/customerservice.php	Nil	Nil	Nil	Nil	Nil	
Value chain partners	Yes. Covered as part of their engagement documents	Nil	Nil	Nil	Nil	Nil	
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Stack Emission	Risk	Air Pollution	Effective maintenance / monitoring of emission and control its limits	Negative
2	Use of Lead	Risk	Depletion of resources & Respiratory Issues	Optimum use and monitoring consumption & Use of PPE	Positive
3	Generation of hazardous waste	Risk	Ill effect due to hazardous waste	Formal storage and disposal methods	Negative
4	External agency entry to restricted area	Risk	Exposure to electrical hazards	Restrict through access control	Negative

SECTION B - MANAGEMENT AND PROCESS DISCLOSURE

Sr. No	Policy and Management Process	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.b	Has the policy been approved by the Board? (Yes/No) ¹	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1.c	Web Link of the Policies, if available	Wherever mandated by the applicable laws, rules and regulations, the policies have been uploaded in the website of the Company at https://www.datapatternsindia.com/investors/policies.php . All other policies are available in the intranet of the Company.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No) ²	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Policies of the Company are framed in line with the following certifications as applicable: ISO 14001:2015 - Environmental Management Systems ISO 45001: 2018- Occupational Health & Safety Management Systems ISO 9000:2015 - Quality management systems AS 9100D: Quality Management System								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to letter to shareholders from Ms. Rekha Murthy Rangarajan, Whole-time Director at Page 10								

Sr. No	Policy and Management Process	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Nil								

Note: ¹ Wherever mandated by the applicable laws, rules and regulations, the policies have been approved by the Board. In other cases, the policy is approved by Management of the Company

²The Policies governing external persons were extended to Value Chain Partners as applicable

Sr. No	Governance, leadership and oversight	Details
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)	Please refer to letter to Shareholders from Ms. Rekha Murthy Rangarajan, Whole-time Director at Page 10
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Rekha Murthy Rangarajan, Whole-time Director
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Director responsible for decision making on sustainability related issues: Ms. Rekha Murthy Rangarajan, Whole-time Director

10. Details of Review of NGRBCs by the Company:

Subject of review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	Annual								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	Annual								

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.	While the Company has not carried out an independent audit of the policies, the policies are periodically reviewed as part of various management systems by the respective certification bodies auditors (EHS, ISO, AS, ISMS) and Internal Auditors. The policies relating to statutory compliances are reviewed by Internal Auditors, Statutory Auditors and Secretarial Auditors.
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12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

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

PRINCIPLE 1

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

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	During the year, the Board and KMPs were engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.		100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	15	Ethics, Human Rights, Skill Upgradation and Health and Safety	27%
Workers	-	NA	Nil

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

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

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	Nil	Nil	Nil
Punishment	NA	Nil	Nil	Nil

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

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

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

Yes. The Anti-corruption or anti-bribery is covered as part of the Business conduct policy of the Company. The Company is committed to doing business ethically and believes that bribery and other corrupt practices are wrong and totally unacceptable. All employees and associated persons are prohibited from offering, providing, authorizing, requesting or receiving a bribe or anything that may be construed as a bribe. This includes compliance with all laws, domestic and foreign, prohibiting improper payments, gifts or inducements of any kind to and received from any person, including officials in the private or public sector, customers and suppliers. The Business Conduct Policy is hosted in the intranet of the Company.

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	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	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.

Not Applicable

PRINCIPLE 2

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

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	Nil
Capex	2.88%	0.32%	Refer conservation of energy section of Directors' Report

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

Yes

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

100%. The inputs are sourced in accordance with ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System

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.

Reusing:

- Corrosion Identified components (due to aging) to be used after Tinning process based on the advice from Technical experts.
- Refurbished Inventory (Components removed from our product at various stage with no defect recommended by technical experts for further usage) is being maintained separately and issued for internal testing / assessment .

Disposal:

- Periodic verification and assessment of the inventory is carried out and materials nearing expiry date are removed from stock and disposed through an approved process for the disposal of scarp.
- E-Waste items are disposed off yearly twice to Authorized Vendors (Approved by Pollution Control Board) as per EHS norms, supported with Destruction certificate
- General wastes Like Carton Boxes / Iron / Aluminum and other wastes are disposed off at regular Intervals.
- For Hazardous and e-waste : Agreement is being signed with the eligible vendors on yearly basis in Compliance to ISO 14001 Environmental Management System & ISO 45001 Occupational Health and Safety Management System

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. The Company do not produce or import any plastic packagings items. The Company design and manufactures few specialised defence products. There is no specific plastic, electrical and electronic product manufactured where EPR is applicable under E-Waste Management. However, the Company is evaluating implementation of EPR for certain areas of business. The same will be reviewed and implemented, if required.

PRINCIPLE 3

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

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

Category 1.a	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)
Permanent Employees											
Male	737	737	100.00%	737	100.00%	-	-	-	-	-	-
Female	89	89	100.00%	89	100.00%	89	100%	-	-	-	-
Total	826	826	100.00%	826	100.00%	89	100%	-	-	-	-
Other than Permanent Employees											
Male	92	92	100.00%	92	100.00%	-	-	-	-	-	-
Female	29	29	100.00%	29	100.00%	-	-	-	-	-	-
Total	121	121	100.00%	121	100.00%	-	-	-	-	-	-

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

Category 1.b	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)	Number (B)	% (B / A)
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers											
Male	17	17	100%	17	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	17	17	100%	17	100%	-	-	-	-	-	-

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 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	85.32%	-	Y	88.95%	11.76%	Y
Gratuity	87.22%	-	Y	91.16%	11.76%	Y
ESI	5.81%	-	Y	16.02%	11.76%	Y

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. The Company has necessary infrastructure in place to make the workplaces accessible to differently abled employees, workers and visitors. Such infrastructural arrangements include without limitation, easily accessible sites and building entrances, easily operated doors, sufficient illuminated wide corridors etc.,

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 equal opportunity policy forms part of the Business Conduct Policy and the same is hosted on the intranet 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	NA
Female	100%	NA	NA	NA
Total	100%	-	-	-

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.

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

The Company has Grievance Handling Policy in place, wherein the employees and workers can send in their grievances to the dedicated e-mail being used for this purpose. The same is reviewed by the Whole-Time Director on periodic basis as per the policy. The Grievance will be address as per the process laid down in the policy.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Permanent Employees						
Male	737	-	-	587	-	-
Female	89	-	-	73	-	-
Total	826	-	-	660	-	-
Permanent Workers						
Male	-	-	-	2	-	-
Female	-	-	-	-	-	-
Total	-	-	-	2	-	-

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 (E)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (D)	% (E/D)	No (F)	% (F/D)
Permanent Employees										
Male	737	144	19.54%	212	29%	587	101	17.21%	627	107%
Female	89	23	25.84%	14	16%	73	17	23.29%	120	164%
Total	826	167	20.22%	226	27%	660	118	17.88%	747	113%
Permanent Workers										
Male	-	-	-	-	-	2	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	2	-	-	-	-

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)
Permanent Employees						
Male	737	321	44%	587	289	49%
Female	89	26	29%	73	28	38%
Total	826	347	42%	660	317	48%
Permanent Workers						
Male	-	-	-	2	2	100%
Female	-	-	-	-	-	-
Total	-	-	-	2	-	-

10 Health and safety management system

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

Yes, occupational health and safety management system has been implemented by the entity as an intergrated management system combining both ISO 14001 & 45001 (EHS). It covers the entire operations covering the manufacturing facilities and offices. The management systems have been implemented in accordance with these Standards. EHS Management System defines the mandatory requirements for the systematic management and execution within the organisation. The Company's Integrated EHS Management System is accredited by international certification bodies.

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

The Company has a procedure in place to establish, implement & maintain a documented procedure for ongoing identification of the hazards, assessment of risks, and the implementation of necessary control measure

The procedure is based on six step risk assessment:

- Classify Work Activities
- Identify Hazards
- Determine Risks
- Decide if Risk is Tolerable
- Prepare Risk Control Action Plan
- Review adequacy of action plan

and the same is the key driver for controlling the hazardous risk.

All relevant stakeholders and EHS team members are involved in risk assessments and the risk management process, Risk Assessments & Safe Work Method Statement are developed and approved prior to starting any work activity. All identified risks and risk mitigation plans are documented, approved and communicated to all relevant parties involved in the activity. This is periodically audited by the trained internal auditors and by accreditation bodies.

- 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	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

As a part of the EHS Intergrated Management system, the safe and healthy work place is ensured through periodic reviews through:

- Internal Audit
- External audit by accreditation bodies
- Reivew of risks and objectives in the management reviews
- Incident Management Process
- Near miss management process

The Company also has a Safety Committee in place, which is represented by management and worker, wherein the workers gets an opportunity to express their safety related concerns.

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	Nil	Nil	-	Nil	Nil	-
Health and Safety	Nil	Nil	-	Nil	Nil	-

14 Assessments for the year

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

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

NA

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders

1 Describe the processes for identifying key stakeholder groups of the entity.

Our stakeholder groups are those which are directly or indirectly impacted by the Company or can impact our value creation in the short, medium or long term. We believe in building mutual trust-based relationship with our stakeholders and understanding their priorities in creating shared value. In line with its business model, the Company has identified stakeholders group.

2 List of 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
Customers	No	Email, Website, Letters, meeting and Telephone	Half Yearly	Quality, price, & delivery of products and services, proper communication
End users	No	Email, Website, Letters, meeting and Telephone	As and when required	Product performance / ease of use / reliability / safety / maintainability
Employees	No	Email, Website, Letters, meeting, Notice Board, Intranet and Telephone	As and when required	Good work environment/ job security / health / safety / training / Career path, recognition and reward
Management	No	Email, Website, meeting, Intranet and Telephone	As and when required	Growth in sales & profitability / efficiency & effectiveness of operations
Leadership/share holders	No	Email, Website, Newspaper, Letters, meeting, Intranet and Telephone	As and when required	Profitability / return on investment / growth in market value of organization
External providers of product and services (service providers / transporters)	No (Except for MSME)	Email, Website, meeting, Letters, and Telephone	As and when required	Prompt payment, Increase scope and volume of purchases/ long-term contractual arrangements / information on future requirements.
Legal authorities (govt.)	No	Email, Website, meeting, Letters and Telephone	As and when required	Compliance with applicable requirements and industry standards / submission of reports.

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
Government & community	No	Email, Website, meeting, Letters and Telephone	As and when required	Environmental protection / Ethical behavior / growth in business and taxes to build infrastructure to support community services, activities and institutions.
Bank / finance	No	Email, Website, meeting, Letters and Telephone	As and when required	Good financial performance
Neighbors	Yes	Email, Website, meeting, Notice Board and Telephone	As and when required	No complaints relating to: noise, parking, health and safety, pollution, waste, employment

PRINCIPLE 5

Businesses should respect and promote human rights

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Male	737	101	13.70%	587	101	17.21%
Female	89	17	19.10%	73	7	9.59%
Total	826	118	14.29%	660	108	16.36%
Workers						
Male	-	-	-	2	-	-
Female	-	-	-	-	-	-
Total	-	-	-	2	-	-

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 (E)	Equal to Minimum Wage		More than Minimum Wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (D)	% (E/D)	No (F)	% (F/D)
Permanent Employees										
Male	737	-	-	737	100%	587	-	-	587	100%
Female	89	-	-	89	100%	73	-	-	73	100%
Other than Permanent Employees										
Male	92	NA	-	NA	-	56	NA	-	NA	-
Female	29	NA	-	NA	-	8	NA	-	NA	-
Permanent Workers										
Male	-	-	-	-	-	2	-	-	2	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers										
Male	17	-	-	17	100%	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	10,62,500	2	34,65,922
Key Managerial Personnel	1	41,15,280	1	9,64,213
Employees other than BoD and KMP	829	4,73,868	118	4,10,780
Workers	17	1,26,000	-	-

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.

The Company has Grievance Handling Policy in place, wherein the employees and workers can send in their grievances to the dedicated e-mail being used for this purpose. The same is reviewed by the Whole-Time Director on periodic basis as per the policy. The Grievance will be address as per the process laid down in the policy. Further, the employees can also send in their grievances under the process established under the Business Conduct Policy and under the Whistle Blower Policy of the Company. The Company has an Internal Compliance Committee under Prohibition of Sexual Harrassment of Women Policy, wherein the employees can raise their grievances.

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	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or noncompliance which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their action and conduct. Apart from that, the Company has Committees for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

Yes

9. Assessments for the year:

Category	% 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%

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

Nil

PRINCIPLE 6

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

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (Gigajoules)	10,035	9,042
Total fuel consumption (B) (Gigajoules)	989	374
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	11,024	9,417
Turnover in Rupees	4,534,453,755	3,108,469,436
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (joules / Rupees)	2,431.20	3,029.39
Optional Metric		
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency

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

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	9,928	7,652
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,928	7,652
Total volume of water consumption (in kilolitres)	9,928	7,652
Turnover in Rupees	4,534,453,755	
Water intensity per rupee of turnover (Water consumed / turnover) (Litres / Rupees)	0.0022	0.0025
Optional Metric		
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency

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

The Company has implemented a mechanism of Zero Liquid Discharge in its manufacturing unit wherein a well maintained Sewage Treatment Plant is in place to recycle the waste water. The treated waste water is used for Gardening, ensuring that there is no discharge of the waste water to environment. Treated water is tested periodically in authorised lab.

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	Tonnes	6.39	2.42
SOx	Tonnes	2.02	0.76
Particulate matter (PM)	Tonnes	0.2	0.08
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	Tonnes	0.18	0.07
Hazardous air pollutants (HAP)	-	-	-
Others – please specify*	-	-	-

* The Company uses soldering leads in the production process and the emission of the same is negligible.

No 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 (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	240.15	153.46
"Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)"	Metric tonnes of CO ₂ equivalent	1701.02	1532.78
Turnover in Rupees	Rupees	4,53,44,53,755	3,10,84,69,436
Total Scope 1 and Scope 2 emissions per rupee of turnover (CO ₂ Kg / Rupees)		0.0004	0.0005
Optional Metric			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency

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

No

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.48	0.95
E-waste (B)	1.66	0.48
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.86 ¹	0.31 ²
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	14.19	16.13
i) Carton	7.36	5.56
ii) Wood	3.07	0.74
iii) Metal	3.67	9.83
iv) Others	0.09	-
Total (A+B + C + D + E + F + G + H)	18.19	17.87
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(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)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency

Note: ¹ Hazardous waste for FY 2022-23 includes solder paste, Solder Dress, used Isopropyl alcohol, Washed Water, used ishox and used Tube lights,

² Hazardous waster for FY 2021-22 includes used Isopropyl alcohol

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

Process Flow and Accounting Procedures :

Material required to be scrapped is periodically identified through a list which is approved as per the policy. Such identified scrap in moved to separate area ear marked for the purpose. Stores records will be updated accordingly

Interested qualified Vendors shall be allowed to visit the scrap yard for assessment before submitting the quotation / bid.

Competitive quotes are collected and upon comparison of the quotations, an internal assessment will be carried out for process compliance and issue of scrap invoice. Upon finalization, the vendor is invited to pickup the scrap.

Disposal of E wastes & Hazardous material - (eco – friendly waste disposal) :

The above said process is applicable for e-wastes also. Additionally, the vendor who is interested to collect the e-waste has to be approved by the pollution control board and has to hold a valid license as below.

- a. Hazardous waste authorization.
- b. Consent Order to Air and Water.

Vendor is required to provide certificate of destruction with our documentation references for the records.

The above is in Compliance to ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System

- 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
-	NA	NA	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 (Yes / No)	Results communicated in public domain(Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

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

Yes

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	Nil	Nil	Nil

PRINCIPLE 7

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

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

1 (One)

1B. 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 Industry	National

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	Nil	Nil

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

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
Nil	NA	NA	NA	NA	NA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	Nil	Nil	Nil	Nil	Nil	Nil

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

NA

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

Category	FY 2022-23		FY 2021-22	
	Total Value (in INR)	%	Total Value (in INR)	%
Total Value of inputs sourced	2,25,30,90,675		1,21,28,92,218	
Directly sourced from MSMEs/ small producers	15,74,03,992	6.99%	12,99,95,136	10.72%
Sourced directly from within the district and neighbouring districts	8,25,43,525	3.66%	4,29,83,666	3.54%

PRINCIPLE 9

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

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

The Company does not have any specific consumer products except for electronics for Defence and Aeronautical use. The Company collects feedback forms from client/customer every six months as per the Company's Standard Practice.

The mechanisms for receiving customer complaints are through email, letter, fax, website portal and verbal communications directly to project management teams. The customers can also lodge complaint through the phone and email address provided on the Company website.

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

Details	As a percentage to total turnover
Environmental and social parameters relevant to the product	94.93%
Safe and responsible usage	94.93%
Recycling and/or safe disposal	94.93%

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

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

	Number	Reasons for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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

Yes. The Company have a framework on cyber security and risks related to data privacy. The same is hosted on the intranet 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.

Nil