



Enriching Lives

## KIRLOSKAR BROTHERS LIMITED

A Kirloskar Group Company

SEC/ F:23

July 5, 2023

BSE Limited  
Corporate Relationship Department,  
2<sup>nd</sup> Floor, New Trading Ring,  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai-400 001.

National Stock Exchange of India Ltd.  
5<sup>th</sup> Floor, Exchange Plaza,  
Bandra (East),  
Mumbai – 400 051.

**(BSE Scrip Code – 500241)**

**(NSE Symbol - KIRLOSBROS)**

Dear Sir/Madam,

**Sub: Intimation - Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2022-23**

**Ref: Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

In terms of the subject referred Regulations, please find attached herewith the BRSR for the Financial Year 2022-23. Please note that the said BRSR also forms part of the Integrated Annual Report of the Company for the Financial Year 2022-23.

The above information is also available on the website of the Company at [www.kirloskarpumps.com](http://www.kirloskarpumps.com).

You are requested to take the above on your records.

Thanking you,

Yours faithfully,  
For **KIRLOSKAR BROTHERS LIMITED**

Devang Trivedi  
**Company Secretary**

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Listed Entity	L29113PN1920PLC000670
2. Name of the Listed Entity	Kirloskar Brothers Limited
3. Year of incorporation	1920
4. Registered office address	"Yamuna" Survey No. 98/(3 to 7), Plot No. 3, Baner, Pune – 411045, Maharashtra, India
5. Corporate office address	"Yamuna" Survey No. 98/(3 to 7), Plot No. 3, Baner, Pune – 411045, Maharashtra, India
6. E-mail	<a href="mailto:marketing@kbl.co.in">marketing@kbl.co.in</a>
7. Telephone	+91 (20) 6721 4444
8. Website	<a href="http://www.kirloskarpumps.com">www.kirloskarpumps.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 and National Stock Exchange of India Limited
11. Paid-up Capital	₹ 158.818 mn
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Manish Patel - Associate Vice President & Head Corporate Quality Assurance <a href="mailto:manish.patel@kbl.co.in">manish.patel@kbl.co.in</a> +91 (20) 6721 4444
13. Reporting boundary	Standalone basis (the reporting boundary for BRSR is limited to Kirloskar Brothers Limited's Performance)

### 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	Manufacturing	Manufacture of fluid power equipment	92.6

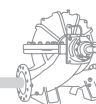
#### 15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of fluid power equipment	2812	92.6
	Manufacturing of hydraulic and pneumatic components (including hydraulic pumps, hydraulic motors, hydraulic and pneumatic cylinders, hydraulic and pneumatic valves, hydraulic and pneumatic hose and fittings), air preparation equipment for use in pneumatic systems, fluid power systems, hydraulic transmission equipment		

### 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	5	9	14
International	0	0	0



## 17. Markets served by the entity:

### a. Number of locations

Location	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	120+ Countries

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

During FY 2022-23, the turnover from exports contributed to 7% of total turnover of the Company.

### c. A brief on types of customers

We manufacture pumps, valves, hydro-turbines, and other fluid power equipment serving diverse customers in sectors like Building and Construction, Marine, Defence, Nuclear, Water, Irrigation, Power, Oil & Gas, and Retail sectors, both directly as well as through distributors, driving our business objective of leading innovative and sustainable solutions for fluid management.

## IV. EMPLOYEES

### 18. Details as of the end of the 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>EMPLOYEES</b>						
1.	Permanent (D)	1,434	1,322	92	112	8
2.	Other than Permanent (E)	78	68	87	10	13
3.	Total employees (D + E)	1,512	1,390	92	122	8
<b>WORKERS</b>						
4.	Permanent (F)	1,140	1,078	95	62	5
5.	Other than Permanent (G)	108	78	72	30	28
6.	Total workers (F + G)	1,248	1,156	93	92	7

#### 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)	2	2	100	-	-
2.	Other than Permanent (E)	0	0	-	-	-
3.	Total employees (D + E)	2	2	100	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	2	2	100	-	-
5.	Other than Permanent (G)	0	0	-	-	-
6.	Total workers (F + G)	2	2	100	-	-

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30
Key Management Personnel	2*	0	0

Note: \* This excludes Chairman and Managing Director as he is already covered under Board of Directors.

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	21%	20%	17%	12%	17%	12%	9%	12%
Permanent Workers	2%	0	2%	0	3%	1%	1%	7%	1%

**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 whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Kirloskar Ebara Pumps Limited	Joint Venture	45.00	No
2.	Karad Projects and Motors Limited	Subsidiary	100.00	No
3.	Kirloskar Corrocoat Private Limited	Subsidiary and Joint Venture	65.00	No
4.	The Kolhapur Steel Limited	Subsidiary	99.74	No
5.	Kirloskar Brothers International B.V.	Subsidiary*	100.00	No

*Note - \* Details of stepdown subsidiaries have been reported elsewhere in the Integrated Annual Report*

**VI. CSR DETAILS**

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

(ii) Turnover (in ₹) – ₹ 25,399.3 mn

(iii) Net worth (in ₹) – ₹ 12,516.9 mn

**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:**

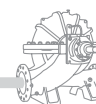
Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in place (Yes/No) If yes, then provide web-link for grievance redressal policy **	FY 2022-23			FY 2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of year	Remarks
Investors (other than Shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	5	0	NA	0	0	NA
Employees and workers	Yes	17	1	***	7	3	***
Customers	Yes	0	0	NA	0	0	NA
Value Chain Partners -Suppliers	Yes	0	0	NA	0	0	NA
Value Chain Partners - Dealers	No	0	0	NA	0	0	NA

**Notes \*\***

- Investors & Shareholders can report their grievances through the email ID given in the KBL website. Additionally, the investors / shareholders can file their complaints / grievances directly with SCORES platform of SEBI.
- Employee and workers can raise their grievances on Company’s intranet through helpdesk
- Customers can report their grievances through CRM (Customer Relationship Management) portal and email ID given in the KBL website
- Suppliers can report their grievances through the email ID provided in the Purchase Order

**Notes \*\*\***

- The pending grievances of FY 2021-22 have been resolved in FY 2022-23
- All grievances, except one, received during the reporting year have been resolved successfully in a fair and transparent manner. Open grievance is under evaluation and shall be resolved in FY 2023-24



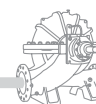
## 24. Overview of the entity's material responsible business conduct issues

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)
1.	Product Stewardship and Innovation	Opportunity	Product stewardship is an approach towards managing the environmental impacts of products across different stages of their lifecycle. It includes product quality and safety, eco-design, sustainable product design and innovation, and product's societal value impact. Product Innovation shall help us to gain larger market share and maintain sustainable profits.	NA	Positive Implications
2.	Energy Management	Opportunity	Energy Management includes the aspects of energy consumption, energy efficiency, and energy intensity in operations and also strategising the deployment of renewable energy options for greening the business operations to meet India's 2070 Net Zero commitments.	NA	Positive Implications
3.	Diversity Equity and Inclusion (DEI)	Opportunity	Diversity is about the representation or the make-up of an entity. Inclusion is about how well the contributions, presence, and perspectives of different groups of people are valued and integrated into organisation's environment. By adopting DEI, we come across as an equal opportunity employer of choice.	NA	Positive Implications
4.	Emission Management	Risk	Emission management refers to our strategy for reducing the intensity of GHG and other air emissions of our operations.	We are taking various initiatives including improving energy efficiency, deployment of renewable energy, and other emission control mechanisms for reduced operational footprint	Negative Implications



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)
5.	Health and Safety	Risk	Occupational Health and Safety deals with a provision of safe and healthy working environment for all employees and workers including contract workers. Lack of sound health and safety practices shall increase the risk of lost time injuries for our business.	We give due importance for ensuring a safe working environment for all occupants through efficient internal safety controls, employee sensitisation and training etc. For more details, refer to Principle 3.	Negative Implications
6.	CSR & Local Communities	Opportunity	Supporting Community development through CSR initiatives and other programs making a positive difference of the less privileged communities and various initiatives towards its social obligations for the society.	NA	Positive Implications
7.	Materials Management	Opportunity	Materials management involves the improved utilisation of resources and promoting the usage of low-impact materials such as renewable, recycled, and reclaimed input raw materials. We strive to adopt circularity in business models.	NA	Positive Implications
8.	Talent Attraction & Retention	Risk	We look to foster a conducive and competitive environment for attracting and retaining top talents through best-in class employee welfare and engagement activities.	Our strategic business model lays due emphasis on skill development, performance review for career growth and advancement, employee engagement, improved work-life balance, recognition, and rewards promoting strong leadership skills.	Negative Implications
9.	Supply Chain Management	Opportunity	Supply chain partners helps in promoting sustainable development and progressing our business goals. We ensure supplier sustainability through strong due-diligence, supplier Code of Conduct, social and environmental compliances for a resilient and uninterrupted supply chain.	NA	Positive Implications

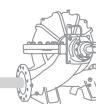


S No	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
10.	Risk Management	Risk	Enterprise Risk Management (ERM) is a process of identifying and managing potential risks including ESG risks within the risk appetite for timely mitigation of the probable risks. Lack of integrating potential risks may lead to negative financial impacts on our business.	We employ a comprehensive approach to identify, assess and manage the risks effectively and prioritise the integration of ESG considerations into ERM for resilient and sustainable business in the long run.	Negative Implications
11.	Compliance	Risk	Compliance addresses the topics of accounting and legal compliance, socio-economic compliance, environmental compliance, and adhering to rules and regulations in all aspects of KBL's business management.	We ensure timely compliance with applicable laws, regulations, and codes through strong oversight, driven by system based compliance monitoring mechanism and continuous auditing processes, extensive stakeholder engagement and training for ensuring timely adherence for mitigating the potential financial, reputational, and legal risks to the Company.	Negative Implications
12.	Marketing & Communications	Risk	Marketing and Communication of products and services of business aim for value generation. Inconsistent efforts may lead to inadequate communication, reputation damage, and competitive risks leading to financial losses to us.	We aim to promote responsible marketing of products and services targeting for consistent brand message through various strategies including Go To Market (GTM) strategy, periodic execution of customer perception surveys, and customer meets.	Negative Implications
13.	Customer Safety & Product Quality	Opportunity	Customer safety and product quality involve design innovation to minimise lifecycle impacts ensuring the safe and sustainable usage of products with reduced environmental and social impacts true to our brand value.	NA	Positive Implications
14.	Economic Performance	Opportunity	Economic performance involves the contribution of our business to the local, regional, national, and global economy and creating long-term value for the stakeholders including our shareholders	NA	Positive Implications



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)
15.	Cyber Security & Digitalization	Risk	Digital transformation is essential for maintaining the highest efficiency in the business through faster adoption of new technologies while ensuring the safety and security of systems for safeguarding business and customer information for our resilient business model. Lack of efficient systems shall affect ease of doing business and increase the exposure to cyber threats to us.	We effectively manage customer's private information to lower security breaches and promote resilient data systems. Also, the company fosters the adoption of technologies for business optimisation and effective data infrastructures.	Negative Implications
16.	Market Presence	Opportunity	Market presence refers to creating positive impacts by us for improving the economic well-being of the stakeholders in our operating communities.	NA	Positive Implications
17.	Business Ethics & Values	Risk	It refers to a set of company values for directing the stakeholder behaviour for beneficial business conduct and governing the actions for achieving tangible and intangible benefits for all the stakeholders including the shareholders sustainably. Non-addressal and non-redressal of governance related risks shall impact long-term sustainability of our business.	We have in place a robust Code of Conduct and we ensure strict adherence to the Code through periodic trainings, audits, and strong leadership oversight.	Negative Implications
18.	Corporate Governance	Risk	Corporate governance is the set of rules, systems, practices, and processes to ensure transparency, and accountability, lack of which would impact the long-term success of our business and failure to safeguard the interests of stakeholders.	We are committed to adhere to ethical business standards, integrity and values through robust corporate governance, risk management, compliance system, and grievance redressal mechanisms.	Negative Implications
19.	Human Capital Development	Opportunity	Human Capital Development reaps benefits through agile and productive workforce leading to sustained growth and achieving business objectives for us.	NA	Positive Implications





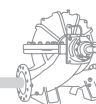
S No	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
20.	Biodiversity	Risk	Biodiversity involves the monitoring and management of business activities resulting in significant impacts to the protected areas or areas with high biodiversity value around the operating locations. It also entails the strategies used by us for the prevention and remediation of activities leading to potential biodiversity loss.	We employ various strategies for maintaining the biodiversity value around the operating communities including effective internal systems and extensive plantation drives protecting the natural flora and fauna of the operating ecosystem.	Negative Implications
21.	Waste Management	Risk	Waste Management includes the risks related to waste generation, disposal, and the associated impacts for enhancing the circularity measures across business operations leading to social and regulatory impacts for us.	We employ 3R Approach– ‘Reduce- Reuse-Recycle’ for resource efficiency and mitigating the impacts arising out of unsustainable handling of wastes.	Negative Implications
22.	Water & Effluent Management	Risk	Water management refer to aspects including water withdrawal and consumption, while effluent refers to the management of discharged water. Potential impacts include health risks and negative community sentiments for us.	We strive to employ the best water management practices to reduce its overall environmental footprint including zero liquid discharge.	Negative Implications
23.	Human Rights & Labour Conditions	Risk	Human Rights are non-discriminatory rights inherent to all human beings promoting fair employment. This aspect involves the training of employees, Due diligence for operations and value chain lack of which may lead to social risks for our business.	We have strengthened the due diligence for increased accountability avoiding human rights related risks in operations and value chain by conducting periodic training for promoting fairness in business and ensuring social accountability for the stakeholders.	Negative Implications
24.	Public Policy Advocacy	Opportunity	Public policy advocacy refers to a significant alliance between government/ regulatory bodies (public-private partnership) lobbying for the greater good of the sectoral benefits and society. We promote the association with various industry partners for advocating sustainable business practices.	NA	Positive Implications



**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.**

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b. Has the policy been approved by the Board? (Yes/No)	The Policies have been approved by Chairman and Managing Director on behalf of Board of Directors								
c. Web Link of the Policies, if available	<a href="https://www.kirloskarpumps.com/investors/policies/">https://www.kirloskarpumps.com/investors/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	<ul style="list-style-type: none"> <li>• We are certified for Integrated Management System (IMS) certification comprising of                             <ul style="list-style-type: none"> <li>- ISO 9001:2015, Quality Management System</li> <li>- ISO 14001:2015, Environment Management System</li> <li>- ISO 45001:2018, OH&amp;S Management System</li> <li>- ISO 50001:2018, Energy Management System</li> </ul> </li> <li>• BIS Approval for Products</li> <li>• BEE Star Rating for Products</li> <li>• FM-UL Certification of Products</li> <li>• GRI framework for Integrated Annual Report</li> </ul>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any	<ul style="list-style-type: none"> <li>• Green energy generation for our group of companies to the tune of 20% over and above current capacity by FY 2025-26</li> <li>• Continue development of borewell submersible pumps complying with 4 and 5-star ratings as per BEE/BIS standard in FY 2023-24</li> <li>• Continue development of energy efficient range of dewatering pumps by FY 2024-25</li> <li>• Enhancement of KirloSmart™ pump health monitoring system by FY 2023-24</li> <li>• Scope 1, 2 &amp; 3 emission inventorisation for all plants by FY 2024-25</li> <li>• Carbon Net Zero roadmap by FY 2025-26</li> <li>• GreenCo re-certification for four manufacturing plants by FY 2023-24</li> <li>• Target for zero reportable accident year on year</li> <li>• ESG awareness training to 70% spend suppliers by FY 2024-25</li> <li>• Enhance the female workforce by 20% from the current level at Dewas &amp; Sanand plants in the coming 3 years</li> <li>• Continue our commitment towards affirmative actions and enhance inclusiveness by 10% by FY 2025-26</li> </ul>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met	<ul style="list-style-type: none"> <li>• Share of renewable energy in total electricity consumption has reached 23% in FY 2022-23</li> <li>• Scope 1 &amp; 2 emissions sources were evaluated for all plants and scope 3 emission evaluated for Dewas plant</li> <li>• BEE star rating certification for 350+ nos. borewell submersible pumps</li> <li>• Zero reportable accident in FY 2022-23</li> <li>• ESG awareness training imparted to 30% of spend suppliers in FY 2022-23</li> <li>• Registered for GreenCo re-certification of our four manufacturing plants</li> </ul>								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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**Governance, leadership, and oversight**
**7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements**

Kindly refer page number 14 from Integrated Annual Report 2022-23

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr. Sanjay C. Kirloskar - Chairman & Managing Director (CMD).

**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.**

Sustainability Committee has been formed under the authority of CMD consisting of all Non-Board members with the Chairmanship of the Vice President & Head - Corporate Human Resource Management & Communications (CHRM & C).

This committee reports ESG activities and its progress to the Board twice a year.

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, our business responsibility policies are reviewed periodically or on a need basis by Senior Leadership Team including CMD.																	
	During this assessment, the efficacy of these policies has been reviewed and necessary changes to policies and procedures have been implemented. Furthermore, the newly established Sustainability Committee is tasked with the responsibility of periodically reviewing these policies.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Legatrix tool has been implemented company-wide to ensure regular monitoring of compliance with relevant statutes. In the event of any delay or potential non-compliance, the CMD is promptly notified for immediate attention. This facilitates effective monitoring of the company's compliance activities. Additionally, the Legal team regularly releases a compliance dashboard that encompasses all applicable compliances across different company sections, thereby promoting preparedness among stakeholders. The quarterly compliance certificate from CMD (based on compliance certificates by respective HODs) is placed before the Board on a quarterly basis.																	
	A certificate for compliance with specific laws/Acts, applicable to the Company is also obtained from the external auditors/certifying agencies.																	

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

We have carried out the independent evaluation/assessment of the working of our following policies through external agencies

- Integrated Management System Policy – M/s TUV SUD
- Sustainability Policy – M/s Ernst and Young Associates LLP
- Significant Accounting Policy – M/s Sharp & Tannan

**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



**SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURES**

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 categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandatory 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.**

**ESSENTIAL INDICATORS**

- Percentage coverage of training and awareness Programmes conducted 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 a respective category covered by the awareness programmes
Board of Directors (BoD)	1	Sustainability, ESG, BRSR, Nine Principles of NGRBC	100.00
Key Managerial Personnel (KMP)	3	Code of Ethics, Sustainability, ESG, BRSR, Nine Principles of NGRBC, Prevention of Sexual Harassment (POSH) at the workplace	100.00
Employees other than BoD and KMPs	43	Employees and workers are given training on a diverse range of topics throughout the year including Carbon footprints, ESG, Nine Principles of NGRBC, Food Waste Management, Behavioural Based Safety and Workplace Safety, Code of Ethics, Energy Management, Statutory reporting, Sustainable Development, Fire Fighting, First Aid, IMS, Health awareness, POSH awareness, Legatrix, etc. More details are covered in Human Capital section of our Integrated Report	94.80
Workers	53		40.35

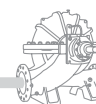
- Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis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

None – as per materiality principle

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			NIL		
Compounding Fee					
Penalty/Fine					
Non-Monetary					
Imprisonment					
Punishment			NIL		

- 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, since there were no fines, penalties, punishments, compounding fees, or settlement amounts paid in proceedings by us, our Directors, or KMPs with regulators, law enforcement agencies, or judicial institutions in the financial year.



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

Yes, we have established a policy on Anti-Corruption and Anti-Bribery. We are zero-tolerant to bribery and corruption, and we aim to conduct business in a transparent and accountable manner reiterating the stakeholders to adhere to the highest standards of ethics and integrity while discharging official duties. The implementation of the policy imitates establishing internal systems to identify, prevent, report, investigate and enforce disciplinary action relating to any fraud including bribery and corruption.

**Web link-** [Policy on Anti-Corruption and Anti-Bribery](#)

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

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

**6. Details of complaints about conflict of interest:**

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

**7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

## LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Suppliers-2 Nos	Nine Principles of NGRBC & ESG Initiatives	30
Dealers-1 No.	Nine Principles of NGRBC & ESG Initiatives	90

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

Yes, we have a Code of Conduct in place for the Board of Directors and Senior Management to identify actual or potential conflicts of interest, which may arise during the course of its business activities. According to the Code of Conduct, the Board is required to scrupulously avoid a 'conflict of interest' with the Company. A conflict of interest exists where the interest of a Director or member of senior management conflicts with those of the Company. We have implemented organisational processes and appropriate safeguards to mitigate, prevent and manage conflicts of interest that may arise. The Directors make a declaration every year, affirming compliance with the Code of Conduct.

In addition to provisions of the Companies Act, 2013, the Directors disclose their interest in the form of their other directorships/memberships in other entities either directly or indirectly through their relatives. Such disclosures are being made to the Board annually and from time to time as and when such interest arises. We have established processes to identify the related parties of our Directors through their disclosures. If any transactions are conducted with these related parties, the Company strictly adheres to the disclosure requirements and procedures outlined in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as well as the Companies Act, 2013.

**Web link-** [Code of Conduct](#)



**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	FY 2021-22	Details of improvements in environmental and social impacts
<b>R&amp;D</b>	100	100	In addition to the focus on expanding the product range, our R&D initiatives also address upgradation of products to reduce emissions across lifecycle stages and provide solutions for sustainable growth.
<b>Capex</b>	100	100	Capital Expenditure in FY 2022-23 focussed on meeting various electro-mechanical requirements across operations, in addition to old machine replacements, asset managements for enhanced operational efficiency.

2. **a. Does the entity have procedures in place for sustainable sourcing?**  
 Yes, we have implemented a procedure to ensure sustainable sourcing, which aligns with our Company’s commitment to promote local and responsible sourcing practices. We actively engage with our value chain partners for enhancing their sustainability performance. We also evaluate our suppliers on various aspects like occupational health & safety, environment policies, legal compliance, adherence to ISO certification, etc. and, carries out regular assessments through the Supplier Quality Improvement Program (SQIP) of our key suppliers and communicates areas of further improvements to reinstate sustainability principles.

- b. If yes, what percentage of inputs were sourced sustainably?**  
 43% 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.**

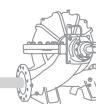
As a part of the Product End-of-Life – Management of our products, we offer to take back our used products once they have reached the end of life. As a commitment towards a greener future, we offer to collect back the used products to ensure that it is recycled/disposed-off in an environment-friendly manner with the following objectives:

- To minimise the impact caused by product disposal on society/environment
- To reuse the recyclable components as a secondary source of raw material
- To encourage our customers for recycling products in environmentally friendly manner
- To ensure implementation of stringent control mechanisms over third parties concerning to waste management
- To communicate the customers on safe disposal of products at the end of life

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.**

Yes, Extended Producer Responsibility (EPR) is applicable to us. The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Central Pollution Control Board (CPCB).





## LEADERSHIP INDICATORS

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

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 (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
2812	Monobloc Pump-set Series	16.6**	Cradle to Gate	Yes, from CII	No

*Note - \*\* Though LCA study was conducted for a running pump model from our Monobloc pump set series, the report findings apply to the complete series of Monobloc pumps being manufactured at our Dewas plant which contributes around 16.6% in our overall turnover.*

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.

Name of Product/ Service	Description of the risk/Concern	Action Taken/Suggested
Monobloc Pump-set Series	There were no risks identified through LCA study. However, we have taken few actions based on the suggestions reported.	1) New HPML (High Pressure Molding Line) technology line is being installed at our foundry in Dewas plant, which shall help in reducing various emissions by 2-9% 2) Our rooftop solar plants and windmills installed at various locations contribute up to 23 % of total energy consumption. We are further working to enhance our RE capacity 3) Increase in recycling of scrap for foundries to maximum extent. We are already recycling up to 50%

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

Indicate Input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Total Input Material (MT)	22,246	19,207
Recycled Input Material (MT)	2,292	1,887
% of Recycled Material used	10.30	9.82

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste (non-hazardous waste)	Nil	Nil	Nil	Nil	Nil	Nil

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

As a commitment towards a greener future, we offer our customers to collect back the used products to ensure that they are recycled/disposed-off in an environment-friendly manner. Pumps replaced under warranty are reclaimed back to our respective manufacturing plants and are dismantled and disposed-off suitably.

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**ESSENTIAL INDICATORS**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	1,322	1,322	100	1,322	100	NA	-	-	-	478	36
Female	112	112	100	112	100	112	100	-	-	35	31
<b>Total</b>	<b>1,434</b>	<b>1,434</b>	<b>100</b>	<b>1,434</b>	<b>100</b>	<b>112</b>	<b>7.8</b>	<b>-</b>	<b>-</b>	<b>513</b>	<b>36</b>
<b>Other than Permanent employees</b>											
Male	68	68	100	68	100	NA	-	-	-	16	24
Female	10	10	100	10	100	10	100	-	-	0	0
<b>Total</b>	<b>78</b>	<b>78</b>	<b>100</b>	<b>78</b>	<b>100</b>	<b>10</b>	<b>12.8</b>	<b>-</b>	<b>-</b>	<b>16</b>	<b>21</b>

**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)
<b>Permanent workers</b>											
Male	1,078	1,078	100	1,078	100	-	-	-	-	852	79
Female	62	62	100	62	100	62	100	-	-	19	31
<b>Total</b>	<b>1,140</b>	<b>1,140</b>	<b>100</b>	<b>1,140</b>	<b>100</b>	<b>62</b>	<b>54.39</b>	<b>-</b>	<b>-</b>	<b>871</b>	<b>76</b>
<b>Other than Permanent workers</b>											
Male	78	78	100	78	100	-	-	-	-	40	51
Female	30	30	100	30	100	30	100	-	-	20	67
<b>Total</b>	<b>108</b>	<b>108</b>	<b>100</b>	<b>108</b>	<b>100</b>	<b>30</b>	<b>27.8</b>	<b>-</b>	<b>-</b>	<b>60</b>	<b>56</b>

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

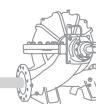
	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the Authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESIC	100	100	Yes	100	100	Yes
Others – please specify National Pension Scheme (NPS)	15	NA	Yes	13	NA	Yes

**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, our premises/offices are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. At every premise/office we have provided facilities at entry & exit points, washrooms, workstations, canteen, and special vehicle parking spaces near the entry gate. Such employees are given suitable job profiles according to their capacity for doing their work.





**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 established a policy stating the provision of fair employment and equal opportunities for all our employees and workers without discrimination on any grounds of race, caste, creed, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law.

For information relating to policies, refer to the [weblink](#)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**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, we have established robust grievance redressal mechanisms for employees and workers to report their concerns. The employees and workers can report their grievance through Works Committee, Canteen Committee, Grievance Register by HR, Suggestion box, Internal Complaint Committee (ICC), and Safety Committee. CHRM&C function, along with other Functional Heads, diligently assess the nature of grievances and promptly initiate appropriate corrective actions. In addition, employees can report grievances as outlined in the whistle-blower policy on grounds of any unethical behaviour, fraud, or violation of the Company's Code of Conduct. Various channels available for different employee levels are mapped below –

<b>Permanent Workers</b>	Works Committee, Canteen Committee, Grievance Register by HR, Suggestion box, ICC, Safety Committee
<b>Other than Permanent Workers</b>	CHRM & C helps to resolve issues if any
<b>Permanent Employees</b>	Suggestion box, ICC, Grievance Register by HR, Head of each functions helps to resolve issues if any
<b>Other than Permanent Employees</b>	CHRM & C helps to resolve issues if any

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

	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of Employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>						
Male	1,322	0	0	1,293	0	0
Female	112	0	0	107	0	0
<b>Total Permanent Workers</b>						
Male	1,078	990	92	1,090	1,000	92
Female	62	2	3	31	0	0

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

Category	% of employees covered by									
	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	1,322	1,322	100	1,322	100	1,293	1,293	100	1,293	100
Female	112	112	100	112	100	107	107	100	107	100
<b>Total</b>	<b>1,434</b>	<b>1,434</b>	<b>100</b>	<b>1,434</b>	<b>100</b>	<b>1,400</b>	<b>1,400</b>	<b>100</b>	<b>1,400</b>	<b>100</b>
<b>Workers</b>										
Male	1,078	1,078	100	1,078	100	1,090	1,090	100	1,090	100
Female	62	62	100	62	100	31	31	100	31	100
<b>Total</b>	<b>1,140</b>	<b>1,140</b>	<b>100</b>	<b>1,140</b>	<b>100</b>	<b>1,121</b>	<b>1,121</b>	<b>100</b>	<b>1,121</b>	<b>100</b>

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

	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,322	1,241	94	1,293	1,192	92
Female	112	106	95	107	96	90
<b>Total</b>	<b>1,434</b>	<b>1,347</b>	<b>94</b>	<b>1,400</b>	<b>1,288</b>	<b>92</b>
<b>Workers</b>						
Male	1,078	1,078	100	1,090	1,090	100
Female	62	62	100	31	31	100
<b>Total</b>	<b>1,140</b>	<b>1,140</b>	<b>100</b>	<b>1,121</b>	<b>1,121</b>	<b>100</b>

**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 of such system?**

Yes, all our manufacturing plants are ISO 45001:2018 certified (Occupational Health and Safety Management System Standard). Our continuous efforts focus on ensuring a safe working environment for all employees and workers. This is achieved through regular audits aimed at identifying and monitoring safety-related incidents. We conduct fire drills and mock drills to analyse the effectiveness of internal systems. Employees and workers are sensitised about the precautionary measures on a regular basis through safety trainings.

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

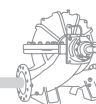
We have adopted a systematic Hazard Identification and Risk Assessment (HIRA) approach to regularly identify work-related hazards. Trained professionals conduct regular audits for identifying the potential work-related hazards across operating locations. We identify and implement safety controls for the safe execution of business operations. We have a well-defined work permit system to identify potential hazards on a non-routine basis. Employees and workers are encouraged to report the near miss cases through safety committees and other channels. The safety team analyses the grievance of the employees and takes necessary corrective actions for ensuring the safe working environment.

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

Yes, as a part of ISO 45001:2018 Management System certification we have processes for workers in form of procedures and Emergency Evacuation Plan to report the work-related hazards and to remove themselves from risks.

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

Yes, we facilitate the accessibility of non-occupational health services to our workers through medical camps, vaccination drives and medical health check-ups. Our employees can avail financial assistance through medical claims. We also have voluntary health promotion services like health awareness webinars on 'Child Health Programs', 'Healthy Heart Program', 'Nutrition for COVID-19 patients and those recovering from it', etc.



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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.308	0.248
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	2	3
No. of fatalities	Employees	0	0
	Workers	0	0
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.

We have taken a myriad of initiatives where safety is not just a compliance, it is shared commitment and responsibility for ensuring a safe and healthy workplace. Some of the initiatives are listed below -

1. Compliance to OH&S Management System as per ISO 45001:2018 Certification
2. Safety committee meetings are held every month
3. Internal safety audits conducted every year through trained cross-plant safety officers
4. External safety audit from a competent person carried out once in two years
5. Safety yellow tag system where workmen raise their voices about safety is implemented.
6. Safety incident tracking system including safety opportunities reporting implemented
7. Safety steward (we call it Suraksha Mitra) concept implemented
8. Hazards are identified through the senior management's monthly safety inspection system
9. Change control system implemented to address the EHS related issues before implementing the change in process/facility/machinery
10. Monitoring of plant safety performance
11. Theme-based safety drives undertaken
12. Safety competitions held to increase safety awareness
13. Reward and recognition for Safety
14. Fire drills
15. Periodic safety training
16. EHS change control system

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	28	6	We are taking actions for resolution of pending cases in FY 2023-24	43	0	NA
Health & Safety						

### 14. Assessments for the year:

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

### 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 as there were no significant risks or concerns reported through assessment.



**LEADERSHIP INDICATORS**

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

Yes, we extend life insurance coverage for all our employees and permanent workers. In addition to this, Parivar Suraksha Yojana and Benevolent Fund Scheme are also available for our employees and permanent workers.

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

We expect our value chain partners to uphold highest standards of business responsibility principles. We conduct periodic audits of key suppliers ensuring the compliance with statutory regulations including applicable statutory deductions like Provident Fund (PF) and Employees’ State Insurance Corporation (ESIC). The same is also ensured during the selection of new suppliers.

- 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	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	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?**

Yes, we continually invest in human capital development which includes skill enhancement that is contemporary while providing employees with a diverse and enriching experience for mutual growth. This enhances the employability of workforce and enables a smooth transition for exploring alternate employment opportunities. In addition, we provide pension benefits and post-retirement medical benefits for qualified staff. Workers are provided with pension benefits as covered under the relevant statute.

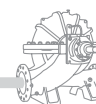
- 5. **Details on assessment of value chain partners:**

We conduct periodic assessments of our value chain partners during which we ensure that they comply with requirements related to Occupational Health & Safety practices and working conditions.

	% of value chain partners (by value of business done with such partners) that were assessed	
	Key Suppliers	Dealers
Health and safety practices	43	98
Working Conditions		

- 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.**

The results of our supplier and dealer assessments have indicated a satisfactory level of compliance with regards to Occupational Health and Safety practices and working conditions. In cases where significant deviations from our established standards are observed, we maintain a zero-tolerance approach and we do not get engaged with suppliers if we observe major deviation with respect to above criteria.



## 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.

We actively engage with a range of stakeholder groups and prioritise them based on their significance to our business operations, our vision and growth plans and vice-a-versa. We consider following stakeholders as key to our business – shareholders, investors, customers, employees and workers, dealers and retailers, suppliers, government agencies, communities and financial institutes. We have channelised various engagement modes for interacting with these stakeholders on a regular basis. We identify needs and expectations of each stakeholder group through frequent engagement programs. Two-way communication facilitates the effective exchange of concerns, understanding the expectations and aligning all stakeholders with the business aspirations of the Company for mutual growth and cooperation.

#### 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 & Marginalised 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)
Shareholders/Investors	No	Meetings, analyst /earnings calls, emails, telecommunication, post/courier, website of Company, Stock Exchanges, RTA, Newspaper publication	Regular, Ongoing
Customers	No	Meetings, Email, Customer Perception Surveys, Training Programs, Webinars, Advertisement	Regular, Ongoing
Suppliers	No	Meetings, Email, Training Programs, Webinars	Regular, Ongoing
Dealers and retailers	No	Email, Leaflets, Presentations, Online & physical meetings, Conferences, Dealer portal, KBL website etc.	Regular, Ongoing
Employees and Workers	No	Meetings (Virtual/personal), E-mail, Surveys, Mahasabha, Speak-out sessions, Newsletter, Website, Tele-communication & SMS, various training/awareness programs etc.	Regular, Ongoing
Financial Institutions	No	Meetings (Virtual/personal), E-mail, Newsletter, Website, Tele-communication & SMS	Regular, Ongoing
Communities	No	Focused Group Interactions, Impact Surveys, Grievance Redressal Channels, NGO partners	Need-based
Government Agencies	No	Newspaper, Website, Hard Copies	Regular, Ongoing

### 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.

Sustainability Committee has been formed under the authority of CMD consisting of all Non-Board members with the Chairmanship of the Vice President & Head - Corporate Human Resource Management & Communications. This committee shall evaluate relevant aspects of economic, environmental & social topics for all stakeholders, initiate necessary actions and report its progress to the Board twice a year.

#### 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.

Yes, we have extensively consulted our internal stakeholders for identification of material topics. We work collaboratively with all stakeholder groups for the management of identified topics thereby mitigating the risks to environment, economy, and society. For more details, refer to Section A (General Disclosures) and Materiality section on Page 38.

#### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.

We take special efforts to help and uplift the underserved and unprivileged groups of society. We work for benefits of women, differently abled, vulnerable, disadvantaged, and marginalised groups and take extra efforts to address their concerns and grievances. Our CSR activities are focused in the areas of education, health and hygiene, environment, disaster management and rural development for above groups.

During the reporting period, no critical issues were reported by vulnerable/marginalised stakeholder groups.

**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:

	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	1,434	1,434	100	1,400	1,400	100
Other than permanent	78	78	100	91	91	100
<b>Total Employees</b>	<b>1,512</b>	<b>1,512</b>	<b>100</b>	<b>1,491</b>	<b>1,491</b>	<b>100</b>
<b>Workers</b>						
Permanent	1,140	1,140	100	1,121	1,121	100
Other than permanent	108	108	100	43	43	100
<b>Total Workers</b>	<b>1,248</b>	<b>1,248</b>	<b>100</b>	<b>1,164</b>	<b>1,164</b>	<b>100</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No. (C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1,322	NA	NA	1,322	100	1,293	NA	NA	1,293	100
Female	112	NA	NA	112	100	107	NA	NA	107	100
<b>Other than Permanent</b>										
Male	68	NA	NA	68	100	79	NA	NA	79	100
Female	10	NA	NA	10	100	12	NA	NA	12	100
<b>Workers</b>										
<b>Permanent</b>										
Male	1,078	NA	NA	1,078	100	1,090	NA	NA	1,090	100
Female	62	NA	NA	62	100	31	NA	NA	31	100
<b>Other than Permanent</b>										
Male	78	NA	NA	78	100	11	NA	NA	11	100
Female	30	NA	NA	30	100	32	NA	NA	32	100

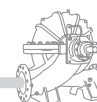
3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	10	₹ 2.21 mn	4	₹ 2.06 mn
Key Managerial Personnel (KMP)	2**	₹ 7.84 mn	-	-
Employees other than BoD and KMP	1,319	₹ 0.93 mn	111	₹ 0.69 mn
Workers	1,078	₹ 0.67 mn	62	₹ 0.26 mn

**Note** - \* These details include Directors (male: 3 and female: 1) who ceased to be on the Board of the Company during the Financial Year 2022-23.

\*\* Excludes Chairman and Managing Director (CMD) as he is already covered under Board of Directors.





**4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes, the CHRM&C Head, through the functional heads of the departments/unit heads of the Company, is responsible for addressing human right related issues.

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

Employees/workers are free to raise their concerns/grievances related to human rights through the appropriate authorities like Works Committee, Canteen Committee, Industrial Relations Committee, Grievance Register maintained at HR, Internal Complaints Committee, PF Committee, and Safety Committee.

Employees shall refer to the Whistle-blower policy, POSH, or Code of Ethics to express their grievances or concerns about any unethical behaviour on the operating premises. These complaints shall be investigated further and handled by the relevant authorities in a confidential manner.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

In accordance with our Whistle-blower Policy and POSH (Prevention of Sexual Harassment) Policy, we ensure the protection of the complainant's identity, maintaining strict confidentiality in all related matters. Additionally, our Code of Ethics strictly prohibits any form of retaliation against individuals reporting legitimate concerns. Any individual found to be involved in targeting such individuals shall face severe disciplinary consequences.

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

Yes, human rights requirements form part of our business agreements and contracts as follows:

- 1) Clause in Purchase order - The Supplier shall comply with all statutory and regulatory provisions as apply to its establishment, including but not limited to the Factories Act, 1948 and the Child Labour (Prohibition and Regulation) Act, 1986 and the Rules framed therein and as amended from time to time.
- 2) Clause in Sales & Service Dealer Agreement – The dealer shall comply with the “Applicable Law” which means and includes any statute, law, regulation, ordinance, rule, judgment, rule of law, order, decree, clearance, approval, directive, guideline, policy, requirement or other governmental requirement enacted, promulgated, entered into, agreed or imposed by any Government Authority having jurisdiction concerning to this Agreement and/or business carried on by the Company and/or the Dealer and/or any of its respective affiliates and/or products and/or any other matter contained in this agreement.

**9. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	NA

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

Not applicable, as no significant risks/concerns were identified as a part of the assessments undertaken.



**LEADERSHIP INDICATORS**

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

None as we did not observe any major human rights related grievance or complaint through assessment.

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

The scope and coverage of human rights due diligence is detailed across the indicators of Principle 3 and Principle 5.

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, at every premise/office, we have provided facilities at entry & exit points, washrooms, workstations, canteen, and vehicle parking spaces near the entry gate.

4. **Details on assessment of value chain partners are as follows:**

	% of value chain partners (by value of business done with such partners) that were assessed
	Suppliers
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	43
Wages	
Others – Statutory Deductions like PF & ESIC	

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

As per our supplier assessment process, no major non-compliance observed in terms of Occupational health and safety practices and working conditions. We do not engage with suppliers if we observe major deviation with respect to above.

**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)	100,033 GJ	95,922 GJ
Total fuel consumption (B)	7,728 GJ	8,523 GJ
Energy consumption through other sources (C)	33,937 GJ	36,818 GJ
Total energy consumption (Non-renewable) (A+B+C)	141,698 GJ	141,263 GJ
Total Energy Consumption (Renewable & Non-Renewable)	170,756 GJ	176,144 GJ
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	6.6 (GJ/Sale in ₹ mn)	8.0 (GJ/Sale in ₹ mn)

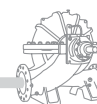
**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent Sustainability Assessment and Assurance has been carried out by M/S Ernst and Young Associates LLP, Mumbai

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

No





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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kl)		
(i) Surface water (open well + river water)	323,785	316,992
(ii) Groundwater (bore well)	31,947	28,517
(iii) Third party water (tanker + bottles)	1,087	2,327
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (i + ii + iii + iv + v)	356,819	347,836
Total volume of water consumption	356,819	347,836
Water intensity per rupee of turnover (Water consumed/turnover)	13.85 (kl/Sale in ₹ mn)	15.8 (kl/Sale in ₹ mn)

**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, independent Sustainability Assessment and Assurance has been carried out by M/S Ernst and Young Associates LLP, Mumbai

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

Yes, all our manufacturing plants and corporate office have zero liquid discharge facilities with wastewater or effluent generated during operations being treated in sewage/effluent treatment plants (STP/ETP) and then reused for domestic purposes.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT/Year	1.536	2.759
SOx	MT/Year	1.264	1.232
Particulate Matter (PM)	MT/Year	36.395	41.888
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
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. –

Yes, independent Sustainability Assessment and Assurance has been carried out by M/S Ernst and Young Associates LLP, Mumbai

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (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)	Metric tonnes of CO <sub>2</sub> equivalent	2,883	3,500
Total Scope 2 emissions (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)	Metric tonnes of CO <sub>2</sub> equivalent	22,507	21,050
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent per ₹ mn Sale	Scope 1-0.112 Scope 2-0.875	Scope 1- 0.16 Scope 2- 0.96

**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, independent Sustainability Assessment and Assurance has been carried out by M/S Ernst and Young Associates LLP, Mumbai

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

Yes, we are working on multiple fronts that shall help us in reducing GHG emission, few of those are listed below -

- HPML foundry at Dewas - Upgradation to HPML technology is in process which shall reduce emissions in the range of the 2-9% for major impact categories
- Renewable Energy (RE) from rooftop solar plants and windmills is contributing 23% of total energy consumption and we are further working to enhance our RE capacity
- In consultation with CII, we have conducted a Life Cycle Assessment (LCA) to evaluate the environmental impact of Monobloc pump-set series manufactured at Dewas plant. This study helped us to ascertain the environmental impact of pumps' different life-cycle stages and potential environmental benefits through process improvement
- We have taken various initiatives related to energy saving, green procurement, VA/VE, developing energy efficient and lowest lifecycle products, etc as part of our performance improvement
- ENCON assessment conducted across KBL group of companies to promote reduction in specific energy consumption and analyse the opportunities for improvements wherever applicable
- Miyawaki afforestation developed in Dewas plant acts as a carbon sink and also fosters biodiversity
- Our corporate office is a LEED Certified Green Building which helps us to achieve reduced water consumption, optimised energy efficiency, conservation of natural resources, waste management and providing healthier space for occupants, as compared to a conventional building space
- Scope 1, 2 & 3 emission inventorisation has been planned for all our plants
- We are working towards Carbon Net Zero roadmap for our organisation in line with our commitment to India's target of being Net Zero by year 2070
- We have planned GreenCo recertification for our four manufacturing plants

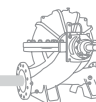
**8. Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in MT)		
Plastic waste (A)	14.14	27.51
E-waste (B)	3.083	1.973
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	2.8	0.9
Radioactive waste (F) *	NA	NA
Other Hazardous waste. Please specify, if any. (G) – Paint sludge, used oil, ETP sludge	67.86	122
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) – Food waste, metal scrap, wooden scrap, burnt sand, corrugated sheets	5,399	6,933.4
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5,486.9</b>	<b>7,085.8</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
Category of waste in MT		
(i) Recycled (Metal Scrap)	2,292	1,887
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>2,292</b>	<b>1,887</b>
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste in MT		
(i) Incineration	--	--
(ii) Landfilling	--	--
(iii) Other disposal operations (hazardous waste)	73.67	122
<b>Total</b>	<b>73.67</b>	<b>122</b>

\* The Company generates radioactive wastes and manages in line with AERB (Atomic Energy Regulatory Board) rules and disposed to original suppliers. The radioactive wastes generated is of 3 mm length and has negligible weight.

**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, independent Sustainability Assessment and Assurance has been carried out by M/S Ernst and Young Associates LLP, Mumbai



**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.**

We have implemented specific initiatives to promote the principles of the 3R's (Reduce, Reuse, Recycle) for effective waste management. Hazardous waste is regularly disposed of through agencies authorised by the State Pollution Control Board. Our waste generation is well within the limits prescribed under the consent of the State Pollution Control Board (SPCB) or the Central Pollution Control Board (CPCB).

All our manufacturing plants hold ISO 14001:2015 Management System Standard certification. We have established dedicated procedures that align with ISO requirements and statutory obligations. These systems and processes are designed to minimise hazardous waste generation, and they undergo internal audits twice a year, as well as annual external audits conducted by an authorised agency. By maintaining a sound waste management system, we go beyond mere compliance with state regulations.

Our waste management approach involves comprehensive monitoring of hazardous and non-hazardous waste generation streams at each plant. Waste is segregated and stored separately in designated waste management sheds. Disposal of waste follows the prescribed conditions set by the State Pollution Control Board. Moreover, organic waste generated in our kitchens are utilised to derive energy.

Through these measures, we demonstrate our commitment to responsible waste management and environmental sustainability.

**Process for Waste management -**

- (a) **Plastics (including packaging)** – Procedure in place at all the manufacturing locations as per ISO 14001:2015 certification
- (b) **E-waste** – Corporate guidelines are available for safe disposal of e-waste
- (c) **Hazardous waste** – Procedure in place at all the manufacturing locations as per ISO 14001:2015 certification
- (d) **Other waste (Metal Waste)** – Procedure in place at all the manufacturing locations as per ISO 14001:2015 certification for Metal waste. Most of the metal scrap is recycled in our foundry units

**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

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

This is not applicable to us as none of our plants are located in ecologically sensitive areas.

**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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, we are complying with all the applicable laws.



## LEADERSHIP INDICATORS

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

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources- GJ</b>		
Total electricity consumption (A) (GJ)	29,058	34,881
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	29,058	34,881
<b>From non-renewable sources- GJ</b>		
Total electricity consumption (D)	100,033	95,922
Total fuel consumption (E)	7,728	8,523
Energy consumption through other sources (F)	33,937	36,818
Total energy consumed from non-renewable sources (D+E+F) - GJ	141,698	141,263

**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, independent Sustainability Assessment and Assurance has been carried out by M/S Ernst and Young Associates LLP, Mumbai

2. Provide the following details related to water discharged:

Not applicable, because all our manufacturing plants and corporate office have Zero liquid discharge facilities with wastewater or effluent generated during operations being treated in Sewage/effluent Treatment Plants (STP/ETP) and then reused for domestic purpose.

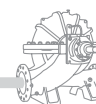
Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- 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

Yes, independent Sustainability Assessment and Assurance has been carried out by M/S Ernst and Young Associates LLP, Mumbai

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

We are actively identifying, and monitoring water related impacts arising out of the operations on society and environment. Any potential risks identified are managed efficiently and timely mitigating the potential hazards.



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

We are in the process of computing upstream and downstream scope 3 emissions for all our plants and shall report the details on the same from FY 2024-25 as committed in section B. However, we have already started evaluating scope 3 emissions for our Dewas plant, details specific to this plant are provided in table below

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (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)	Metric tonnes of CO <sub>2</sub> equivalent	3,699	2,687
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent/₹ mn	0.618	0.547

**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.

Scope 3 emission evaluation is being done internally based on the tools provided by CII post evaluating 12-month data in last financial year.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	PAT	Pump as turbine to generate power <a href="https://www.kirloskarpumps.com/wp-content/uploads/2018/09/PAT-1.pdf">https://www.kirloskarpumps.com/wp-content/uploads/2018/09/PAT-1.pdf</a>	Electricity generation up to 100 kWh
2	PICO	Pump as turbine to generate power <a href="https://www.kirloskarpumps.com/wp-content/uploads/2022/07/PICO.pdf">https://www.kirloskarpumps.com/wp-content/uploads/2022/07/PICO.pdf</a>	Electricity generation up to 10 kWh
3	Solar Pumping system	Pump-set driven by solar energy <a href="https://betaweb.kirloskarpumps.com/kirloskar-pumps/wp-content/uploads/2022/03/Solar_Leaflet.pdf#toolbar=0">https://betaweb.kirloskarpumps.com/kirloskar-pumps/wp-content/uploads/2022/03/Solar_Leaflet.pdf#toolbar=0</a>	Pump operates on Solar energy thereby eliminating or reducing the consumption of grid electricity
4	DBxe	Energy efficient end suction pump <a href="https://www.kirloskarpumps.com/wp-content/uploads/2023/05/DBxe-pump-Stainless-steel.pdf">https://www.kirloskarpumps.com/wp-content/uploads/2023/05/DBxe-pump-Stainless-steel.pdf</a>	Energy saving with enhanced efficiency
5	LLC™ Products	Products to address Lowest Life Cycle cost <a href="https://www.kirloskarpumps.com/products/solutions/lowest-lifecycle-cost-(llc)-pump/">https://www.kirloskarpumps.com/products/solutions/lowest-lifecycle-cost-(llc)-pump/</a>	Saving in pump running cost and equivalent reduction in carbon emission
6	Star rating by BEE for Monobloc & submersible pumps	Addressing energy efficient pumps to meet BIS spec. <a href="https://www.kirloskarpumps.com/news/our-submersible-pump-sets-receive-bee-star-rating/">https://www.kirloskarpumps.com/news/our-submersible-pump-sets-receive-bee-star-rating/</a>	Energy efficient products
7	Sewage handling pumps	Pumps to handle sewage water <a href="https://www.kirloskarpumps.com/business-verticals/building-construction/dewatering-sewage-handling-pump/">https://www.kirloskarpumps.com/business-verticals/building-construction/dewatering-sewage-handling-pump/</a>	Wastewater treatment

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

Post-pandemic, we have thoroughly revamped our business continuity plan keeping in mind the uncertainties. We augmented and channelised our HR capabilities to manage & mitigate the impact post the pandemic resulting in proactive actions, long-term planning, supporting employees for hybrid working model, making employee communication as a key for our business. We have ensured all necessary structural changes required to align roles as per people capabilities must be in place for dealing with future uncertainties as a part of new-normal. We utilised People Direct - Learning Management System (LMS) to allow our employees to upgrade and enhance their skills. Our commitment to society is well established and we are frontrunners in responding to the need of communities where we do our business. We are proud that our employees adopted to new normal very quickly and ensured business continuity with great agility and resilience. We are hopeful that with the help of science, discipline and self-restraint of our employees, we would be able to hold ourselves resiliently against the new unforeseen uncertainties. Furthermore, we also have a robust “Emergency Preparedness and Response Plan” in place for our manufacturing plants which include procedures for critical locations/ sections of the plant covering aspects like possible emergency scenarios such as fire hazards, accident cases, emission of toxic gases, oil spillage, water & land pollution, etc. The plan also lays out preventive measures, response action plans and mock drills to deal with such situations. We also have an “Onsite Emergency Plan” for our project sites. It lays down the Code of Conduct for all personnel in the event of emergency like fire, explosion, and natural calamity. The objective of this plan is to safeguard the life of personnel working at project sites and also ensures safety concerning our operational assets ensuring business continuity.

**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**

No adverse impact is evident from the activities of our value chain.

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

Key suppliers with 43% of business share have been assessed for environmental parameters.

**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.**

There are 15 + number of affiliations we have with trade and industry chambers/associations

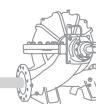
**b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Hydraulic Institute (HI), USA	International
2	Indian Pump Manufacturers Association (IPMA)	
3	Bureau of Indian Standards (BIS)	
4	Federation of Indian Chambers of Commerce and Industry (FICCI)	
5	Confederation of Indian Industry (CII)	National
6	National Safety Council (NSC)	
7	Federation of Indian Export Organisations (FIEO)	
8	The Southern India Engineering Manufacturers' Association (SIEMA)	
9	Central Board of Irrigation and Power (CBIP)	
10	Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA)	State

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

Name of authority	Brief of the case	Corrective action taken
	None, as we did not receive any adverse order related to anti-competitive conduct	





## LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify)	Web Link, if available
1.	Standard formulations and amendments in Indian Standards on centrifugal pumps	Updating/amending the standards based on advancement of technology such as energy efficiency through BIS Technical Committee	Yes, after the final draft is approved	-	-
2.	Standards formulations, changes, guidebooks	Through Hydraulic Institute (ANSI/HI) committee meetings	Yes, once documents are published	-	<a href="http://www.pumps.org">www.pumps.org</a>
3.	Policy related pumps/pumping systems/scheme	Through IPMA/BEE committee meetings and discussions	Yes, once policy is formulated it is made available in public domain	-	-
4.	Use of Energy efficient products, like LLC™ IE3/IE4/IE5 products	CII conferences/BEE/ National conferences held by Educational Institutes/ Industrial forums/	No	-	-

## 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.

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

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

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

We have implemented a well-defined process to receive and address concerns and grievances from the community. At the site level, a committee is formed comprising members from different functions such as administration, security, HR, and others. This committee is responsible for receiving concerns, whether in written or verbal form, and diligently working towards their resolution. To ensure a thorough investigation and resolution, joint field visits are conducted, and the concerns are appropriately addressed in a timely manner. Throughout this process, the concerns are documented, recorded, and actively tracked to ensure closure and satisfactory resolution. In addition, we proactively engage with the community as a part of the development work. Throughout the year, a number of informal and formal sessions are conducted which help interactions with the community apart from program specific meetings to facilitate working together. There is a targeted approach for engaging with various sections viz. youth, women, and community leaders. Senior leadership interacts with the community regularly.

**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	32%	14%
Sourced directly from within the district and neighbouring districts	57%	52%

**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):**

Not Applicable

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

We have not undertaken any projects in aspirational districts

S. No.	State	Aspirational District	Amount spent (In ₹)
Not Applicable			

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

Our sustainable sourcing policy encourages local sourcing of goods and services. However, we do not have any preferential procurement policy for purchasing from marginalised/vulnerable suppliers.

**(b) From which marginalised/vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

**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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	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.**

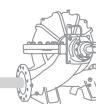
Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

**6. Details of beneficiaries of CSR Projects:**

- Plumber’s skill development program through Indian Plumbing Skill Council
- Donations to surrounding panchayats (village: Kundal) near Kirloskarvadi for community development
- Bio-Diversity restoration at Central Ordinance Depot (COD), Dehu, Pune
- Skill development program through Indo German Chamber of Commerce
- Village Bus project of modified Tempo-Traveller Vans equipped with Rastriya Life Saving Society (India) training material and training aids, driven by two lifesaving skill trainers cum drivers going from village-to-village empowering people with lifesaving skills
- Renovation of Kirloskarvadi Railway Station for their centenary year celebrations

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Community development work at gram Kundal, district Sangli, Maharashtra	6,000	20
2.	Biogas plant set up near Virochannagar, Taluka Sanand, Gujarat	50	100
3.	Plumbing skill development under the Skill India Programme	18,000	40





## 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.

To enhance customer support, we have established a dedicated customer call centre and a user-friendly online portal. These platforms enable existing customers to conveniently log product and service related complaints. Depending on the nature of each complaint, appropriate escalation procedures are in place, ensuring that all issues are addressed within specified timeframes. We also have a customer care toll-free number 1800 123 4443 to connect with our technical experts for hassle-free customer service and technical support. Apart from this, we have provided an email ID (kblcare@kbl.co.in) and WhatsApp number (+91 9922710710) to facilitate our customers for resolving service related concerns and feedback. These facilities are available 24\*7.

Customers can also just scan the QR code on their pumps & pump boxes and they can get all the technical details and specifications of the pump on their smartphone instantly.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NIL
Safe and responsible usage	100
Recycling and/or safe disposal	We have separate procedures guiding our customers about end of life treatment for our products

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber security	0	0	NA	0	0	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive trade practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Others (Legal Cases)	4	2	Under evaluation	1	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes, we have internal guideline document which is uploaded on our Company's intranet for internal reference.

#### 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.

None, as no such major issue was observed by us.

**LEADERSHIP INDICATORS**

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

Information related to all the products and services provided by us are available on our website, <https://www.kirloskarpumps.com/>. The product, technical and service-related information is also available in hard print in the form of brochures, flyers, manuals etc.

We actively use various social media and digital platforms to disseminate information about its products and services. We have introduced an effective and faster medium where customers/stakeholders can call our toll-free number 1800 123 4443 and connect with the experts for hassle-free customer service and technical support.

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

The Installation and Operation Manual (IOM) containing details of our products is provided to all customers during delivery of product. Also, customers are informed and educated on the safe and responsible usage of the products. In addition, we undertake various safety initiatives to educate customers about operating pumps safely by providing training to the customers/stakeholders during the installation and commissioning of the products.

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

Not applicable, as we are not in the business of providing essential services.

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

Yes, we provide information relating to products over and above mandatory requirements wherever relevant. We regularly undertake customer satisfaction survey about our brand, manufacturing capabilities, products, and services. Customer Perception Survey (CPS) is conducted across all business verticals and prompt improvement measures are implemented against feedbacks received.

- 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**