

AWL/SEC/SE/2023-24/57

17th July, 2023

BSE LTD.

Phiroze Jeejeebhoy Towers,
1st Floor, Dalal Street,
Fort, Mumbai – 400 023

Company Scrip Code: 517041

NATIONAL STOCK EXCHANGE OF INDIA LTD.

Exchange Plaza, C-1, Block G,
Bandra-Kurla Complex
Bandra (East), Mumbai - 400 051.

Company Symbol: ADORWELD

Dear Sir / Madam,

Sub: **Business Responsibility and Sustainability Report (BRSR) of Ador Welding Limited for FY 2022-23**

Pursuant to Regulation 34 (2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed herewith a copy of the Business Responsibility & Sustainability Report (BRSR) of the Company for FY 2022-23, which is forms an integral part of the 70th Annual Report for FY 2022-23.

The said BRSR is also uploaded on the website of our Company at <https://www.adorwelding.com/wp-content/uploads/2023/07/BRSR-for-FY-2022-23.pdf>

We hereby request you to take the above information on record and acknowledge its receipt.

Thanking you,

Yours Sincerely,

For **ADOR WELDING LIMITED**

VINAYAK M. BHIDE
COMPANY SECRETARY & COMPLIANCE OFFICER

Encl.: As above

ANNEXURE VII - TO THE DIRECTORS' REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Basic Information,

Ador Welding Limited (AWL), erstwhile Advani – Oerlikon Limited, is a pioneer in the welding industry. AWL, since its inception in the year 1951, has played a significant role in the country's industrialization and infrastructure development by providing the finest range of welding consumables, equipment and automation solutions, coupled with skill development in India. The Company has progressively extended its welding knowledge and expertise to cover many high-end specializations and has catered to a sophisticated range of user needs in India and in the overseas markets.

AWL's Vision is **"Creating the Best Welding Experience"**. AWL adopts responsible business practices, which are in the interest of the environment and the society, at large. AWL commits towards a comprehensive growth, by adopting a framework to integrate social, environmental, humanitarian concerns into its core business strategy, in the best interest of all its stakeholders. AWL believes that a Company's performance must be quantified in a balanced economic, environmental and social imperative. The core values of AWL strive in developing a sustainable business model, which flows from the top and infuses throughout the organization and across business segments.

Aligned with the United Nations Sustainable Development Goals (SDGs), Ador conducts its business activities responsibly and sustainably. The Company has prioritized 9 SDGs for focused action, all of which are critical to achieving its vision of "Creating the Best Welding Experience".

Ador's Business Responsibility and Sustainability Report (BRSR) is a comprehensive account of its business performance and impacts. It is aligned with the National Guidelines on Responsible Business Conduct (NGRBC) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs (MCA). The BRSR is in accordance with clause (f) of subregulation (2) of Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. The Company's business performance and impacts are disclosed based on the 9 Principles, as mentioned in NGRBC, reflecting Ador's unwavering commitment to responsible and sustainable business practices.

The Company's comprehensive reporting framework provides stakeholders with a transparent and detailed account of its business performance and impacts, reflecting its commitment to responsible and sustainable business practices.

Principles

1	Ethics, Transparency and Accountability	2	Product Life Cycle Sustainability	3	Employee Well-Being
4	Stakeholder Engagement	5	Human Rights	6	Environment
7	Policy Advocacy	8	Inclusive Growth and Equitable Development	9	Customer Value Creation

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L70100MH1951PLC008647
2.	Name of the Listed entity	Ador Welding Limited
3.	Year of Incorporation	October 22, 1951
4.	Registered Office Address	Ador House, 6, K. Dubash Marg, Fort, Mumbai 400 001-16, Maharashtra, India
5.	Corporate Address	Ador House, 6, K. Dubash Marg, Fort, Mumbai 400 001-16, Maharashtra, India
6.	E-mail	investorservices@adorians.com
7.	Telephone	022 6623 9300 / 022 2284 2525
8.	Website	www.adorwelding.com
9.	Financial Year, for which reporting is being done	FY 2022-23
10.	Name of Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Ltd (NSE)
11.	Paid-up Capital	1,35,98,467 Equity Shares of Rs. 10/- each, fully paid-up
12.	Name and contact details (telephone, email address) of the person, who may be contacted in case of any queries on the BRSR report	Details of director responsible for implementation of business responsibility policy Name: Mr. Aditya T. Malkani Designation: Managing Director DIN: 01585637 Telephone number: 022-66239300 / 022-22842525 E-mail id - investorservices@adorians.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).	The disclosures made in this report are on a Standalone basis and pertain only to Ador Welding Limited.

II. Products / services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Welding Consumables like Electrodes, Wires and Fluxes	80
2	Assembly	Assembly line for assembly of welding equipments	14
3	Automation	Flare Processes, Cutting Automation and Welding Processes	6

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	Welding Electrodes	83111000	44
2	Coated Welding Wires	72230010 75052200 72299016 83112000	30
3	Machinery and Apparatus for Soldering, Brazing or Welding	85158090 85153990 84688000 85151900 84689000	16

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

Location	Number of plants	Number of offices	Total
National	3	6	9
International	-	1	1

17. Markets served by the entity:**a. Number of locations:**

Locations	Number
National (No. of States + Union Territories)	36
International (No. of Countries)	15

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

Exports contribute to 8% of the total turnover of the Company.

c. A brief on types of customers.

Our customer base includes entities involved in Heavy Fabrication, Rail Coach Manufacturing, Railway Work Shops, Indian Defence, Oil & Gas, Ship Building, Power Plants, Automobiles, Hydro Plants, Nuclear Plants, Steel Mfgs., Sugar Industries, Cement Industries, other metal manufacturing such as Aluminium, Copper etc.

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)	596	565	95	31	5
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	596	565	95	31	5
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	652	624	96	28	4
6.	Total workers (F + G)	652	624	96	28	4

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)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

19. Participation / Inclusion / Representation of women:

Sr. No.	Category	Total (A)	No. and percentage of Females	
			No. (B)	% (B / A)
1.	Board of Directors	11	3	27
2.	Key Management Personnel	3	0	-

20. Turnover rate for permanent employees and workers: (Disclose trends for the past 3 years)

Sr. No	Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
1.	Permanent Employees	11.33%	41.94%	12.92%	12.62%	16.67%	12.85%	18.09%	37.04%	19.08%
2.	Permanent Workers	-	-	-	-	-	-	-	-	-

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

21.(a) 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)
NA - Since our 100% Subsidiary Ador Welding Acedemy Pvt. Ltd. merged with Ador Welding Limited effective from 16 th March 2023.				

VI. CSR Details

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

(ii) **Turnover (in Rs.)** : 77,676 Lakhs (FY 2022-23); 66,148 Lakhs (FY 2021-22)

(iii) **Net worth (in Rs.)** : 32,351 Lakhs (FY 2022-23); 28,192 Lakhs (FY 2021-22)

The highlights of CSR interventions are reported in CSR Annexure to the Directors' report.

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 redressal policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	-	-	-	-	-	-
Investors (other than shareholders)	Yes https://www.adorwelding.com/wp-content/uploads/2021/07/Mechanism-For-Whistle-Blower-For-Stakeholders11.pdf	-	-	-	-	-	-

Stakeholder group, from whom complaint is received	Grievance Redressal Mechanism in place (Yes / No) (If Yes, then provide web-link for grievance redressal policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes The Company has empowered a Board-level Stakeholders Relationship Committee ('SRC') to examine and redress complaints from/by shareholders. The status of complaints is reported to the entire Board on a quarterly basis. SRC meets atleast twice a year and as & when required to resolve shareholders grievances. Most of the grievances received through electronic communications are attended within a period of seven days and for postal communication within a period of twelve days from the date of receipt of such grievances. https://www.adorwelding.com/wp-content/uploads/2022/11/Investor-Grievance-Redressal-Policy.pdf	9	0	-	10	0	-
Employees and workers	Yes, the grievances of the employees and workers are redressed through emails, open forum meetings and also through vigil mechanism. https://www.adorwelding.com/wp-content/uploads/2021/07/Whistle-Blower-for-Employees-Directors2019.pdf	-	-	-	-	-	-
Customers	Yes All the grievances received through various available channels are registered and tracked through the Complaint CRM system. Once the complaint is registered, it is tracked through a unique number. The grievance is resolved through one-on-one interaction with the customer either telephonically or physically. Upon the final resolution of the grievance, feedback is taken through call / response sheet / feedback form.	1,046	0	-	806	0	-
Value Chain Partners	No	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-
<p>There have been no grievances regarding the 9 Principles of BRSR filed with the Company for FY 2022-23. However, if such complaints exist, they can be reported via the Whistleblower Mechanism set up by the Company that is available on the website, which also contains details of the framework along with Turn around Time, designated authority and the chain of process.</p>							

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 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	Core Products	Opportunity	<p>AWL's products' design has incorporated social or environmental concerns:</p> <ol style="list-style-type: none"> 1. IOT in Welding Machines: With the help of digitization, the welding machines can communicate through internet to outside world, which provide real time welding performance information in the form of welding data. This has enabled user to monitor and control the Arc, on time and quality of welding, which saves on the wastage of electrical energy and material, due to unwanted quality and idle time. 2. Engine driven Welding Machines with higher fuel efficiency: With the help of High speed engines, AWL developed engine driven welding sets, which are specially designed for higher fuel efficiency and weight reduction, by making it compact in size. These engine driven welding sets are environment friendly and compliant with the stringent norms of pollution emission, set by Pollution Control Board. 3. Special Electrodes for special material: AWL developed special electrodes, specially designed for high strength material, which enables user to go for lower thickness of material to reduce the overall weight of the job & make it lighter. 	-	Positive
2	Natural Resources	Risk and Opportunity	Conserving natural resources is a relevant & important part of our value creation model, which drives us towards meeting our business needs by creating sustainable products and solutions with minimum impact on the natural ecosystem	The Company has invested in rooftop solar projects for captive consumption within the Plants. Plant wise plans / actions implemented for alternate sources of water like borewell, tanker water supply, effluent treatment plant water re-use, rainwater usage and achieving water neutrality.	<p>Positive: Scope to increase reliability on renewable energy.</p> <p>Negative: Unavailability can impact service to customer.</p>
3	Environment Risk	Risk and Opportunity	Changes in existing regulations / emerging regulations impacting sourcing of materials, emissions, waste generation, storage and use of material or quality of finished goods	<p>Pro-actively work on emerging areas and implement much ahead of statute; and</p> <p>The Company continues to monitor all emerging regulations, incidents, developments and map it for compliance.</p>	<p>Positive: Scope to explore new sources of raw materials.</p> <p>Negative: Increased expenses in transiting towards meeting new regulations.</p>

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)
4	Handling Hazardous Material / Waste	Risk	Handling hazardous material / waste in business operations with care to avoid any threats posed to the health and well-being of our employees and to our surrounding environment	<p>Adherence to standards pertaining to Occupational Health and Safety, the Company's Environment, Health and Safety ('EHS') Policy and highest operational standards for handling hazardous materials;</p> <p>Continuous engagement with suppliers for identifying any better options, to mitigate the risks;</p> <p>Plant design to adhere to inherent safe design</p>	Negative: Impact on health and well-being of employees at the plants & community near by.
5	Product & Plastic Packaging	Risk	Several states across India are banning / restricting use of single-use plastic.	The Company is putting its efforts to keep pace with the changing regulations around plastic waste management	Negative: Failure to comply with current or future regulations on plastic packaging or failure to meet commitments on packaging and the environment would attract hefty fines and may even lead to loss of sales.
6	Safety Risk	Risk and Opportunity	The manufacturing operations of the Company require employees to work on plant, machinery and material handling equipment, all of which carry an inherent risk of injury	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling hazardous materials at plants	<p>Positive: Adoption of latest and cutting edge safety related protocols and measures to create a safe work environment.</p> <p>Negative: Impact on health and well-being of employees at the Company.</p>

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)
7	Labour Unrest	Risk and Opportunity	Disruption in manufacturing due to labour unrest	<p>Implementing alternatives in the plants – productivity measure changed from norm based output to output / group based output in many plants;</p> <p>Knowledge sharing sessions on labour laws, situations based learnings, employee life cycle documentation, regular IR management and Contract Labour management; and</p> <p>Physical, Mental and Financial Wellness sessions conducted on regular basis.</p>	<p>Positive: Opportunity to develop stronger relationship and engagement with workers.</p> <p>Negative: Labour unavailability can impact manufacturing.</p>
8	Reputation	Opportunity	Bad publicity arising out of any act / inaction by the Company on social media or any other platform	<p>Actively addressing product complaints;</p> <p>Ensuring product delivery, as promised;</p> <p>Compliance with all regulatory norms;</p> <p>Strengthening corporate governance norms, including adherence to the code of conduct by all;</p> <p>Sign off for all Product / Warranty promises to the customer.</p> <p>Active monitoring of voices on social media and having a crisis management plan ready</p>	Positive: Opportunity to improve brand presence and reputation through proactively managing possible issues.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes:									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes /No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
b. Has the policy been approved by the Board? (Yes / No)	Y	N	N	Y	Y	N	NA	Y	N
c. Web Link of the Policies, if available	https://www.adorwelding.com/corporate-policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	NO								
3. Do the enlisted policies extend to your value chain partners? (Yes / 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.	OHSAS, BIS, ISO 14001, Corporate Governance Code are adopted and mapped at applicable principle.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NO								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NO								
Governance, leadership and oversight:									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Board of Directors of the Company oversee the implementation of the Business Responsibility Policies.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	The Board of Directors of the Company and Stakeholders Relationship Committee oversee the implementation of the Business Responsibility Policies.								
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.	NO								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other—please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	YES									Periodically								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company generally complies with all the known applicable statutory requirements.									Quarterly								

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
NO								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes / No)	Not Applicable								
The entity is not at a stage, where it is in a position to formulate and implement the policies on specified principles (Yes / No)									
The entity does not have the financial or / human and technical resources available for the task (Yes / No)									
It is planned to be done in the next financial year (Yes / No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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: There are regular training sessions for new inductees as well as existing employees.

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 & KMPs	6	During the year, the Board was presented updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles. Topics covered include: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters	100
Employees other than BoD & KMPs	10 Sessions	Following training and awareness programmes were held for employees of the Company - Code of Conduct - Health & Safety - Prevention of Sexual Harassment - Employee Well Being - Cyber Security - Skill Upgradation / Advanced Skills pertaining to respective departments All the Policies of the Company are available on Intranet for employees to refer / access.	94
Workers	Although the company does not have any permanent workers, all the contract workers are given regular health and awareness trainings to ensure their safety.		100

Notes:

1. Health and Safety related training and awareness sessions are conducted and provided to the workers at regular intervals.
2. HODs also give training to their team members periodically about the process, product manufacturing etc. This is to be mandatorily attended to, by all the staff of the said function.

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 Requirements) Regulations, 2015 and as disclosed on entity's website):

Monetary					
Type	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	There were no cases during the year, where monetary action has been appealed under the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.				
Settlement					
Compounding Fee					
Non-Monetary					
Type	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes / No)
Imprisonment	There were no cases during the year, where non-monetary action has been appealed under the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.				
Punishment					

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable, since there were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.	

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, we strictly prohibit our employees, agents and intermediaries from engaging in any illegal or inappropriate payments or benefits, either directly or indirectly, that may be perceived as an attempt to gain undue advantages for our business operations. The policy is available at the Company's website at <https://www.adorwelding.com/wp-content/uploads/2023/05/Anti-Bribery-and-Anti-Corruption-Policy.pdf>

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

Category	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Directors	No Directors / KMPs / employees / workers were involved in bribery / corruption, both, in FY23 and FY22. Hence, no action was taken by any law enforcement agency.	
KMPs		
Employees		
Workers		

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

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

Not Applicable

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners), under the awareness programmes
NO	NA	NA

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

Yes, the Company has a Code of Conduct for Board of Directors and senior management personnel, which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel in the entities they are interested in and ensures requisite approvals, as required under the applicable laws, are taken prior to entering into transactions with each entities. The policy is available on the Company's website at <https://www.adorwelding.com/wp-content/uploads/2023/02/Code-of-Conduct-for-Directors-Senior-Managerial-Personnels-1.pdf>

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

ESSENTIAL INDICATORS

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

Type	Current FY	Previous FY	Details of improvements in environmental and social impacts
R&D and CAPEX	Environmental and Social impact assessment is one of the key inputs for the new product development / process changes. Capital expenditure and R&D spends incurred by the Company embeds cost incurred to mitigate environmental & social hazards. These are inseparable cost of the projects and hence separately identifying such cost is not feasible.		

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

The Company focuses on eliminating / minimizing restricted raw materials from their products. The Company has a strong process to control the entry of hazardous material into products.

Currently, the Company mostly deals with vendors, who are ISO Compliant, as a basis / with the presumption that they comply to the environmental norms, required by ISO Guidelines. However, in order to create a sustainable value chain, we have issued a Supply Chain Management Sustainability Policy that has come into effect from March 01, 2023. Embedded in it, is a Supplier Code of Conduct, which will help us to take our sustainability efforts towards our value chain partners as well. The Policy and Code of Conduct can be accessed at <https://www.adorwelding.com/wp-content/uploads/2023/06/Supply-Chain-Management-Sustainability-Policy.pdf> and <https://www.adorwelding.com/wp-content/uploads/2023/06/Supplier-Code-Of-Conduct.pdf>

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

Not Applicable

3. Describe the processes in place, to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a) Plastics (including packaging),

(b) E-waste,

(c) Hazardous waste &

(d) other waste.

80% of the Turnover of the Company is welding consumables that are used up in welding process. Hence, the Company does not have a process in place to reclaim the products. However, the Company does encourage all its customers to dispose off its products through government authorized Hazardous and Waste Disposal facilities, after end of their useful life. Also, the company encourages the customers, to safely dispose off the packing materials used for different products in an environmentally friendly way.

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.

Extended Producer Responsibility (EPR) is not applicable to the Company.

LEADERSHIP INDICATORS

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

NO

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

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

NO

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Resource efficiency forms an integral part of our environmental strategy. Through our continuous efforts, we strive to meet the needs of our customers. In doing so, we optimise our resource management approach to efficiently utilise the raw materials and minimise material waste.		

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

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

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	565	565	100	565	100	-	-	565	100	-	-
Female	31	31	100	31	100	31	100	-	-	-	-
Total	596	596	100	596	100	31	5	565	95	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	624	-	-	624	100	-	-	-	-	-	-
Female	28	-	-	28	100	-	-	-	-	-	-
Total	652	-	-	652	100	-	-	-	-	-	-

The Company ensures that all the Statutory Benefits are extended to Contract Workforce.

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Y/N/NA)
PF	99	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	8	100	Y	12	100	Y
Others –please specify	-	NA	NA	-	NA	-

The Company ensures that all the Statutory Benefits are extended to Contract Workforce.

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, even though the Company has no employee or worker with a disability in active employment, the premises of the company including the factory premises are accessible to differently abled employees and workers, except head office & sales offices.

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

Yes, The Policy is available on the Company's website at <https://www.adorwelding.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive & redress grievances, for the following categories of employees & 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, the Company has mechanism to redress grievances, namely Whistle Blower Policy. The concern can also be raised through email. All concerns are investigated by a team of investigators and appropriate action is taken.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

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

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C /A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	565	270	48	157	28	507	264	52	284	56
Female	31	7	23	7	23	30	18	60	11	37
Total	596	277	46	164	28	537	282	53	295	55
Workers										
Male	Although the Company does not have any permanent workers, all the contract workers are provided with training and awareness programs for their safety and skills upgradation									
Female										
Total										

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	565	558	99	507	485	96
Female	31	29	94	30	24	80
Total	596	587	98	537	509	95
Workers						
Male	NA			NA		
Female						
Total						

All the employees undergo Performance and Career Development Reviews, through its PMS (Performance Management System). The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback for development is provided.

10. Health and safety management system:

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

The Company has a functioning system for health & safety management implemented for employees and workers. The employees are given appropriate training regarding the same. The coverage of this system is for 100% of employees and workers, as well as non-permanent contract workers

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 its HIRA (Hazard Identification and Risk Analysis) system in place, which is reviewed and updated regularly, which forms the basis of Risk assessment at workplace.

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

Every location of the Company has a designated Safety Officer. The workers and employees can report such hazards to the Safety Officer and appropriate measures to avert such hazards in the future are taken. Also, regular trainings are given to all the employees and workers to avoid risks and to remove them from such situations. Safety audits are carried out every alternate year by a third party to ensure highest level of safety. Further, there are also safety meetings, near miss / unsafe form and tool box meetings, that are carried out regularly

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

All the locations of the Company have a visiting doctor for regular health check up including eye check ups. Also, the Company has tie-ups with hospitals in the vicinity of the area, where it operates in case of any future medical emergencies. Further, the company has provided Mediclaim Facility to all its employees.

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

Safety Incident / Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	6
	Workers (Contract Workers)	39	56
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

Note: Most of these injuries were minor in nature and treated with first aid.

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

The Company has a Policy integrated for Quality, Health, Safety & Environment in place at all its factory locations. The Policy is issued in accordance with ISO requirement. The premises of the Company are also Audited every year by ISO Auditors.

The Company also carries out Safety Audit, alternate year, through Competent Authority (as required under the Factories Act).

For Health of the Employees and Contract Workers, Health Check-up Camps including Eye Check-ups are organized at the Plants. There is also a visiting Medical Practitioner at every Plant along with tie-ups with hospitals in the vicinity of the Plant for any emergency cases.

Further, various measures such as, Class room safety training, shop floor safety training, Tool box talk , Safety discussion, safety meeting, safety inspection, safety induction, Contractors meeting, safety observation & unsafe identification, awareness drills, safety campaign, recording of unsafe conditions & near miss cases, Display of signage boards along with providing protective gear is / are done.

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

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

14. Assessments for the year:

Topic	% 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.

For the safety related incidents a root cause analysis is done by the team, which is monitored and reviewed by the central quality & safety team. Corrective measures, in various forms, based on the root cause is taken (like elimination of man machine interaction, inadequate guarding etc.). The corrective action is shared in the form of horizontal deployment with all the manufacturing locations for assessment and implementation.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

- Employees (Y/N): Yes, Group Term Life Insurance (GTLI)
- Workers (Y/N): Yes, Group Term Life Insurance (GTLI)

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

The entity ensures adherence to statutory compliances related to workers, such as timely wage payment and Provident Fund. In case of non-compliances stringent actions are taken against defaulter business partner.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

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

No, However we retain few employees post retirement, either as consultants or extend their employment.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	Nil
Working Condition	Nil

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

Nil

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.

Stakeholders are identified on the basis of their immediate impact on the operations and working of the Company. Currently, these groups include internal as well as external group of stakeholders and are identified as Shareholder, Employees & Workers and finally Value Chain Partners, which include vendors as well as customers.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email,SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose & scope of engagement including key topics & concerns, raised during such engagement
Shareholders	No	Annual General Meeting, Shareholders Meeting, Email, Letters, Website	Annual, periodic	Feedback on Operations & Performance
Investors (other than shareholders)	No	Investors Meetings, Email	Annual, periodic	Feedback on Operations & Performance
Employees and Workers	No	Emails, Calls, MD's Communication	Regular	Employee Engagement
Value Chain Partners	No	Email, Surveys	Annual	Engagements, Surveys
Communities	No	CSR initiatives & interventions	On-going	Local development & touching lives of people.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, & social topics or if consultation is delegated, how is feedback from such consultations, provided to the Board.

We believe that consultation with our stakeholders is an ongoing process, and our leadership takes the lead by engaging with them regularly across various platforms. Additionally, we have established a Corporate Social Responsibility Committee at the Board level that reviews progress periodically. Moreover, we provide shareholders with the opportunity to interact with all board members on an annual basis during Annual General Meeting. This enables us to keep a constant pulse on the needs and concerns of our stakeholders and ensures that we remain accountable to them

2. Whether stakeholder consultation is used to support the identification & management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, there have been many instances in which Company has inculcated these feedbacks into planning.

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

The Company identifies the disadvantaged, vulnerable and marginalised stakeholders on an ongoing basis. Any new proposed project or expansion is mapped by engaging the stakeholder proactively, specifically via Corporate Social Responsibility activities.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of Employees / Workers covered (B)	% (B / A)	Total (C)	No. of Employees / Workers covered (D)	% (D / C)
Employees						
Permanent	596	216	36	537	187	35
Other than permanent	-	-	-	7	-	-
Total	596	216	36	544	187	34
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	652	-	-	653	-	-
Total	652	-	-	653	-	-

Notes:

- The trainings on human rights are a part of the Code of Conduct and recorded data is available for the financial year 2022-23 only.
- For other categories of employees and workers, the Code of Conduct policy is available for their reference on the Company's website and on the Company's intranet portal. They are expected to read and understand this Code, uphold these standards in day-to-day activities, and comply with: all applicable laws; rules and regulations; and all applicable policies and procedures adopted by the Company.

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to minimum Wage		More than Minimum Wage		Total (D)	Equal to minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	565	-	-	565	100	507	-	-	507	100
Female	31	-	-	31	100	30	-	-	30	100
Other than Permanent										
Male	-	-	-	6	-	7	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	624	494	79	130	21	630	424	67	206	33
Female	28	20	71	8	29	30	20	67	10	33

The Company is providing either equal to or more than the statutorily required minimum wages to all its employees and workers, whether permanent or temporary and ensures equal remuneration for equal work.

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)	8	10,92,716	3	10,87,716
Key Managerial Personnel (KMP)	2	45,84,000	-	-
Employees, other than BoD and KMP	565	5,22,891	31	5,43,000
Workers	-	-	-	-

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, Head - HR is responsible for addressing human rights impacts or issues caused or contributed to, by the business.

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

Human rights principles, as enshrined in the United Nations Global Compact ("UNGC"), are embedded in our core values and system. We have framework that focuses on good governance, our commitment to abiding by each law, ensuring timely payment of employee salaries and providing equal opportunities without exception. Grievances are routed to Human Resource Function. Necessary action is taken in line with underlying policies and regulations, applicable to the workplace. The closure is intimated to the aggrieved person.

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

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

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

The Company has a Prevention of Sexual Harassment Policy (POSH) and a committee is set up for such cases.

The Company has zero tolerance for sexual harassment at the workplace and has adopted a comprehensive policy on preventing, prohibiting and redressing sexual harassment of women in the workplace. We have established an Internal Committee (IC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of IC are responsible for conducting inquiries related to such complaints. Throughout the process, IC will safeguard the identities of all parties involved, as well as the contents of complaints and inquiry proceedings.

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

Yes, all the business agreement and contracts which are entered into by the Company with any party include relevant clauses on the affirmation of applicable regulatory requirements, which include human rights.

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	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced, as a result of addressing human rights grievances / complaints.

The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly creates awareness among its employees on the Code of Conduct, through various training programmes.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Human Rights due-diligence will be conducted in FY 2023-24.

3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Planned steps are being taken to create the infrastructure support for Persons with Disabilities in offices & plants.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway, to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

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

ESSENTIAL INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	49723498.80	47671284.24
Total fuel consumption (B)	30959829.46	27047463.10
Energy consumption through other sources (C)	2133482.40	2165058.00
Total energy consumption (A+B+C)	82816810.66	76883805.34
Energy intensity per rupee of turnover (Total energy consumption (in Megajoules) / turnover in rupees (in lakhs))	0.0106618	0.0116230
Energy intensity (optional)–the relevant metric may be selected by the entity	-	-

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

No

- 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 PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No, the entity does not have any facilities under PAT Scheme

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	36813.29	37883.63
(iii) Third party water	25029	18116
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	61842.29	55999.63
Total volume of water consumption (in kilolitres)	60042.29	54199.63
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000077	0.0000082
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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

Zero Liquid Discharge (ZLD) is applicable to / at all the Plants of the Company. Treated water is used in restrooms of the factories and also used for tree / garden and other plantations. However, as the requirement of water is very low for the process of manufacturing, the processing at ZLD processor happens just once in a month.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx		We do not have meters / instruments to measure this, hence these are not being monitored currently.	
SOx			
Particulate Matter (PM)			
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Others–please specify			

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

No

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1244.49	1059.15
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	8393.59	8047.16
Total Scope 1 and Scope 2 emissions per rupee of turnover	tonne / rupee	0.0000012408	0.0000013767
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

No

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

The Company has set up Solar Power Generation units at its Raipur and Silvassa Plants for conservation of energy and for reduction of Greenhouse Gas Emissions.

The Solar Power Plant set up at Raipur has a capacity of 518 KWP, which generated 468841 units, effectively reducing GreenHouse Gas Emissions by 272 MT. Similarly, Solar Power Plant set up at Silvassa has a capacity of 115 KWP which generated 132564 units, effectively reducing Greenhouse Gas Emissions by 52 MT.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	65.40	65.94
E-waste (B)	360.115	100.33
Bio-medical waste (C)	-	-
Construction & demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify if any (G)	82.23	74.18
Other Non-Hazardous waste generated (H).Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1125.69	1284.49
Total (A+B + C + D + E + F + G + H)	1633.435	1524.94

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1191.09	1349.93
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1191.09	1349.93
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	1.03	13.44
(iii) Other disposable operations (Sell)	35.91	15.12
Total	36.94	28.56

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

No, we are working on a technical solution for replacing existing wooden pallets used for material storage/ movement by eco friendly (Bio-Degradable) pallets. This will be done in phases with a target to replace all pallets across all plants in the next one year. Although this will increase the cost of pallets, still "Going Green" is treated as the topmost priority by us (the Company).

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

Company has tied up with the State Pollution Control Board recognized vendors, who collect the Hazardous Waste from our plant and send it to Common Hazardous Waste Treatment, Storage and Disposal Facility of / for disposal purpose.

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/clearance are being complied with? (Y/N) If no, the reasons thereof & corrective action taken, if any.
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
-	-	-	-	-	-

During FY 2022-23, No Environment Impact Assessment (EIA) Projects, were undertaken.

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 compliance, in the following format:

Yes

Sr. 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
NA				

LEADERSHIP INDICATORS

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	-	-

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		NA
No treatment		
With treatment –please specify level of treatment		
(ii) To Ground water		
No treatment		
With treatment –please specify level of treatment		
(iii) To Sea water		
No treatment		
With treatment –please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment –please specify level of treatment		
(v) Others		
No treatment		
With treatment –please specify level of treatment		
Total water discharged (in kilolitres)		

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

No

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water		NA
(ii) Ground water		
(iii) Third party water		
(iv) Sea water / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	
No treatment		
With treatment –please specify level of treatment		
(ii) Into Ground water		
No treatment		
With treatment –please specify level of treatment		
(iii) Into Sea water		
No treatment		
With treatment –please specify level of treatment		
(iv) Sent to third-parties		
No treatment		
With treatment –please specify level of treatment		
(v) Others		
No treatment		
With treatment –please specify level of treatment		
Total water discharged (in kilolitres)		

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

None of our factories or offices withdraw, consume and discharge water from areas of water stress.

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

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 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	NA	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA			

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.

Emergency plan is prepared at all plants and mock drills are conducted once in six months.

Following are the major components of the emergency plan:

- Emergency response team on site consists of site main controller, incident controller, firefighting team, first aiders, communications team, power and utility teams.
- Responsibilities are assigned to key members of emergency response team.
- List of Regulatory agencies with names and telephone numbers.
- List of Local Hospitals with names and telephone numbers

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There has been no adverse impact to the environment arising from the value chain of the entity, as per our understanding.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil

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

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers / associations.
- 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	Bombay Chamber of Commerce and Industry (BCCI)	State
2	Association of Welding Products Manufacturers (AWPM)	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.

No adverse order was received by the Company from regulatory authorities during the Financial Year 2022-23, hence no corrective action was required to be taken.

LEADERSHIP INDICATORS

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others- please specify)	Web Link,if available
The Company does not have a separate policy on "policy advocacy".					

PRINCIPLE 8: Businesses should promote inclusive growth & equitable development**ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity, based on applicable laws, in the current financial year.**

Name & brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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	Amounts paid to PAFs in the FY (In INR)
NA						

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

For FY 2021-22 and 2022-23 we did not have any grievance from the Community. At present, there is no such mechanism in place in / with the Company. However, we may plan on developing a mechanism to resolve any community grievances in future, if required.

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

Business	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs / small producers	17%	13%
Sourced directly from within the district & neighbouring districts	34%	38%

LEADERSHIP INDICATORS**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
NA	NA

2. Provide the following information on CSR projects, undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In INR)
NA			

3.(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

No

(b) From which marginalized / vulnerable groups do you procure? NA

(c) What percentage of total procurement (by value) does it constitute? NA

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NIL				

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

Name of authority	Brief of the Case	Corrective action taken
NIL		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Haven't assessed.			

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.

Consumer Complaints Resolution:

A well-established system viz. Customer Care Center (CCC) is in place for dealing with customer feedback and complaints. Customers are provided various options to connect with the Company through Zendesk Platform, WhatsApp, e-mails, telephone, website, social media, feedback forms etc. All complaints are appropriately addressed and efforts are taken to resolve the same in a timely manner. Around 75% of the complaints were related to application issue (lack of knowledge of customer / their welder). The application issues were all addressed and resolved within maximum of 48 hours through online consultation or physical visits by technical experts from the related plants. All the complaints are efficiently attended by our cross functional team (Plant Customer Care / Plant QC team / Plant Production / TDC {R&D} team) along with our service team.

Further, we conduct regular meetings with customer representatives for understanding the nature of difficulties faced by our customers. Based on the feedback of representatives, we suggest welding parameters specific to the customer’s job, provide demonstration to the welders at customer’s premises as well as replace specific lot, if required, in order to satisfactorily resolve the complaints. Corrective & preventive actions are taken and shared with the customers as well.

Consumer Feedback:

We do have a system in place to get feedback from our customers, which is through our Sales and Service Team. A feedback sheet is sent to the customers, to give their views / feedback on our services, including product quality, cost and timely delivery, amongst other things.

In the said feedback sheet the customer can rate our services in the scale from "poor to excellent" and has to also mention their expectations, if any. In addition to this, we also carry out survey through electronic media from time-to- time to get customer feedback. Upon receipt of feedbacks, the same are analyzed and a suitable action plan is formed for improvements.

We have not carried-out any consumer survey / consumer satisfaction survey in the last Financial Year 2022-23. However, we have collected customer feedback forms / performance letters from our customers / vendors.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and / or safe disposal	100%

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

Particulars	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
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:

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

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

We use Vulnerability Assessment and Penetration Testing (VAPT) for identifying and addressing Cyber Security vulnerabilities.

VAPT is a comprehensive approach to assessing and improving the security of computer systems, networks and applications. It involves a combination of vulnerability scanning, vulnerability assessment, and penetration testing to identify vulnerabilities and potential security weaknesses in an organization’s digital infrastructure.

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

Not Applicable

LEADERSHIP INDICATORS

1. Channels / platforms, where information on products and services of the entity can be accessed (provide web link, if available).

The platforms used for the information are Website, Annual Report, Social Media Platforms and Media advertisement / publications. Information relating to all the products and services provided by the Company are available on the Company’s website at www.adorwelding.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and / or services

Instructions go alongwith product package / invoice

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.

Instructions go alongwith product package / invoice

4. Does the entity display product information on the product over & above, what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No)

No, we seek Customer Feedback on a printed form but do not carry out Customer Satisfaction Survey.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil