

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26943TN1965PLC005297
2	Name of the Listed Entity	RAMCO INDUSTRIES LIMITED
3	Year of incorporation	27 th January, 1965
4	Registered address	47, P.S.K. Nagar, Rajapalayam 626 108
5	Corporate office address	Auras Corporate Centre, 6 th floor, 98-A, Dr Radhakrishnan Salai, Mylapore, Chennai 600 004, Tamil Nadu
6	Email	bms@ril.co.in
7	Telephone	044 2847 8585
8	Website	www.ramcoindltd.com
9	Financial Year reported	1 st April 2022 to 31 st March 2023 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 - ₹ In crores	8.68
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	<u>Shri.Preston Davis C, Head - EHS and C</u> 044 2847 8585 EXTN:3445 Email : cpd@ril.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a 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	Fibre Cement Sheet	Manufacture of Fibre Cement Boards, Insulation Boards of vegetables fibre, straw, or wood waste, agglomerated with cement & other mineral binders.	83.04

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
		Group	Class	Sub Class	
1.	Preparation and Spinning of Cotton fibre including blended cotton	131	1311	13111	15.77
2.	Manufacture of Insulation Boards of vegetables fibre, straw or wood waste, agglomerated with cement & other mineral binders	239	2395	23956	83.04
3.	Electric power generation using other Non-Conventional sources	351	3510	35106	0.14

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	10 - Building products division		10
	1 - Textile division (cotton Yarn)	-	1
International	2	1	13

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	32

b. What is the contribution of exports as a percentage of the total turnover of the entity?
The contribution of exports to the turnover is 4.

c. A brief on types of customers

Project Associates, Trade Associates, Distributors and Direct project customers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	697	692	99	5	1
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	697	692	99	5	1
WORKERS						
4.	Permanent (F)	1007	714	71	293	29
5.	Other than Permanent (G)	1825	1825	100	-	-
6.	Total workers (F + G)	2832	2539	90	293	29

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13
Key Management Personnel	3	-	-

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

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees *	-	-	-	-	-	-	-	-	-
Permanent Workers #	0	-	0	0	-	0	0	-	0

No resignation for worker category

* Data will be provided during next financial year.

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/associate companies /joint ventures (A)	Indicate	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Sudharsanam Investments Limited	Subsidiary	100	The Business Responsibility initiatives of the holding company are applicable to the Subsidiary Company as well.
2.	Sri Ramco Lanka (Pvt.) Limited, Sri Lanka	Subsidiary	99.99	The Business Responsibility initiatives of the holding company are applicable to the Subsidiary Company as well.
3.	Sri Ramco Roofings Lanka (Pvt.) Limited, Sri Lanka	Subsidiary	1.27	The Business Responsibility initiatives of the holding company are applicable to the Subsidiary Company as well.
4.	The Ramco Cements Limited	Associate	21.36	No
5.	Rajapalayam Mills Limited	Associate	1.73	No
6.	Ramco Systems Limited	Associate	20.18	No
7.	Ramco Industrial and Technology Services Limited	Associate	1.05	No
8.	Madurai Trans Carrier Limited	Associate	17.17	No
9.	Lynks Logistics Limited	Associate	22.60	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover (in ₹.) : 1,310.06 crores
 (iii) Net worth (in ₹.) : 1,090.55 crores

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)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		No of complaints filed during theyear	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during theyear	No of complaints pending resolution at close of the year	Remarks
Communities	(If Yes, then provide web-link for grievance redress policy)	-	-	-	-	-	-
Investors (other than shareholders)	-	-	-	-	-	-	-
Shareholders	Yes	-	-	-	-	-	-
Employees and workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	-	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. 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)
-	-	-	-	-	-
-	-	-	-	-	-

► At RIL, the sustainability focus areas will be determined through a thorough materiality analysis of the expectations and requirements of key stakeholder groups. This exercise will be carried out this financial year.

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 (National Guidelines on Responsible Business Conduct) Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available : http://www.ramcoindltd.com/policies.aspx									
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The ISO Standards and other standards adopted by the Company are subject to routine monitoring / evaluation / review by their concerned external agencies on periodical basis. The internal audit team reviews the SOP of the various functions of the company and reviews the compliance of the said policies followed by the various functions in line with the SOP's established by the company. Any variations is reported to the Management								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	RIL will work out a Sustainability strategy 2030 that will focus on key aspects of sustainability								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Key performance targets across ESG parameters will be set internally and monitored from this financial year onward								

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)	Sustainability at Ramco Industries Limited is enshrined in our founding philosophy, 'We should believe that when the organization grows the society and community around that should also grow'. Our success lies in ensuring our stakeholders are consistently satisfied in their engagement with us, for it is that which powers each of us at Ramco Industries Limited to stretch our potential to scale newer heights.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri. Preston Davis C, Head - EHS and C 044 2847 8585 EXTN:3445 Email: cpd@ril.co.in								
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.	Y	Y	Y	Y	Y	Y	Y	Y	Y
Risk Management Committee									

10. Details of Review of NGRBCs (National Guidelines on responsible business conduct) 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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	NO	NO	NO	NO	NO	YES	NO	NO	NO

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

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

SECTION C: PRINCIPLEWISE PERFORMANCE DISCLOSURE

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

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

- The first principle is about the governance structure of the organization. It should be based on ethical ways of doing business with integrity and accountability.
- It is based on the organization's need to be truthful and transparent to its stakeholders, and make all information, about the decisions taken on matters that affect them, accessible to them. This also emphasizes that the structure of governance is in line with the UN Sustainable Goal 16 for Peace, Justice, and Strong Institutions.
- The core elements of the principle are all about the way governance structure is to be made.

The governing structure of the organization should:

- Formulate a system of policies and procedures that promote the principle and prevent misuse by effective actions.
- Make sure that the principles of the guideline are made available, communicated, trained, and implemented in every function and operation of the organization.
- Encourage the implementation of this principle in the overall value chain of the business
- Transparently report and make available the information to all the stakeholders and affected parties. This information should cover the strategies, policies, procedures, practices, financial and non-financial performance, such as pollution, resource usage, affected environment and communities.
- Comply with all the legal and statutory requirements and obligations, facilitate fair competition, and treat stakeholders with equality and justice.
- Deal strictly with third parties that violate or dilute the principle.
- Have a system that identifies and avoids all kinds of conflicts of interests among the stakeholders.
- Have a system that prevents illegal and unfair practices and ensures actions against violations.
- Ensure timely payment of all taxes, levies, and duties relating to the business.

Under the Principles the company needs to disclose the details in Essential & Leadership Indicators.

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	-	Nil	0%
Key Management Personnel	1	Awareness Programmes, Well-being Programmes, Regulatory Updates, Safety, ESG, Behavioural and Technical Programmes	100%
Employees other than BOD and KMPs	2		60%
Workers	5		60%

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

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred?
Penalty/ Fine	-	Nil	-	-	-
Settlement	-	Nil	-	-	-
Compounding fee	-	Nil	-	-	-

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred?
Imprisonment	-	Nil	-	-
Punishment	-	Nil	-	-

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

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

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

Yes, Anti-Corruption is governed under the Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy for establishing Vigil Mechanism. The Company's policies viz. Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy lay down the rules and procedures by which any stakeholder can report the actual or suspected improper activities of any kind, fraud and violation of company's code of conduct. The whistle blower policy extends to individuals who are in full time or part time employment with the company or its subsidiaries including those serving as consultants and contract/third party employees.

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

Segment	Current Financial Year	Previous Financial Year
	FY 2022 - 2023	FY 2021 - 2022
Board of Directors	Nil	Nil
Key Management Personnel	Nil	Nil
Employees other than BOD and KMPs	Nil	Nil
Workers	Nil	Nil

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

Segment	Current Financial Year		Previous Financial Year	
	FY 2022 - 2023		FY 2021 - 2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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
2	Safety Systems	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? If Yes, provide details of the same.

Yes, Ramco Industries Limited have a Code of Conduct for Board Members and Senior Management Personnel, Whistle Blower Policy for establishing Vigil Mechanism and Grievance redressal policy for redressal of all kinds of grievances.

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

- The second principle is related to the UN Sustainable Goal 12 for production and consumption of resources.
- It focuses on protecting earth's natural resources by responsible consumption, efficient production creating value adding products with reduced impacts to the environment and society throughout the product life cycle from concept to disposal.
- The core idea is to have circularity in the operations to have material sustainability in the whole value chain and to Encourage resource-efficient and low carbon-emitting methods and technologies for the design and manufacture of products and services, lowering environmental and social impacts.
- Provide adequate and accurate information to the stakeholders about the impacts to the environment and society due to the product or service throughout the lifecycle from concept to disposal. This can be done through product labelling, company websites, advertisements, and promotional programs.
- Make efforts to take back the waste generated such as, the used packaging or the spent consumables, reuse or recycle, or dispose them without affecting the environment or people.
- As the core elements of Principle 2 mainly discuss about the efficient manufacturing of products, safety aspects and handling of goods, the company may give title of the policy relevant to goods & services and product safety.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
	FY 2022 - 2023	FY 2021 - 2022	
R & D	0.025	0.020	Energy saving lighting arrangements, Green building constructions.
CAPEX	0	0	

2. Does the entity have procedures in place for sustainable sourcing? **Yes**

If yes, what percentage of inputs were sourced sustainably?

Ramco Industries Limited follow sustainable procurement practices in which it sources materials locally and optimize distance and time travelled by raw materials, to reduce fuel consumption as well as emissions. Ramco Industries Limited have planned to declare after Sustainable Sourcing study from next year.

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.

Plastics (including packaging) - Sold to Authorized recyclers.

E-waste - Buy back basis/Sold to Authorised recyclers.

Hazardous waste and other waste - Recycled in the production process.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities: **Yes**

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes, EPR is applicable to Ramco Industries Limited. The Extended Producers Responsibility (EPR) framework (under the Plastic Waste Management Rules, 2016) lays down guidelines for the responsible management of managing plastic waste generated, with the larger aim of minimizing plastic litter in the environment.

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: NO

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency	Results communicated in public domain. If yes, provide the web-link.
239	Calcium Silicate Board, Fiber Cement board and non-asbestos Fiber cement corrugated sheets	18.20	Cradle-to-Gate	Yes. Thinkstep Sustainability Solutions Pvt. Ltd., Mumbai.	Yes. S-P-01410 - Fibre cement product (Greencor roofing sheet, Hicem fibre cement board and Hilux calcium silicate board) (environdec.com)

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
Nil	Nil	-

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).

Name of Product / Service	Recycled or re-used input material to total material	
	Current Financial Year	Previous Financial Year
	FY 2022 - 2023	FY 2021 - 2022
Nil	Nil	-

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:

NIC Code	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
-	-	-	-	-	-	-

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
-	-

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

- The equity, dignity, and quality of life for the employees are the crux of this Principle and are related to the UN SDG 8 for Decent Work and Economic Growth.
- This covers all the people in the complete value chain, addressing all kinds of discrimination and encouraging diversity. The quality of life encompasses the whole family of the employee. There are ten core elements to the principle that covers both the organization and the entities in its value chain. Both entities must comply with the regulatory and statutory requirements, and further provide equal opportunity to all the employees during recruitment, promotions, appraisals, and exit from the organisation.
- The core idea is to Encourage collective bargaining, unions and associations, and have appropriate systems for grievance redressal, prevent child labour and slave labour in all forms, Support work life balance for all employees, provide a safe and hygienic place of work with provisions for gender specific requirements, provide required training and skill upgradation for the employees with access to learning opportunities.

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	692	692	100	692	100	0	0	-	-	-	-
Female	5	5	100	5	100	5	100	-	-	-	-
Total	697	697	100	697	100	5	100	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

(b) Details of measures for the well-being of workers:

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	714	714	100	714	100	-	-	-	-	-	-
Female	293	0	0	293	100	293	100	-	-	-	-
Total	1007	714	100	1007	100	293	100	-	-	-	-
Other than Permanent Employees											
Male	1825	0	-	1825	100	-	-	-	-	-	-
Female	0	0	-	-	-	-	-	-	-	-	-
Total	1825	0	-	1825	100	-	-	-	-	-	-

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

Benefits	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	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
PF	100%	100%	100%	100%	100%	100%
Gratuity	100%	100%	100%	100%	100%	100%
ESI	73 persons-100% coverable employees	942 persons 100% coverable workers	100%	97 persons-100% coverable staff	877 persons 100% coverable workers	100%
Others - Pls 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 - Have accessibility facility such as Wheelchair facility, Lift and means of access such as Pathways, Ramps, Signage, Pedestrian Crossing, etc.

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

Yes. We have equal opportunity policy as per the rights of persons with Disabilities act 2016.

Weblink - https://www.ramcoindltd.com/file/Investors/Policies/BR_Policy.pdf

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	1	1	1	1

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.

Gender	Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Employees	Yes	A grievance redressal process is followed to ensure all permanent and other employees and workers grievances are addressed and closed.
Other than Permanent Employees		
Permanent Workers		
Other than Permanent Workers		

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

Category	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	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	697	0	0	867	0	Not Applicable
Male	692	0	0	853	0	Not Applicable
Female	5	0	0	14	0	Not Applicable
Total Permanent Workers	1007	266	0.26	1011	273	27.00
Male	714	266	0.37	730	273	32.46
Female	293	0	0	281	0	Not Applicable

8. Details of training given to employees and workers:

Category	Current Financial Year in man hours					Previous Financial Year in man hours				
	FY 2022 - 2023					FY 2021 - 2022				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
Number (B)		% (B/A)	Number (C)	% (C/A)	Number (E)		% (E/D)	Number (F)	% (F/D)	
Employees										
Male	8700	1845	21.2	6855	78.79	2221	1569	70.64	652	29.36
Female	8	3	37.5	5	62.5	14	7	50	7	50
Total	8708	1848	21.22	6860	78.78	2235	1576	70.51	659	29.49
Workers										
Male	5046.5	3318.5	65.76	1728	34.24	668	616	92.22	52	7.78
Female	2762	1230	44.53	1532	55.47	586	530	90.44	56	9.56
Total	7808.5	4548.5	58.25	3260	41.75	1254	1146	91.39	108	8.61

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

Category	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	Total(A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	692	657	94.94	881	723	82.07
Female	5	5	100	16	16	100
Total	697	662	94.98	897	739	82.39
Workers						
Male	714	714	100	730	730	100
Female	293	293	100	281	281	100
Total	1007	1007	100	1011	1011	100

10. Health and safety management system:

- A) Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
 Yes. Our Health and Safety management system covers all our employees and workers. Also our Arakkonam plant has been certified as ISO 45001 company. HIRA is done by a qualified Safety manager who provides appropriate training to the concerned persons on a routine basis.
- B) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
 * Hazards and potential hazards identified and closed
 * Near miss instances identified, recorded and corrective actions taken to eliminate hazards
 * Safety committee meetings conducted on a regular basis and action taken on the risks and hazards identified and reported
- C) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N): **Yes**
 * Suggestion box available at our plant for the workers to report any hazards
 * Near miss reporting system available in place to report any hazards
- D) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No): **Yes**
 Yes, the employees and workers are covered by the group Medclaim policy.

11. Details of safety related incidents (Permanent Employees / Workers) :

Gender	Category	Current Financial Year	Previous Financial Year
		FY 2022 - 2023	FY 2021 - 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	1
	Workers	0	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company emphasises on Safety practises across the units. The company had implemented Safety Management System which provides guidelines to employees in their daily activities with the best Safety, Health and Environmental Standards. All new entrants (Permanent/ Contract/ etc.), have been imparted with Safety Induction Training programme covering all the Safety aspects. The main objective of Safety Department of the Company is to establish health and safety culture across the plant through awareness training and promotional activities. The company ensures all employees and workmen are undergone Safety Training.

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

	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	Reclaimed products and their packaging materials as % of total products sold in respective category
Health and safety practices	100% Department of labour and factory Inspectorate conduct routine inspection at all our factories.
Working Conditions	100% Department of labour and factory Inspectorate conduct routine inspection at all our factories

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.

Not applicable since no safety-related incidents and no significant concern arises.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of Employees & Workers.

a	Employees	Yes
b	Workers	Yes

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

A declaration is taken from the value chain partners every month to ensure all the statutory dues that have been deducted are deposited.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	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	
	Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
	FY 2022 - 2023	FY 2021 - 2022	FY 2022 - 2023	FY 2021 - 2022
Employees	0	1	0	0
Workers	0	3	0	0

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? **NO**

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil (Planned by next year)
Working Conditions	Nil (Planned by next year)

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. **NA**

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

- The principle focuses on the fact that there are other stakeholders apart from investors, clients, and employees, and the organization has a responsibility towards the public at large, as the operations impact the natural resources, natural habitats, water bodies, communities etc.
- Organization has to take into account the expectations of all the interested parties to their business, both external and internal, and specifically to the affected vulnerable groups and communities.
- They have to reduce the adverse effects to any stakeholder from their products or services in any part of the life cycle.

The core elements cover:

1. Organisations should have system to disclose the impacts from their operations transparently to stakeholders.
2. Organisation should identify their stakeholders, both external and internal, determine the expectations of these interested parties, and devise their strategies accordingly to address them.
3. The benefits of the business should be passed on to the affected parties and the organisation is responsible to resolve any conflicts and grievances related to their operation with the affected parties with fair and just compensations and alternate arrangements.

Essential Indicators

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

Any individual and group of people, etc, who are impacted due to business operations and projects of the Company are the stakeholders. Any of such individual and group of people that adds value for business and have greater impact on the business are the key stakeholders for the Company. The key stakeholders inter alia include employees, shareholders/investors, distributors, customers, channel partners, research analyst, vendors, suppliers, regulators and government agencies.

The process for identification of such key stakeholders is of Qualitative nature. It is conducted in consultation with and feedback from different departments along with Senior Management and Board.

	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Multiple Channel - physical and digital	Daily	Follow up for SOPs and compliances with polices of the Company
Customers	No	Multiple Channel - physical and digital	Frequent and need based	Through Distributors and also direct interaction
Shareholders/ Investors	No	Mail Advertisements in Newspapers, Press Releases, AGM through Virtual Meeting and Website	Quarterly, Half-yearly, Annually and as and when needed	Announcing the financials results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings, explaining the procedures for claiming the shares before they get transferred to IEPF and subsequently the procedures for claiming back the dividends and shares, so transferred to IEPF
Channel Partners and Key partners	No	Email/con-calls, meetings, Video - conferences	Frequent and need based	Purchase of Machines, Plastics Polymers, Consumables, Packing Materials etc.
Regulatory authorities	No	Email/Letters	Need based	Getting NOC's and Consent orders
Research Analysts	No	Mail	Review Meeting	Improvements
Communities and NGOs	No	Directly or through CSR Foundation	Frequent and need based	Support socially/by CSR Activities to satisfy needs of society/ communities

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
 - i. Audit Committee: The committee is entrusted with the Business and Economic responsibility of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.
 - ii. Nomination and Remuneration Committee: The committee recommends suitable persons for the post of Directors, Key Managerial Personnel, and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment of Directors. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings.
 - iii. Stakeholders Relationship Committee: This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.
 - iv. Risk Management Committee: The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of Ramco Industries Risk Management Policy and provide strategic direction to minimize potential risks. They also oversee the establishment, implementation, and monitoring of the organization's risk management system.

- v. CSR Committee: The Committee is entrusted with the social responsibility obligations of the company. This committee is responsible for developing and modifying the organization’s CSR policy, as well as for identifying the CSR programs and related expenditure for Ramco Industries to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated of the organization’s CSR activities.
- 2. Whether stakeholder consultation is used to support the identification and 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: **No**

PRINCIPLE 5: Businesses should respect and promote human rights.

- The principle is based on the concept that the human rights are inherent to every human being, is non-negotiable, and not to be diluted in any manner for the sake of business.
- UN Guiding Principles on Business and Human Rights also consider the human rights as a responsibility of the business concerns and requires them to be responsible for any violation and take adequate steps to make sure that no human rights abuse happens because of their business operation.

There are five core elements to this Principle as below:

- The governing structure of the business should make sure that the human rights requirements in the Constitution of India and other laws prevailing in India along with the International Bill of Rights is communicated to its employees and collaborators, and if there is any potential for human rights impact, there should be relevant authority to handle them.
- The governing system of the organisation should have policies, structure and procedure to identify and mitigate any possible human rights violations from its operation.
- The organisation should adequately address mitigation of the human rights issues arising out of their operations and have effective corrective actions to avoid recurrence.
- Have promotional programs and drives across the value chain to educate the employees and raise awareness about the human rights violations and how it can happen from their operations.
- Effective grievance redressal mechanisms in place for all the affected groups and communities to raise their concerns to the organisation.

Essential Indicators

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

We plan to impart training in the coming financial year -2023-24.

Category	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	Total (A)	On Human rights issues	Total (A)	Total (A)	On Human rights issues	Total (A)
Employees						
Permanent Employees	-	Nil	-	-	NIL	-
Other than permanent	-	Nil	-	-	NIL	-
Total Employees	-	Nil	-	-	NIL	-
Workers						
Permanent Workers	-	Nil	-	-	NIL	-
Other than permanent	-	Nil	-	-	NIL	-
Total Workers	-	Nil	-	-	NIL	-

2. Details of minimum wages paid to employees and workers

Category	Current Financial Year in man hours					Previous Financial Year in man hours				
	FY 2022 - 2023					FY 2021 - 2022				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (c)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	692	-	-	692	100	853	-	-	853	100
Female	5	-	-	5	100	14	-	-	14	100
Total	697	-	-	697	100	867	-	-	867	100
Workers										
Male	714	-	-	714	100	730	-	-	730	100
Female	293	-	-	293	100	281	-	-	281	100
Total	1007	-	-	1007	100	1011	-	-	1011	100

3. Details of remuneration/salary/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors	7	860000	1	800000
Key Management Personnel	4	9023524		-
Employees other than BoD and KMPs	875	552672	9	607261
Workers	724	214159	293	110760

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

We have dedicated committees such as Works Committee, Union of Association, Safety Committee and Sexual Harassment Committee, which acts as the focal point on this.

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

Works Committee and Union of Association they meet periodically or on need basis to address grievances related human rights

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

Category	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	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.

- 1) The identity of the Aggrieved employee, Respondent, Witnesses, Statements, and other evidence obtained in the course of inquiry process, recommendations of the committees, action taken by the Employer is considered as confidential and not published or made known to anyone.
- 2) Reporting relationship between complainant and complainantee is diverted till the enquiry process is completed.
- 3) Management always pays special attention towards complainant working condition and career growth to ensure that there are no adverse consequences due to the complaint.

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

Yes. Statutory and regulatory requirement clauses stipulate regarding human values, child labour, equal remuneration and social security.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100% through statutory compliance
Discrimination at workplace	100% through statutory compliance
Child Labour	100% through Internal complaints committee
Forced Labour/Involuntary Labour	100% through statutory compliance
Wages	100% through statutory compliance
Other - Please specify	100% through Grievance redressal mechanism

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

No risk/concern has arisen and there is no necessity for corrective action.

Leadership Indicators

1. Details of a business process being modified / introduced because of addressing human rights grievances/complaints:
No Grievance/complaints received and there was no necessity for modification of business process.
2. Details of the scope and coverage of any Human rights due diligence conducted: NIL
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?
Yes. (As per legal requirements) All the premises of Ramco are accessible to differently abled visitors by means ramps and lifts.
4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Discrimination at workplace	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Child Labour	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Forced Labour/Involuntary Labour	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Wages	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Other - Please specify	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above:
No necessity for corrective action and there are no risk/concerns reported

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

Essential Indicators

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

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Total electricity consumption (A)	192044	182441
Total fuel consumption (B)	145703	138418
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	337747	320859
Energy intensity per rupee of turnover (Total energy consumption/ turnover in Rupees)	0.000026	0.000028
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 the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. **No**

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

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	100800	91728
(ii) Groundwater	446950	406725
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	547750	498453
Total volume of water consumption (in kilolitres)	547750	498453
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000425	0.0000433
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. **No**

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

Parameter	Please specify unit	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
NOx	µg/m ³	41.93	42.09
SOx	µg/m ³	21.08	21.06
Particulate matter (PM)	µg/m ³	88.42	94.31
Persistent organic pollutants (POP)	µg/m ³	54.39	57.96
Volatile organic compounds (VOC)		Not Applicable	Not Applicable
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
Others - please specify		Not Applicable	Not Applicable

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 and Scope 2 emissions) & its intensity :

Parameter	Please specify unit	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (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	11957.64	11352.23
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	38773.06	36058.95
Total Scope 1 and Scope 2 emissions per rupee of Turnover (in crores)		39.40	41.18
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 the external agency. - YES (TUV-SUD)

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. - YES, Renewable sources (Wind, Solar).

8. Provide details related to waste management by the entity :

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	85	83
E-waste (B)	0.020	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	18	16
Total (A+B + C + D + E + F + G + H)	103	99
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	All our wastes are either recycled or sent to authorised agency for further re-use/ Recovery options	All our wastes are either recycled or sent to authorised agency for further re-use/ Recovery options

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
(ii) Re-used	All our wastes are either recycled or sent to authorised agency for further re-use/ Recovery options	All our wastes are either recycled or sent to authorised agency for further re-use/ Recovery options
(iii) Other recovery operations	All our wastes are either recycled or sent to authorised agency for further re-use/ Recovery options	All our wastes are either recycled or sent to authorised agency for further re-use/ Recovery options
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Not Applicable	Not Applicable
(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations	Not Applicable	Not Applicable

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.
- > Training on Waste management provided.
 - > Procedure available and followed for Waste disposal (Waste disposal program WDP)
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:

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NA	-	-
	NA	-	-
	NA	-	-

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

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

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

- * The Tamil Nadu Groundwater (Development and Management) Act, 2003
- * The Air (Prevention and Control of Pollution) Rules, 1982
- * The Water (Prevention and Control of Pollution) Act, 1974 as amended in 1988
- * The Water (Prevention and Control of Pollution) Rules, 1975
- * The Environmental (Protection) Act, 1986 as amended in 1991
- * The Environmental (Protection) Rules, 1986

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
	Nil			
	Nil			

Leadership Indicators

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

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (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. **No**

2. Provide the following details related to water discharged:

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- 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:
- Name of the area
 - Nature of operations
 - Water withdrawal, consumption, and discharge :

Parameter	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / 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 - 2023 (Current Financial Year)	FY 2021 - 2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	
- No treatment	-	
- With treatment - please specify level of treatment	-	
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater	-	-
- 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.

4. Please provide details of total Scope 3 emissions & its intensity :

Parameter	Unit	FY 2022 - 2023 (Current Financial Year)	FY 2021 - 2022 (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	-	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	-	-

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. - **NA**
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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	1) Reduction of resource utilization- Consumption of recycled material increased from 5% to 8% to reduce virgin materials usage 2) Reduction of energy consumption- Day light Saving (by replacing few roofing sheets with transparent sheets)- energy savings Appr. 1078 kWh per day 3) Increased resource conservation- No. of rainwater harvesting collection points increased to 10 (10' depth and 4' dia.)

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- OHS Coordinator is responsible for ensuring that an emergency preparedness program is implemented and maintained at RIL.
 - OHS Coordinator is responsible for ensuring that all aspects within the scope of RIL have been evaluated for Occupational Health and Safety (OH&S) requirements (impacts under emergency circumstances).
 - There is an Emergency Response Team (ERT) designated for handling Emergency preparedness and response activities, as defined in on-site emergency plan.
 - The Emergency Preparedness & Response Program consists of the following.
 - o Developing an emergency preparedness and response plan
 - o Emergency preparedness and response training
 - o Emergency preparedness and response verification
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. - **NIL**
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.

- The principle is based on the understanding that national and international legal frameworks have a very important effect on the businesses that operate within that area and decide their growth prospects in a significant manner.
- The principle does not forbid the organisation to work with government for policy formulations but reiterates that the organisation has a responsibility to be transparent.
- The core elements include:
 1. The organisation should have a system of having complete public disclosure when in an advocacy role consistent with the NGRBC.
 2. The industry associations and trade and commerce groups should be used to take up policy advocacy to the Government, especially in matters that affect the policies that relate to the organisation.

Essential Indicators

1. (a) Number of affiliations with trade and industry chambers/ associations: 8

- (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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State /National)
1	Indo-German Chamber of Commerce	National
2	Rajapalayam chamber of Commerce and Industry	National
3	The Southern India Chamber of Commerce & Industry	National
4	Indo Japan Chamber of Commerce and Industry	National
5	Indian Green Building Council	National
6	United States Green Building Council	National
7	Fibre Cement Products Manufacturers association	National
8	Fire and Safety Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	-

Leadership Indicators

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

Sl. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain?	Frequency of Review by Board	Web Link, if available
-	-	-	-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

- As the core elements of Principle 8 include the company should take appropriate actions to minimize any adverse impacts that it has on social, cultural and economic aspects of society, the company may give title of the policy relevant for Growth and Equitable Development.
- The principle is guided by Section 135 of the Companies Act, 2013 that calls for a specific focus on disadvantaged, vulnerable, and marginalized communities. The principle is also in line with the UN SDG 17 for Partnerships for sustainability. The large sections of the under privileged population in India face economic and social challenges which is detrimental to the inclusive growth in the country. The principle revolves around the concept that the economic prosperity, inclusive growth, and equitable development are related to each other.
- The core elements to this principle are as below:
 1. The organisation should have systems in place to identify and address impacts to the social, cultural, and economic aspects of the people. This includes business created issues like, land acquisition and use and construction activities for new facilities.
 2. The organisation should make efforts to bringing up creative products, technologies, and business concerns that help the marginalized communities to have well-being and a better quality of life.

- Organisations when designing their CSR activities, should review the local and regional development priorities to help the marginalized groups and communities.
- The organisation should take care to ensure that business induced displacement or relocation of communities does not happen, and in unavoidable cases, should make sure to have mutually agreed, participative, and informed negotiations to provide fair compensation to the affected people.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Vaccination room for primary health centre - Ibrahimpatnam, Vijayawada	-	-	No	Yes	Annual Reports (www.ramcoindltd.com)
Donated School Building (600 Sq, ft), Kharagpur	-	-	No	Yes	Annual Reports (www.ramcoindltd.com)

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
Not Applicable					

- Describe the mechanisms to receive and redress grievances of the community:

All the units have a designated CSR team to interact with the community at large and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration & political parties and work towards finding the best solution.

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

	Current Financial Year	Previous Financial Year
	FY 2022 - 2023	FY 2021 - 2022
Directly sourced from MSMEs / small producers	FY 2022-23 = 9.69% -INR 89.07 Cr from MSME / Small producers out of total Purchase INR 919.5 Cr	FY 2021-22 = 10.77% -INR 73.05 Cr from MSME / Small producers out of total Purchase INR 678.29 Cr
Sourced directly from within the district and neighbouring districts	Within the State - 5.78% - INR 52.38 Cr and Neighbour state - 4% - INR 36.7 Cr	Within the State - 6.44% - INR 43.68 Cr and Neighbour state - 4.33% - INR 29.38 Cr

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:

Sl. No.	State	Aspirational District	Amount spent (In INR)
1	Andra Pradesh	Chithoor	42,00,000
2	Andra Pradesh	Krishna	1,87,124
3	Bihar	Bhojpur	2,66,154
4	Dadra and Nagar Havelil and Daman & Diu	Silvassa	7,962
5	Karnataka	Dharwad	4,67,015
6	Pudhucherry	Pudhucherry	2,00,000
7	Tamil Nadu	Chennai	39,62,823
8	Tamil Nadu	Coimbatore	10,000
9	Tamil Nadu	Ranipet	32,331
10	Tamil Nadu	Thiruvallur	17,51,699
11	Tamil Nadu	Virudhunagar	1,30,47,523
12	West Bengal	Kharagpur	20,51,561
Grand Total			2,61,84,192

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No, Only for OEM parts
 (b) From which marginalized /vulnerable groups do you procure? Nil
 (c) What percentage of total procurement (by value) does it constitute? Nil

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:

Sl. No.	Name of Project for which R&R is ongoing	Owned/ Acquired	Benefit shared	Basis of calculating benefit share
Not Applicable				

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
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sl. No.	Name of Project for which R&R is ongoing	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
-	-	-	-

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

- As the core elements of Principle 9 include the company should minimize and mitigate any adverse impact of its goods and services on consumers, the natural environment and society at large, the company may give title of the policy relevant for Consumer Value Development.
- This Principle is related to the concept that the primary purpose of the business enterprise is to create wealth by producing quality products, or delivering services to the targeted customer, and keeping them satisfied to mutually benefit both the parties.
- The principle comprehends that the customer has a freedom of choice of the products and services, and hence the organisations will put their efforts to provide quality at affordable and reasonable process, that are easy to use and dispose of.
- It also aligns with the UN SDG-12 for responsible consumption and production, when is expects the business organisations to educate, make information available to the customers about the impacts of excessive usage of the products to their well-being, and to the society or the planet.

Following are elements for this principle as below:

1. Organisations should put in their efforts to reduce the negative impacts of their products and services on consumers, natural environment, and society at large.
2. When conceptualizing, designing, and marketing their products, the organisation should not, in any manner, prevent the freedom of choice and fair competition.
3. The organisation should transparently and accurately disclose all kinds of adverse impacts to the user, planet, society, on the biodiversity from their products. This may be done by labelling, marketing, or by providing information on their social media platforms.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 - * Call Centres offering dealer support, Email
 - * At the door replacement service by service team
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about: ((Will be calculated and published by next year)

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Action plan incorporated.
Safe and responsible usage	Action plan incorporated.
Recycling and/or safe disposal	Action plan incorporated.

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

Category	Current Financial Year			Previous Financial Year		
	FY 2022 - 2023			FY 2021 - 2022		
	Received during	Pending resolution at end of year	Remarks	Received during	Pending resolution at end of year	Remarks
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	
Other	75	0		53	0	

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

Remarks	Number	Reason for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Ramco Industries Limited has an internal framework to manage the risks related to cyber security. This will be made a full-fledged policy and made available.

5. 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.

To reduce the impact of cyber-attacks on our business, we have Installed firewalls and threat monitoring systems with immediate response capabilities to mitigate identified threats. We also maintain system for the control and reporting of access to our critical IT system, which is subjected to periodical testing of access controls.

Leadership Indicators

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

We provide information about the product and services through our Website, Facebook and Instagram. Primary source of the information is available at our corporate website.

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

Information regarding usage of product and end use applications are given in the respective Product catalogue, Website of the Company, etc. The information on proper usage of products is provided with live demonstrations to Applicators, Builders, Architects and Distributors.

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

The products and services offered by us does not constitute in the category of essential services and hence this disclosure is not applicable.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)

The required information is given on all the products of the Company as required by the applicable laws. Customer satisfaction survey and the feedback is a continuous process as the dealers are in constant touch with the customers to ensure that this is communicated transparently across the value chain.

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

Note:

This document includes non-financial metrics that are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques, including estimation, can result in materially different measurements. The precision of different measurement and estimation techniques may also vary. This Report was published in May 2023. Ramco Industries reserves the right to update its measurement and estimation techniques and methodologies in the future.