



# POWER MECH®

Growth Unlimited

Date: 06.09.2023

To  
The Corporate Relations Department  
BSE Limited,  
Dalal Street,P.J,Towers,  
MUMBAI- 400001

To  
National Stock Exchange of India Ltd  
Exchange Plaza,  
Bandra Kurla Complex, Bandra (E),  
MUMBAI- 400051

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the financial year ended 31.03.2023 as per Regulation 34(2)(f) of SEBI (LODR) Regulations, 2015.**

**Ref: Scrip Code: 539302, NSE Symbol: POWERMECH**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith, the Business Responsibility and Sustainability Report (BRSR) for the Financial Year Ended 31.03.2023, which also forms part of the Annual Report for the FY 2022-23.

The BRSR is also uploaded on the website of the Company at [www.powermechprojects.com](http://www.powermechprojects.com)

This is for your information and necessary records.

**Regards**

**For Power Mech Projects Limited**

**Mohith Kumar Khandelwal**  
**Company Secretary**



Encl:A/a

## POWER MECH PROJECTS LIMITED

AN ISO 14001:2015, ISO 9001:2015 & ISO 45001:2018 CERTIFIED COMPANY



JAS-ANZ



M4570910IN

**Regd. & Corporate Office :**  
Plot No. 77, Jubilee Enclave, Opp. Hitex,  
Madhapur, Hyderabad-500081  
Telangana, India  
CIN : L74140TG1999PLC032156

Phone : 040-30444444  
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E-mail : [info@powermech.net](mailto:info@powermech.net)  
Website : [www.powermechprojects.com](http://www.powermechprojects.com)



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74140TG1999PLC032156
2.	Name of the Listed Entity	Power Mech Projects Limited
3.	Year of incorporation	1999
4.	Registered office address	Plot No.77, Jubilee Enclave, Opposite: Hitex, Madhapur, Hyderabad, Telangana-500081.
5.	Corporate address	Plot No.77, Jubilee Enclave, Opposite: Hitex, Madhapur, Hyderabad, Telangana-500081.
6.	E-mail	cs@powermech.net
7.	Telephone	040-30444418
8.	Website	<a href="http://www.powermechprojects.com">www.powermechprojects.com</a>
9.	Financial year for which reporting is being done	FY 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up Capital	₹14,90,63,570
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mohith Kumar Khandelwal Company Secretary Email: <a href="mailto:cs@powermech.net">cs@powermech.net</a> Phone: 040-30444418
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):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Infrastructure	Construction, Engineering & Infrastructure Development	100.00%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Construction of utility projects	422	100.00%

### 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	-	6	6
International	-	3	3

## Business Responsibility & Sustainability Reporting

### 17. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	21
International (No. of Countries)	6

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

- Contribution of Exports 11% of the total turnover of the entity

#### c. A brief on types of customers: The Company cater its services to the Clients from both Public and Private sectors.

## IV. Employees

### 18. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEE</b>						
1	Permanent (D)	3737	3707	99.11%	30	0.80%
2	Other than Permanent (E)	29	29	100%	0	0
3	Total employees (D + E)	3766	3736		30	
<b>WORKERS</b>						
4	Permanent (F)	7910	7854	99.29%	56	0.71%
5	Other than Permanent (G)	21768	21695	99.66%	73	0.34%
6	Total workers (F + G)	29678	29549		123	

#### b. Differently abled Employees and workers:

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

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	2	Nil	Nil

## Business Responsibility & Sustainability Reporting

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3707	30	3737	3850	23	3873	3697	21	3718
Permanent Workers	7854	56	7910	10088	68	10156	9168	11	9179

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

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

Please refer page nos. 49 and 50 of the Integrated Report FY23.

### VI. CSR Details

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

- Yes

(ii) Turnover (in ₹ Cr): 3,545.14

(iii) Net worth (in ₹ Cr): 1226.44

### VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="http://www.powermechprojects.com">www.powermechprojects.com</a>	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes, <a href="http://www.powermechprojects.com">www.powermechprojects.com</a>	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes, <a href="http://www.powermechprojects.com">www.powermechprojects.com</a>	Nil	Nil	NA	Nil	Nil	NA
Employees and workers	Yes, <a href="http://www.powermechprojects.com">www.powermechprojects.com</a>	Nil	Nil	NA	Nil	Nil	NA
Customers	Yes, <a href="http://www.powermechprojects.com">www.powermechprojects.com</a>	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes, <a href="http://www.powermechprojects.com">www.powermechprojects.com</a>	Nil	Nil	NA	Nil	Nil	NA

# Business Responsibility & Sustainability Reporting

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

S. 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)
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- Please refer Management Discussion and Analysis Report forming part of this integrated Annual Report.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability;

P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle;

P3 Businesses should promote the wellbeing of all employees;

P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized;

P5 Businesses should respect and promote human rights;

P6 Business should respect, protect, and make efforts to restore the environment;

P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner;

P8 Businesses should support inclusive growth and equitable development;

P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.

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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="http://www.powermechprojects.com">www.powermechprojects.com</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 45001	ISO 45001			ISO 45001			ISO 45001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-

# Business Responsibility & Sustainability Reporting

## Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

As Power Mech is involved in the construction of power plants and infrastructure sector, the environmental issues were given a priority thought amongst the stakeholders. Being one the pioneers in construction field in both power and non-power sectors, the company owned its responsibility to align with the need of global expectations.

The company is committed towards environment and all its site offices will ensure that scores of saplings are planted in their vicinity and today most of the areas are found to be greener than ever before. As a matter of policy the company is ensuring near-total avoidance of plastic materials at sites. It is aggressively pursuing a policy of limiting wastages and clearing off wastages to safe disposal as soon as possible. Scraps are collected and sent for recycling and plastic wastages are disposed-off with protection.

On the social side, the company is engaging in building a cordial social engineering amongst the locals and involved local people in the programs. Nearby schools and hospitals were taken care of and with frequent visits by the management staff and extending a helping hand wherever needed

The company is self-disciplined in its approaches for the safety of workers, building a socially conducive atmosphere at sites and ensuring a good environment not only for the present generation but to the next and to the next.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Sajja Kishore Babu  
Chairman and Managing 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. Mr. Sajja Kishore Babu  
Chairman and Managing Director

### 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(A) / Half yearly (H)/ Quarterly (Q)/ 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													Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes													Annually
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
																		Not Applicable

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

Not Applicable since the policies of the Company cover all Principles on NGRBCs

# Business Responsibility & Sustainability Reporting

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors		During the year, the Board and KMP's engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.	100.00%
Key Managerial Personnel			
Employees other than BoD and KMPs		The employees of the Company at regular intervals are given various pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles.	100.00%
Workers	-	-	-

#### 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

##### a. 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	NIL	NIL	NIL	NIL	NA
Settlement	NIL	NIL	NIL	NIL	NA
Compounding fee	NIL	NIL	NIL	NIL	NA

##### b. Non-Monetary

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

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: Not Applicable.

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. Our employees and those representing us, including agents and intermediaries, shall not, directly or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favors for the conduct of our business.

Emphasis is laid on violation by even a single employee of any law relating to anti-bribery, anti-corruption, anti-competition, data privacy, etc. resulting in severe financial penalties and irreparable reputational damage to the Company



## Business Responsibility & Sustainability Reporting

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

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

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

### Essential Indicators

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

	FY 2022-23 (Rs. in Lakhs)	FY 2021-22 (Rs. in Lakhs)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes / No) No  
b. If yes, what percentage of inputs were sourced sustainably?
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste. Not Applicable
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. Not Applicable



# Business Responsibility & Sustainability Reporting

**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:

% of employees covered by											
Category	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)
<b>Permanent employees</b>											
Male	10996	2435	22.14%	8561	77.85%	-	-	-	-	-	-
Female	24	24	100%	0	-	24	100%	-	-	-	-
<b>Total</b>	<b>11020</b>	<b>2459</b>	<b>22.31%</b>	<b>8561</b>	<b>77.68%</b>	<b>24</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	-	-	-	--	-	-	-	-	--	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 2. Details of retirement benefits, for Current FY 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	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	EPF	100%	100%	Yes
Gratuity	100%	100%	LIC	100%	-	Yes
ESI	20%	35%	ESIC	35%	-	Yes
Others – please specify	-	-		-	-	-

### 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

### 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. It's part of the HR Policy of the Company. The policy can be accessed at [www.powermechprojects.com](http://www.powermechprojects.com)

### 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	15%	28%	NA	NA
Female	10%	15%	NA	NA
Total	25%	43%	NA	NA

## Business Responsibility & Sustainability Reporting

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has Centralized Grievance Committee for all the category of employees to receive and redress the grievances of the employees.
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: Nil

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)
<b>Total Permanent</b>						
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>						
- 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 and Measures Health Safety		On skill Upgradation		Total (D)	On and Measures Health Safety		On skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	3739	3739	100%	3739	100%	3697	3697	100%	3697	100%
Female	30	30	100%	30	100%	21	21	100%	21	100%
<b>Total</b>	<b>3769</b>	<b>3769</b>	<b>100%</b>	<b>3769</b>	<b>100%</b>	<b>3718</b>	<b>3718</b>	<b>100%</b>	<b>3718</b>	<b>100%</b>
<b>Worker</b>										
Male	7855	7855	100%	7855	100%	10088	10088	100%	10088	100%
Female	56	56	100%	56	100%	68	68	100%	68	100%
<b>Total</b>	<b>7911</b>	<b>7911</b>	<b>100%</b>	<b>7911</b>	<b>100%</b>	<b>10156</b>	<b>10156</b>	<b>100%</b>	<b>10156</b>	<b>100%</b>

### 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)
<b>Employees</b>						
Male	260	65	25%	240	55	23%
Female	25	5	25%	15	3	20%
<b>Total</b>	<b>285</b>	<b>70</b>	<b>25%</b>	<b>255</b>	<b>58</b>	<b>43%</b>
<b>Workers</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## Business Responsibility & Sustainability Reporting

### 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?**

An occupational health and safety management system has been implemented by Power Mech. The system covers the entire organization.

- 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 incident investigation and analysis process is used to assess risks on routine and non routine basis.

- c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N): Yes**
- d. **Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No): Yes**

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

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

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

- 1) Conducting Training Programs/Tool Box Meeting.
- 2) Provide Close Supervision.
- 3) Implementing and initiated the safety standards at site.
- 4) Provide proper PPE'S.

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

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

### 14. Assessments for the year:

	% of your plants and offices that were assessed
Health and safety practices	Locations for audit are covered by Internal team of the Company on quarterly basis every year and 100% of the sites/offices are covered
Working Conditions	Locations for audit are covered by Internal team of the Company on quarterly basis every year and 100% of the sites/offices are covered

### 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.

The Company has detailed format of Near miss/Incident/Accident Report which is made available to all the site offices for reporting any such incidents.

# Business Responsibility & Sustainability Reporting

## 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.**

Power Mech stakeholders include our Investors, Clients/Customers, Employees, Vendors/Partners, Government and Local Communities.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Emails/Websites/Physical meetings	Quarterly/half yearly and annually	Financial results, material events etc.
Clients/ Customers	No	Emails/Physical meetings	Regularly	To understand their requirements and feedback on the services provided to them
Employees	No	Emails/Physical meetings	Quarterly	Employees welfare, working conditions etc.
Suppliers / Vendors/ Contractors	No	Emails/Websites/Physical meetings	Regularly	To disseminate key information about the Projects and briefly elaborate on key components like Scope of works/services, completion schedules, Conditions of Contract, bidder qualification criteria, HSE, Quality requirements, etc.
All other stakeholders or community at large	No	Physical	Quarterly/half yearly and annually	To undertake Corporate Social Activities etc.

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	-	-	-	-	-	-
Other Than Permanent	-	-	-	-	-	-
Total Employees						
<b>Workers</b>						
Permanent	-	-	-	-	-	-
Other Than Permanent	-	-	-	-	-	-
Total Employees						

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

Category	FY 2022-23				FY 2021-22					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	3710	0	0	3710		3850			3850	
Male	30			30		23			23	
Female										
Other than Permanent										
Male	29			29						
Female										
<b>Workers</b>										
Permanent										
Male	7855	4196		3659		10088	5798		4290	
Female	56	56		56		68	68			
Other than Permanent										
Male	21695	8378		13170		18901	7258		11582	
Female	73			73		60	60			

### 3. Details of remuneration/salary/wages, in the following format: Please refer Annexure 6 of the Integrated Annual Report.

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	-	-	-	-
Key Managerial Personnel	-	-	-	-
Employees other than BOD	-	-	-	-
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)NA

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

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

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

## Business Responsibility & Sustainability Reporting

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

To prevent adverse consequences to the complainant, immediate disciplinary action is taken in the matter to appropriately discipline personnel who are involved in harassment.

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

9. Assessments for the years:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	100% of the plants are assessed every year by the respective statutory authorities

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

#### Essential Indicators

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)	1,99,65,456MJ	1,71,74,700MJ
Total fuel consumption (B)	487.91J	479.68 J
Energy consumption through other sources (C)		
<b>Total energy consumption (A+B+C)</b>		
Energy intensity per rupee of turnover ( <i>Total energy consumption/ turnover in rupees</i> )	-	-
Energy intensity ( <i>optional</i> ) – 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.

1. 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.

3. Provide details of the following disclosures related to water, in the following format: Not Applicable

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal</b> (in kilolitres) (i + ii + iii + iv + v)		
<b>Total volume of water consumption</b> (in kilolitres)		
<b>Water intensity per rupee of turnover</b> ( <i>Water consumed / turnover</i> )		
<b>Water intensity</b> ( <i>optional</i> ) – the relevant metric may be selected by the entity		

## Business Responsibility & Sustainability Reporting

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.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Not Applicable
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format: Not Applicable

Parameter	Please specify Unit	FY 2022-23	FY 2021-22
NOx			
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.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: Not Applicable

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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.

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: Not Applicable

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste <b>(A)</b>		
E-waste <b>(B)</b>		
Bio-medical waste <b>(C)</b>		
Construction and demolition waste <b>(D)</b>		
Battery waste <b>(E)</b>		
Radioactive waste <b>(F)</b>		



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Parameter	FY 2022-23	FY 2021-22
Other Hazardous waste. Please specify, if any. <b>(G)</b>		
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
<b>Total (A + B + C + D + E + F + G + H)</b>		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration through CHWTSDF		
(ii) Landfilling through CHWTSDF		
(iii) Other disposal operations		
<b>Total</b>		

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:

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.

The Company has detailed plan for Hazardous Waste Management. The plan clearly defines the Hazardous and Non Hazardous wastes and the methods of wastes minimization. The plan also explains about the detailed procedure of waste disposal. Every sites shall do inspection on monthly basis to ensure compliance with the waste minimum practices and regulatory requirements.

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: Not Applicable

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.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not Applicable

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

## Business Responsibility & Sustainability Reporting

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: Not Applicable

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
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### 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations
1	The Federation of Telangana Chambers of Commerce	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.

### PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

#### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community. Not Applicable
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighboring districts	-	-

# Business Responsibility & Sustainability Reporting

## 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. Power Mech provides its services to other Companies. It does not deal directly with consumers.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: Not Applicable

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	
Recycling and/or safe disposal	
3. Number of consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, and unfair trade practices	Nil
4. Details of instances of product recalls on account of safety issues:	Not Applicable
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Not Applicable
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.	Not Applicable