

PL/SEC/TGT/2024-2025/051

Friday, 12th July 2024

Listing Department National Stock Exchange of India Limited “Exchange Plaza’, C-1, Block G Bandra-Kurla Complex, Bandra (E), Mumbai - 400051 Scrip Code: PRICOLLTD	Corporate Relationship Department BSE Limited 1 st Floor, New Trading Ring Rotunda Building, P J Towers, Dalal Street, Fort, Mumbai 400 001 Scrip Code: 540293
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Dear Sir,

Sub: Business Responsibility and Sustainability Report for FY2023-24

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, we submit herewith the **Business Responsibility and Sustainability Report ('BRSR')** for the **financial year 2023-24**, which forms part of Annual Report for FY 2024.

We request you to kindly take the same on record.

Thanking you

Yours faithfully,
For Pricol limitedT.G.Thamizhanban
Company Secretary
ICSI M.No: F7897
Encl: as above

ANNEXURE “F” TO DIRECTORS’ REPORT**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)****SECTION A: GENERAL DISCLOSURES****I. DETAILS OF THE LISTED ENTITY**

1. Corporate Identity Number (CIN) of the Listed Entity	L34200TZ2011PLC022194
2. Name of the Listed Entity	Pricol Limited
3. Year of Incorporation	2011
4. Registered office address	109, Race Course, Coimbatore - 641 018, India.
5. Corporate office address	109, Race Course, Coimbatore - 641 018, India.
6. E-mail id	cs@pricol.com
7. Telephone	04224336000
8. Website	www.pricol.com
9. Financial year for which reporting is being done	2023 - 2024
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11. Paid-up capital	₹ 1,218.81 Lakhs
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. T.G. Thamizhanban Company Secretary, Pricol Limited Tel : +0422 4336272 Email : cs@pricol.com
13. Reporting boundary	The disclosures under this report are made on Standalone basis.
14. Name of the assurance provider	NA
15. Type of assurance obtained	NA

II. PRODUCTS / SERVICES**16. 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	Electrical & Electronics equipment, General Purpose and Special purpose machinery & equipment, Transport equipment	100

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

Product/Service	NIC Code	% of total Turnover contributed
Auto components - Oil Pumps - Motor Vehicles - Motor Cycles - Three Wheelers	28132, 29301, 29304 & 30913	100

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III. OPERATIONS

18. Number of locations where plants and/or operations/offices of the entity are situated:

S.No.	Location	Number of plants	Number of offices	Total
1	National	8	1	9
2	International *	1	3	4

* Including Subsidiary Entities

19. Markets served by the entity:

a. Number of locations

S.No.	Locations	Number
1	National (No. of States)	24 States & 3 Union Territories
2	International (No. of Countries)	22

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

6.49% of the total turnover of the entity.

c. A brief on types of customers

Pricol Limited is one of India's leading automotive technology and precision engineered products and solutions providing company that serves to all major global OEM's including TVS Motor Company, Hero MotoCorp, Bajaj Auto, Royal Enfield, Honda Motorcycle and Scooter India, Yamaha Motor India, KTM, Triumph, Piaggio, Ducati, Harley Davidson, Kawasaki, Suzuki Motorcycle India, TATA Motors, Ashok Leyland, Volvo Eicher Commercial Vehicle, Mahindra and Mahindra, PSA Grope, Skoda, Renault Nissan, Maruti Suzuki, Mitsubishi, Force Motors, Swaraj Mazda, Daimler, CNH Industrial, John Deere, Caterpillar, JCB, Escorts, TAFE, Polaris, Generac, Deutz, TATA Hitachi, Hyundai Construction Equipments, Swaraj, Sonalika, Indo Farm Equipment Limited, Kubota, Greaves Cotton Limited, Mitsubishi Diesel Engines Pvt Ltd, Cummins India Ltd, Kirloskar Oil Engines Ltd. Pricol is a leading supplier of various components for the companies in India and around the world.

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,112	1,025	92	87	8
2.	Other than Permanent (E)	42	36	86	6	14
	Total employees (D + E)	1,154	1,061	92	93	8
WORKERS						
3.	Permanent (F)	767	568	74	199	26
4.	Other than Permanent (G)	4,186	3,534	84	652	16
	Total workers (F + G)	4,953	4,102	83	851	17

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b. Differently abled Employees and workers:

S.No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	1	50	1	50
2.	Other than Permanent (E)	—	—	—	—	—
	Total differently abled employees (D + E)	2	1	50	1	50
DIFFERENTLY ABLED WORKERS						
3.	Permanent (F)	1	—	—	1	100
4.	Other than Permanent (G)	—	—	—	—	—
	Total differently abled workers (F + G)	1	—	—	1	100

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20
Key Management Personnel	5	1	20

22. Turnover rate for permanent employees and workers

	FY '24 (Turnover rate in current FY)			FY '23 (Turnover rate in previous FY)			FY '22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.56	1.26	16.82	21.98	29.85	22.54	4.82	—	4.36
Permanent Workers	3.39	3.13	6.52	5.41	10.21	6.74	1.54	4.58	2.41

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V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. 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	Pricol Asia Pte. Limited, Singapore	Subsidiary	100 %	No
2	PT Pricol Surya Indonesia	Subsidiary	100 %	No
3	PT Sripri Wiring Systems, Indonesia *	Subsidiary	100 %	No
4	Pricol Asia Exim DMCC, Dubai **	Subsidiary	100 %	No
5	Pricol Electronics Private Limited, India **	Subsidiary	100 %	No

NOTE: * Subsidiary of PT Pricol Surya Indonesia - closed during the year.

** Subsidiary of Pricol Asia Pte. Limited, Singapore.

VI. CSR Details

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

(ii) Turnover * - ₹ 1,871.92 Crores

(iii) Net worth *- ₹ 678.06 Crores

*The Above mentioned turnover and net worth is as per FY2022-23.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://pricol.com/contact-us/	—	—	—	—	—	—
Investors (other than shareholders)	NA	—	—	—	—	—	—
Shareholders	Yes https://pricol.com/investors/	—	—	—	—	—	—
Employees and Workers	Yes (Available on Intranet Portal)	—	—	—	—	—	—
Customers	Yes https://pricol.com/contact-us/	—	—	—	—	—	—
Value Chain Partners	Yes https://pricol.com/contact-us/	—	—	—	—	—	—

ANNEXURE “F” TO DIRECTORS’ REPORT**26. Overview of the entity's material responsible business conduct issues:**

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	End of life for legacy ICs used in some of our design	Risk	Currently utilizing legacy ICs in some of our design's and they are nearing their end-of-life as per the supplier programs.	<ol style="list-style-type: none"> Our Engineering team has converted many designs with next generation ICs and continue to take the approach in a phased manner. Strategic tie-up's were made with key IC suppliers for support on Priority. All new developments are being considered to be compatible with alternate ICs. 	Negative financial implication
2	Delay in Customer Compensations	Risk	Delays in recovery of customer compensations every quarter from key customers	<ol style="list-style-type: none"> Active discussions were undertaken with customers to control such delays Regular engagement with customer teams with clear account statements to facilitate the amounts to be recovered Weekly monitoring mechanism has implemented with internal teams 	Negative financial implication
3	Waste Management	Opportunity	<p>Safe management of both hazardous and non-hazardous wastes is of utmost importance for Pricol. Waste management is very critical aspect for our industry.</p> <p>We undertake various waste management practices with an aim to recycle and reduce the waste generated while transforming them into valuable resources.</p>	NA	Positive financial impact
4	Employee Engagement	Opportunity	Various Employee Centric initiatives have been under taken for better employee engagement and motivation. Similarly HR Policies are being renewed inline to change in market standards and demands	NA	Positive financial impact

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1- P9 as given below:

- Principle 1 (P1)** Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
- Principle 2 (P2)** Businesses should provide goods and services in a manner that is sustainable and safe
- Principle 3 (P3)** Businesses should respect and promote the well-being of all employees, including those in their value chains
- Principle 4 (P4)** Businesses should respect the interests of and be responsive towards all its stakeholders
- Principle 5 (P5)** Businesses should respect and promote human rights
- Principle 6 (P6)** Businesses should respect, protect and make efforts to restore the environment
- Principle 7 (P7)** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- Principle 8 (P8)** Businesses should promote inclusive growth and equitable development
- Principle 9 (P9)** Businesses should engage with and provide value to their consumers in a responsible manner

Policy and Management Processes

1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs ? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

b. Has the policy been approved by the Board? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

c. Web Link of the Policies, if available

P1	P2	P3	P4	P5	P6	P7	P8	P9
https://pricol.com/wp-content/uploads/2023/01/BusinessResponsibilityPolicy.pdf								

ANNEXURE “F” TO DIRECTORS’ REPORT**2. Whether the entity has translated the policy into procedures? (Yes / No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle.

P1	Pricol Limited Code of Conduct
P2	IATF 16949:2016 (QMS Certification for Automotive Parts)
P3	No
P4	ISO 45001:2018 (Safety Management System Certification)
P5	No
P6	ISO 14001:2015 (Environment Management System Certification)
P7	No
P8	No
P9	No

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

P1	P2	P3	P4	P5	P6	P7	P8	P9
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Pricol Limited is committed to implement the following :

1. ISO 50001 Energy Management
2. ISO 27001 Data Security Management System
3. 75 % Renewable Energy by next financial year

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

P1	P2	P3	P4	P5	P6	P7	P8	P9
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1. **ISO 50001 Energy Management** – The Company is in the process of implementing the systems for the standard
2. **ISO 27001 Data Security Management System** – Under assessment by authority and expected to be completed by FY2024-25
3. **75 % Renewable Energy by next financial year** – We have achieved 62% of energy consumption through renewable sources. The company is striving to achieve the target in FY2024-25

Governance, Leadership and oversight**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**

Board oversees the ESG / Sustainability initiatives of the company. The management has approved the Roadmap with specific goals and targets of ESG. The Board will monitor the implementation of actions for their progress.

ANNEXURE “F” TO DIRECTORS’ REPORT

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

Board of the company continuously evaluates the Company's social, environmental, governance, and economic obligations.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?

No, currently the Board is responsible for decision making on sustainability related issues.

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and required policy and procedure adjustments are adopted.									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with all legal responsibilities that are relevant to the principles, and in case of any non-compliances, the Board looks into and rectifies the issues.									Annually								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

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

ANNEXURE “F” TO DIRECTORS’ REPORT**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****PRINCIPLE 1**

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

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BOD)	Nil	Nil	Nil
Key Managerial Personnel	Nil	Nil	Nil
Employees other than BoD and KMPs	516	Key Topics : POSH, Six Sigma, Time Management, Team Building, Reliability Workshop, Operational Excellence, Lean Manufacturing, Communication Skill, Leadership Skill.	Tracking mechanism is in process of implementation.
Workers	1,088	Key Topics : POSH, 5S, Team Building, First Aid, Poka Yoke & Kaizen, Behaviour Based Safety, Daily Work Management.	

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year:

No fines / penalties / punishment / award / compounding fees / settlement amount were paid in any proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year.

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

Not Applicable

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

Yes, Pricol Limited maintains a strong stance against corruption and bribery, as evidenced by its comprehensive Anti-Corruption and Anti-Bribery Policy. This policy applies to all employees, subsidiaries, and affiliates of the Company, regardless of their position or location. Upholding the highest standards of integrity is expected from every employee in every aspect of their work. The Company ensures compliance with various anti-bribery and anti-corruption laws and regulations across all its facilities. Additionally, all agents, suppliers, contractors, and business partners are made aware of the Company's zero tolerance policy towards bribery and corruption at the beginning of their engagement with Pricol Limited. The Company's commitment to maintaining the highest ethical standards remains unwavering in all its operations worldwide. The policy is readily accessible to stakeholders through the company's website.

Weblink: <https://pricol.com/wp-content/uploads/2023/07/Anti-Bribery-Anti-Corruption-Policy.pdf>

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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 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Directors	—	—
KMPs	—	—
Employees	—	—
Workers	—	—

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

	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	—	—	—	—
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	—	—	—	—

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

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured):

Number of days of accounts payables	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
		66

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

₹ in Lakhs

Parameter	Metrics	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	41.53 %	34.78 %
	b. Number of trading houses where purchases are made from	302	265
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	96.45 %	96.05 %
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	5.30 %	5.56 %
	b. Number of dealers / distributors to whom sales are made	169	146
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	29.38 %	32.25 %
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	39.83 %	34.86 %
	b. Sales (Sales to related parties / Total Sales)	0.31%	0.36 %
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	98.29 %	98.29 %

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Leadership Indicators

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

Sl.No.	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
	Nil	Nil	Nil

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

Yes, Pricol has established procedures to prevent and handle conflicts of interest among board members, in accordance with the Terms of Appointment of Directors to the Board. The Company's Code of Conduct mandates that Board members and Senior Management must refrain from participating in discussions, voting, or influencing decisions on any issue where a conflict of interest exists or may arise. Additionally, they are required to refrain from serving as a Director of a company that competes directly with Pricol, unless approved by the Company's Board of Directors beforehand.

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.

₹ in Lakhs

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year	Details of improvements in environmental and social impacts
Revenue	2.87%	3.57%	We have not tracked the investments made 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.
Capex	0.53%	0.45%	

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

Yes

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

It is challenging to determine the proportion of inputs obtained from the suppliers that contribute to the overall inputs, as the Company utilizes various materials in its manufacturing process. We work to create a framework that will efficiently collect and store data in the years to come.

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

- | | |
|-----------------------------------|----------------|
| a. Plastics (including packaging) | b. E-waste |
| c. Hazardous waste | d. Other waste |

We, Pricol Limited, supply the product directly to the OEMs. The Company has limited scope for reclaiming it at the end of its life cycle. However, the company has system in place to:

- reduce the plastic waste, by sending our finished goods in reusable bins to OEMs.
- ensure safe disposal of Plastic packing, E- waste, Hazardous waste are disposed to authorized Pollution Control Board approved vendors and the recycling certificate is obtained from the authorized vendors.

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Also, the Company has taken sustainability goals to reduce the waste generation. Currently all the wastes are disposed through authorized vendor for safe recycling of product.

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. We have registered for Plastic waste EPR under importer category. All the plastic waste operation is disposed through authorized recycler as per Plastic waste management rules.

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:

S.No.	NIC Code	Name of Product / Service	% of total Turnover Contributed	Boundary for which the life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) if yes, provide the web - link
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The Company aims to integrate sustainability principles into every stage of the product life cycle to the fullest extent possible. However, due to the direct supply of products to OEMs, the Company's ability to conduct life cycle assessments is limited.

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.

S.No.	Name of Product / Service	Description of the risk / concern	Action Taken
1	Oil Pump	There is no risk or concern involved in the products indicated.	1. Different materials used in the products indicated are recyclable. 2. Parts made out of different materials found to be defective at Pricol are recycled at Pricol end. 3. Products sold to our end customers are recycled as per the procedure laid out by them.
2	Water Pump		
3	Fuel Pump Module		
4	Cabin Tilt System		
5	E - Purge Valve		
6	Driver Information System (DIS)	There is no risk or concern involved in the products indicated.	1. All materials used in the indicated products are recyclable, except Electronic Sub. Assembly & Components (E-Waste). 2. E-Waste is shipped to the appropriate vendor approved by Pollution Control Board, for scraping / recycling. 3. Finished Products sold to OEM are recycled as per the procedure laid out by them.
7	Telematics Control Unit (TCU)		
8	Sensors		

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).

S.No.	Indicate input material	Recycled or re-used input material to total material	
		FY 2024 Current Financial Year	FY 2023 Previous Financial Year
1	Waste Water	100 %	100 %
2	Raw Material	Working on a mechanism to capture the data	
3	Finished good packing reuse		

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

	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Since the products are directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle					
E-waste						
Hazardous waste						
Other waste						

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

S.No	Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle.		

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		Poternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,025	1,025	100 %	1,025	100 %	—	—	—	—	—	—
Female	87	87	100 %	87	100 %	87	100 %	—	—	87	100 %
Total	1,112	1,112	100 %	1,112	100 %	87	100 %	—	—	87	100 %
Other than Permanent Employees											
Male	36	36	100 %	36	100 %	—	—	—	—	—	—
Female	6	6	100 %	6	100 %	6	100 %	—	—	6	100 %
Total	42	42	100 %	42	100 %	6	100 %	—	—	6	100%

ANNEXURE “F” TO DIRECTORS’ REPORT

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Moternity Benefits		Poternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	568	568	100 %	568	100 %	—	—	—	—	—	—
Female	199	199	100 %	199	100 %	199	100 %	—	—	199	100 %
Total	767	767	100 %	767	100 %	199	100 %	—	—	199	100 %
Other than Permanent Workers											
Male	3,534	3,534	100 %	3,534	100 %	—	—	—	—	—	—
Female	652	652	100 %	652	100 %	652	100 %	—	—	652	100 %
Total	4,186	4,186	100 %	4,186	100 %	652	100 %	—	—	652	100 %

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

Cost incurred on wellbeing measures as a % of total revenue of the company	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
		0.69%

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

S.No.	Benefits	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
		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.)
1	PF	100 %	100 %	Y	100 %	100 %	Y
2	Gratuity	100 %	100 %	Y	100 %	100 %	Y
3	ESI	100 %	100 %	Y	100 %	100 %	Y

Note: The above calculation is based on the eligible employees / workers as per applicable laws.

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.

The Company has ensured that all of its locations, including the offices and premises, are equipped with ramps, lifts, and handrails for stairwells. This thoughtful provision aims to enhance accessibility for individuals with disabilities, making the Company's premises truly inclusive and accommodating.

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.

Weblink: <https://pricol.com/wp-content/uploads/2023/07/Diversity-Equity-and-Inclusion-Policy.pdf>

ANNEXURE “F” TO DIRECTORS’ REPORT

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

Company do not have Parental Leave Policy.

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

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.

Permanent Workers	Other than Permanent Workers	Permanent Employees	Other than Permanent Employees
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Yes. The Company's Grievance Policy provides a platform for employees to address any work-related concerns they may have. This policy ensures that a designated Grievance Committee, in alignment with the Organization's existing policies, addresses grievances promptly, fairly, and impartially. It covers issues related to a supervisor's, co-worker's or Management's conduct, lack of action, or proposed decisions affecting the employee. As per the grievance resolution process outlined in the policy, the initial step towards resolving any matter is open communication. Employees are encouraged to first attempt informal resolution with their immediate supervisor. If this informal approach proves ineffective and the concern escalates to a grievance level, the employee has the option to formally file a grievance following the procedures outlined in the policy to seek a just resolution.

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

Category	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association (s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association (s) or Union (D)	% (D / C)
- Male	1,025	—	—	981	—	—
- Female	87	—	—	74	—	—
Total Permanent Employees	1,112	—	—	1,055	—	—
- Male	568	491	86 %	594	523	88 %
- Female	199	188	94 %	223	218	98 %
Total Permanent Workers	767	679	89 %	817	741	91 %

ANNEXURE “F” TO DIRECTORS’ REPORT

8. Details of training given to employees and workers:

Category	FY 2024 Current Financial Year					FY 2023 Previous Financial Year *				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	1,061	902	78%	1,154	100%	981	229	22%	1,055	100%
Female	93					74				
Total	1,154					1,055				
Workers										
Male	4,102	3,237	65%	4,953	100 %	594	334	41 %	817	100 %
Female	851					223				
Total	4,953					817				

Note: Above data is captured for overall training given to employees and workers, bifurcation of Male and female will be captured in upcoming years. Pricol provided Health awareness sessions behavior based safety, POSH awareness, First AID training as a health and safety / Wellness measure.

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

Category	FY 2024 Current Financial Year			FY 2023 Previous Financial Year *		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,061	1,061	100 %	981	981	100 %
Female	93	93	100 %	74	74	100 %
Total	1,154	1,154	100 %	1,055	1,055	100 %
Workers						
Male	4,102	4,102	100 %	594	594	100 %
Female	851	851	100 %	223	223	100 %
Total	4,953	4,953	100 %	817	817	100 %

* For FY2023, Permanent workers only considered.

10. Health and Safety Management System:

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

Yes; All manufacturing plants of the Company have obtained certification for ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety (OH&S) Management System Standards to ensure the implementation of an effective occupational health and safety management system. The commitment to safety is upheld by the Top Management, with the ultimate goal of achieving ZERO harm.

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

At Pricol Limited, our top priority is safety. We are dedicated to ensuring a safe working environment by thoroughly assessing and addressing work-related hazards. Our machines undergo rigorous audits and certifications by our Environment, Health, and Safety (EHS) team during the design stage. To effectively manage work-related hazards, we utilize the HIRA Tool (Hazard Identification and Risk Assessment) to review all activities. Additionally, our Permit to Work system is implemented to control non-routine work-related hazards. To ensure continuous improvement, external auditors conduct yearly audits of our work-related hazards.

ANNEXURE “F” TO DIRECTORS’ REPORT

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)

Yes, the company has put in place a Safety Committee and Near Miss reporting system.

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

Yes. Pricol Limited is committed to providing its employees with a comprehensive financial support system that goes beyond their salary. Our company ensures that all employees have access to a range of health and wellness benefits, such as medical insurance and accident insurance for both the employee and their immediate family. These benefits offer financial assistance in case of any unforeseen accidents or serious illnesses.

11. Details of safety related incidents:

Safety Incident / Number	Category	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	—	—
	Workers	—	—
Total recordable work-related injuries	Employees	—	—
	Workers	—	—
No. of fatalities	Employees	—	—
	Workers	—	—
High consequence work-related injury or ill-health (excluding fatalities)	Employees	—	—
	Workers	—	—

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

Safety Policy, Competence, Communications system / policy, Insurance Systems, First Aid, Training, Occupational Health, Inspection Systems, Audits, Procurement, Contractors Control & Risk Assessments: Pricol Limited has established comprehensive safety policies and procedures to address various aspects of health and safety management. This includes ensuring competence and communication among employees, implementing insurance systems, providing first aid services, conducting training programs, focusing on occupational health, implementing inspection systems and audits, managing procurement processes, and controlling risks associated with contractors.

Compliance with statutory requirements: The company ensures that it complies with all preventive healthcare and occupational health and safety requirements mandated by relevant laws and regulations. Pricol Limited aims to proactively identify hazards and determine controls to eliminate or minimize risks to an acceptable level. Additionally, it identifies relevant risks and opportunities related to the occupational health and safety management systems objectives. The Company also organises health awareness programmes and medical camps for employees and workers.

Training programs: Pricol Limited provides comprehensive safety training to its employees, including specific training on working at heights, confined space entry, refresher training, on-site emergency response training, and on-the-job safety training. This ensures that employees are equipped with the necessary knowledge and skills to handle various safety situations.

Safety Committee: The Company has established a Safety Committee that collaborates with management to achieve the objectives outlined in the Health, Safety, and Environment (HSE) Policy. The committee addresses health, safety, and environmental matters, provides practical solutions to problems, promotes safety awareness among workers, and conducts educational, training, and promotional activities.

The health and safety management systems at Pricol Limited involve active involvement and participation from shop floor workers to management. The Company focuses on hazard identification, risk assessment, health and well-being programs, emergency response planning, compliance with local regulations, and management

ANNEXURE “F” TO DIRECTORS’ REPORT

systems. Additional measures include wellness initiatives, medical check-ups, workplace audits, co-operation with global health and safety leaders, and floor-based safety control measures.

By implementing these measures, Pricol Limited strives to create a safe and healthy work environment for its employees, ensuring their well-being and minimizing the likelihood and consequences of potential hazards and risks.

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

	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	—	—	NA	—	—	NA
Health & Safety	—	—	NA	—	—	NA

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	100 %

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

At Pricol Limited, we diligently monitor accidents across all our facilities. The significant decrease in health and safety incidents can be attributed to the unwavering dedication of both our management and employees in maintaining a secure work environment. By adhering to our established management approach and embracing a health and safety mindset, we strive to ensure the well-being of everyone involved in our operations.

Leadership Indicators

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

- a. Employees (Y/N) b. Workers (Y/N)

Yes, Pricol offers assistance in the event of a tragic occurrence such as death and also has a death relief settlement in place for its employees and workers.

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

The Company ensures that all statutory dues are deducted and deposited by the value chain partners, emphasizing the importance of adherence to support business responsibility principles and ideals of transparency and accountability.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q.11 of Essential Indicators above), who have been are 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 2024 Current Financial Year	FY 2023 Previous Financial Year	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Employees	—	—	—	—
Workers	—	—	—	—

ANNEXURE “F” TO DIRECTORS’ REPORT

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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	All the critical suppliers are evaluated for health and safety working condition practices. Only ethical business suppliers are part of our value chain partners. Each of the suppliers signs the Code of conduct of the company.
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.

During the vendor selection process, we will assess Health and Safety working conditions and Environmental Legal requirements. Only suppliers who meet these criteria will be considered for partnership, and they will undergo periodic re-evaluation as needed.

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.

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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

S.No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Employees	No	Internal web portal, employee newsletters, posters and notice boards.	On need basis	Safety, professional growth of employees, well being, training and awareness.
2.	Investors / Shareholders	No	As Needed: Press releases and press conferences, email advisories, facility visits, in-person meetings, investor conferences, conference calls expectations.	Quarterly. Financial statements, earnings call, exchange notifications, press conferences	1. Educating the investor community about company integrated value creation model and Business Plan for the long term. 2. Helping investors voice their concerns regarding Company policies, reporting, etc. 3. Understanding Shareholder expectations.
3.	Suppliers & Service providers	No	1. Supplier & Vendor meets 2. Dialogue in the context of industry initiatives, joint events, training courses, presentations	On need basis	Supply of material & services.

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.

Pricol Limited formed an ESG Committee. The ESG committee will be responsible for keeping the Board informed about various developments and seeking input from the Directors. Continuous stakeholder engagement, combined with an in-depth assessment by the ESG committee, will aid the organisation in aligning its business with ESG, allowing it to better serve its stakeholders.

ANNEXURE “F” TO DIRECTORS’ REPORT

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, Pricol Limited has consistently upheld a consistent and forward-thinking approach in engaging with its primary stakeholders, enabling it to efficiently pursue its ESG strategies and ensure transparency in its results. In compliance with existing regulations and ongoing stakeholder interactions, the Company conducts regular assessments to revise and reissue policies as necessary.

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

Please refer to the following link for information about the Company's community work: <https://pricol.com/csr/>

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:

There have been no training program conducted during this year on human rights issues and policies.

2. Details of minimum wages paid to employees and workers:

Category	FY 2024 Current Financial Year					FY 2023 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	1,112	—	—	1,112	100 %	1,055	—	—	1,055	100 %
Male	1,025	—	—	1,025	100 %	981	—	—	981	100 %
Female	87	—	—	87	100 %	74	—	—	74	100 %
Other than Permanent	42	—	—	42	100 %	66	—	—	66	100 %
Male	36	—	—	36	100 %	61	—	—	61	100 %
Female	6	—	—	6	100 %	5	—	—	5	100 %
Workers										
Permanent	767	—	—	767	100 %	817	—	—	817	100 %
Male	568	—	—	568	100 %	594	—	—	594	100 %
Female	199	—	—	199	100 %	223	—	—	223	100 %
Other than Permanent	4,186	—	—	4,186	100 %	3,711	553	15	3,158	85 %
Male	3,534	—	—	3,534	100 %	3,193	440	14	2,753	86 %
Female	652	—	—	652	100 %	518	113	22	405	78 %

ANNEXURE “F” TO DIRECTORS’ REPORT

3. Details of remuneration / salary / wages:

a. Median Remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)	Number	Median remuneration/ salary/wages of respective category (₹ in Lakhs)
Board of Directors (BoD)	8	9.23	2	204.77
Key Managerial Personnels (Chairman, MD, CEO, CFO, CS)	4	95.46	1	402.35
Employees other than BoD and KMP	1,058	0.47	93	0.35
Workers	4,102	0.14	851	0.14

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Gross wages paid to females as % of total wages%	12 %	11 %

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, Employees are encouraged to bring forth their complaints or grievances to the Human Resource department. No form of retaliation or reprisal will be tolerated against any employee or associate who raises concerns. An investigative committee will be established to look into the reported issues. This committee will be tasked with assessing the reported problems and ensuring that they are resolved. Working closely with Senior Management, the committee will propose an appropriate course of action.

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

To ensure a harmonious work environment devoid of employee complaints, it is crucial to have a reliable and steadfast grievance redressal forum in place. This forum serves as a vital support system, guaranteeing a healthy atmosphere for all employees. The management consistently ensures the existence of a formal grievance procedure, communicates any procedural changes, promptly investigates all grievances, treats all employees who file complaints fairly, maintains confidentiality throughout the process, resolves all grievances, and upholds a strict no-retaliation policy. The mechanism operates by adhering to the following instructions:

- If an employee feels comfortable discussing the matter openly, they should approach their immediate supervisor or reporting manager, or contact the location HR department to address and resolve the concern.
- If an employee is hesitant to discuss the matter openly, they should complete an employee grievance redressal form (available with the location HR department or printed forms placed under the feedback box) and submit it anonymously in the feedback box.

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

	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	—	—	—	—	—	—
Discrimination at workplace	—	—	—	—	—	—
Child Labour	—	—	—	—	—	—
Forced / Involuntary Labour	—	—	—	—	—	—
Wages	—	—	—	—	—	—
Other human rights related issues	—	—	—	—	—	—

ANNEXURE “F” TO DIRECTORS’ REPORT

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

During the handling of complaints within the grievance redressal mechanism, utmost care is taken to ensure that the inquiry is conducted in a peaceful manner to prevent any stressful situations. The entire process is executed with a high level of confidentiality. The Company's Grievance Policy mandates that any staff member involved in an issue must maintain confidentiality at all times. Any harsh or disrespectful behavior during grievance proceedings is not tolerated and will be considered misconduct under the Organization's disciplinary policies, leading to strict actions against such unethical conduct.

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

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100 %
Forced Labour / Involuntary Labour	100 %
Sexual Harassment	100 %
Discrimination at Workplace	100 %
Wages	100 %

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

All the plants owned by the Company were determined to have no adverse effects, thus necessitating no corrective measures on the aforementioned criteria.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.: Not applicable

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

Human rights due diligence is yet to be conducted. We are planning to take it up in the coming years.

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	100 %
Forced Labour / Involuntary Labour	100 %
Sexual Harassment	100 %
Discrimination at Workplace	100 %
Wages	100 %

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.: Not applicable

ANNEXURE “F” TO DIRECTORS’ REPORT**PRINCIPLE 6**

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

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

Parameter	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
From renewable sources				
Total electricity consumption (A)	57,449	GJ	17,690	GJ
Total fuel consumption (B)	—	GJ	—	GJ
Energy consumption through other sources (C)	—	GJ	—	GJ
Total energy consumption (A+B+C)	57,449	GJ	17,690	GJ
From non-renewable sources				
Total electricity consumption (D)	32,769	GJ	57,847	GJ
Total fuel consumption (E)	12,907	GJ	11,869	GJ
Energy consumption through other sources (F)	—	GJ	—	GJ
Total energy consumed from non-renewable sources (D+E+F)	45,676	GJ	69,716	GJ
Total energy consumed (A+B+C+D+E+F)	103,125	GJ	87,406	GJ
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.00000471	GJ/Rupee	0.00000467	GJ/Rupee
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	—	—	—	—
Energy intensity in terms of physical output	—	—	—	—

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

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

No

ANNEXURE “F” TO DIRECTORS’ REPORT

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

Parameter	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
Water withdrawal by source in kilolitre				
(i) Surface water	—	—	—	—
(ii) Groundwater	92,455.65	m3	83,975.40	m3
(iii) Third party water	36,971.95	m3	26,430.15	m3
(iv) Seawater / desalinated water	—	—	—	—
(v) Others by the entity	50.00	m3	382.00	m3
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,29,477.60	m3	1,10,787.55	m3
Total volume of water consumption (in kilolitres)	1,29,477.60	m3	1,10,787.55	m3
Water intensity per rupee of turnover (Water consumed / revenue from operations)	0.00000591	kilolitre/rupees	0.00000592	kilolitre/rupees
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	—	—	—	—
Water intensity in terms of physical output	—	—	—	—
Water intensity (optional) – the relevant metric may be selected by the entity	—	—	—	—

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

4. Provide the following details related to water discharged:

Parameter	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
Water discharge by destination and level of treatment (in kilolitres)				
(i) To Surface water	—	—	—	—
No treatment	—	—	—	—
With treatment	—	—	—	—
- Primary treatment	—	—	—	—
- Secondary treatment	—	—	—	—
- Tertiary treatment	—	—	—	—
(ii) To Groundwater	69,724	m3	53,904	m3
No treatment	—	—	558	m3
With treatment	69,724	m3	53,346	m3
- Primary treatment	—	—	1,803	m3
- Secondary treatment	69,724	m3	12,590	m3
- Tertiary treatment	—	—	38,953	m3

ANNEXURE “F” TO DIRECTORS’ REPORT

Parameter	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
(iii) To Seawater	—	—	—	—
No treatment	—	—	—	—
With treatment	—	—	—	—
- Primary treatment	—	—	—	—
- Secondary treatment	—	—	—	—
- Tertiary treatment	—	—	—	—
(iv) Sent to third-parties	6,369	m3	—	—
No treatment	2,260	m3	—	—
With treatment	4,109	m3	—	—
- Primary treatment	4,109	m3	—	—
- Secondary treatment	—	—	—	—
- Tertiary treatment	—	—	—	—
(v) Others	—	—	—	—
No treatment	—	—	—	—
With treatment	—	—	—	—
- Primary treatment	—	—	—	—
- Secondary treatment	—	—	—	—
- Tertiary treatment	—	—	—	—
Total water discharged (in kilolitres)	76,093	m3	53,904	m3

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

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

We Pricol Limited are working towards Zero Liquid discharge systems, our industrial process water are treated through effluent treatment system having capacity of 10 Kilolitre / Day, Industrial water are 100% treated with Effluent treatment system, Treated water is reused and Treated sludge from the process are disposed to the authorized pollution control board vendor to reuse as alternate fuel resource in cement industry.

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

Parameter	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Value	Unit	Value	Unit
Air emissions (other than GHG emissions)				
(i) NOx	0.56	MT	0.15	MT
(ii) SOx	0.09	MT	—	MT
(iii) Particulate Matter (PM)	0.09	MT	0.02	MT
(iv) Persistent Organic Pollutants (POP)	—	MT	—	MT
(v) Volatile Organic Compounds (VOC)	—	MT	1.76	MT
(vi) Hazardous Air Pollutants (HAP)	—	MT	—	MT

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, the independent assessment is carried out by below listed external agency for the respective plants
 Plant 1,3 & 10 – SMS Labs Service Private Limited Plant 2 & 9 – Balwan Singh Universal Analytical Lab
 Plant 7 – Newcon Consultants and Laboratories Plant 5 – Mitcon Consultants and Laboratories
 Plant 12 – Eurofine Enviro Lab Private Limited

ANNEXURE “F” TO DIRECTORS’ REPORT

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023 - 24	FY 2022 - 23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,519	817
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,554	14,582
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent / rupee	0.00000037	0.00000082
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	—	—	—
Total Scope 1 and Scope 2 emission intensity in terms of physical output	—	—	—
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	—	—	—

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

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

We Pricol Limited are working strongly towards reducing the Green House Gas emission, with list of projects as mentioned below.

1. We are operating our plants with 62% renewal energy for FY 2024. We are working towards 100 % renewal energy for FY 2026.
2. We have produced an annual power output of 3.3 million units through the utilization of rooftop solar energy.
3. We prioritize the use of natural lighting whenever feasible and actively encourage the adoption of energy-efficient equipment to minimize greenhouse gas emissions.
4. In the fiscal year 2023-24, power purchase arrangement was utilized to procure a total of 12.6 million units of renewable energy.
5. Started replacing all diesel operated internal goods movement vehicles with EVs.

ANNEXURE “F” TO DIRECTORS’ REPORT**9. Provide details related to waste management by the entity:**

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
	Total Waste generated (in metric tonnes)	
Hazardous waste		
Plastic waste (A)	454.96	318.65
E-waste (B)	45.98	38.05
Bio-medical waste (C)	—	—
Construction and demolition waste (D)	1,080.00	6.62
Battery waste (E)	1.23	0.73
Radioactive waste (F)	—	—
Other Hazardous waste (G)		
Used or Spent oil	11.25	17.28
Waste or residue containing oil	2.13	17.50
Spent solvent	70.81	30.15
Process waste or residue	0.21	21.77
Chemical sludge	0.30	0.08
Oil & grease skimming	—	0.62
Chemical container waste	5.30	7.21
Heavy metals (Zinc & Lead)	0.99	—
Other Non-hazardous waste generated (H)		
Aluminum scrap	54.60	52.35
Metal Waste	419.69	161.24
Paper or cardboard waste	334.62	369.73
Polycarbonate Opaque Purge	21.86	3.68
Glass waste	3.96	4.69
Food waste	34.70	5.07
Municipal Waste (General Trash)	132.63	—
Other	168.73	122.83
Wooden Waste	123.82	—
Total (A + B + C + D + E + F + G + H)	2,967.77	1,178.25

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Parameter	FY 2023 - 2024	FY 2022 - 2023
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000001354	0.0000000629
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	—	—
Waste intensity in terms of physical output	—	—
Waste intensity (optional) – the relevant metric may be selected by the entity	—	—

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2023 - 2024	FY 2022 - 2023
(i) Recycled	2,967.77	1,178.25
(ii) Re-used	—	—
(iii) Other recovery operations	—	—
Total	2,967.77	1,178.25

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2023 - 2024	FY 2022 - 2023
(i) Incineration	—	—
(ii) Landfilling	—	—
(iii) Other disposal operations	—	—
Total	—	—

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

10. 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.

At Pricol, we place a strong emphasis on Waste Management and actively promote the principles of Reduce, Recycle, and Reuse. We categorize waste based on its characteristics, and disposal is carried out by authorized personnel designated by the Pollution Control Board, aligning with our commitment to the zero-landfill concept.

To conserve water Management, we have implemented measures such as collecting and replenishing 100% of rainwater into the ground, enabling us to maximize the reuse of water and minimize our reliance on freshwater sources. Our cumulative rainwater storage capacity is up to 2500 KL, allowing us to effectively capture and utilize this valuable resource. Additionally, we treat and reuse wastewater for specific processes, further optimizing our water usage.

Our Waste to Wealth Projects:-

Zero waste to landfill concepts are implemented in our plant. All the Hazardous waste generated is now being recycled only through authorized recycler.

ANNEXURE “F” TO DIRECTORS’ REPORT

To Reduce the waste Generation various initiatives are taken as listed below

- By optimizing the space in packing standard which reduced up to 2 ton of carton waste generation.
- By brainstorming ideas from various team, foam rolls (packing material) are reused till end of life cycle and waste generation reduced up to 18,000 Kg Per year.
- By using the recycled material in packing systems carton waste reduced up to 96,000 Kg per year.
- We have optimized the Poly cover size for packing which reduces the plastic waste generation up to 1740 Kg per year.

11. **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:**

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

There is no requirement for environmental impact assessment.

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

The Company is in compliance with all applicable environmental laws.

Leadership Indicators

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

No Pricol plant is located in water stress area.

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

Parameter	FY 2023 - 24	FY 2022 - 23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Scope-3 emissions are not considered in Pricol Limited emission calculations presently. We are in the process including the same in the upcoming years.	
Total Scope 3 emissions per rupee of turnover		
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity		

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

3. **With respect to the ecologically sensitive areas reported at Question 11 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.

ANNEXURE “F” TO DIRECTORS’ REPORT

4. 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 :

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water Conservation	The Sewage Water Treatment Plant (STP) data are connected to online continual monitoring system.	Effective use of resources.
2	Energy conservation	Light Motion sensors are installed.	Electric power consumption is reduced.

5. Does the entity have a business continuity and disaster management plan?

We Pricol limited, have "EMERGENCY PREPAREDNESS AND RESPONSE" to identify potential environmental emergency situations, accidents / incidence and subsequent prevention, control and mitigation of environmental associated impacts and OHS related risks considering of environmental emergency plan.

We are having emergency communication matrix, which addresses the emergency communication matrix and hierarchy of responsibility.

6. 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.

Not applicable.

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

All of our value chain partners are assessed for environmental impacts.

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.

Pricol Limited affiliates with 8 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	Confederation of Indian Industries (CII)	National
2	Automotive Components Manufacturers' Association (ACMA)	National
3	Society of Indian Automobile Manufacturers (SIAM)	National
4	Engineering Export Promotion Council of India (EEPC)	National
5	Quality Circle Forum of India (QCFI)	National
6	The Global Association for Electronics Manufacturing (IPC)	National
7	Coimbatore Management Association	State
8	Employers Federation of Southern India - EFSI	National

ANNEXURE “F” TO DIRECTORS’ REPORT

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

There were no incidents of anti-competitive behavior involving the Company during the reporting period (2023-24)

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
Not Applicable					

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
There is no requirement for the company to do Social Impact Assessment					

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

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 Lacs INR)
Not Applicable						

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

Pricol Limited's CSR Team diligently oversees CSR Projects and maintains regular communication with the communities in the operational areas. Any grievances that arise are promptly addressed and resolved by the CSR Team.

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Directly sourced from MSMEs / small producers	35.6 %	40.5 %
Sourced directly from within the district and neighbouring districts	58.9 %	65.4 %

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023 - 24	FY 2022 - 23
Rural	We are working on capturing the data. The details will be shared in the subsequent years.	
Semi-urban		
Urban		
Metropolitan		

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

ANNEXURE “F” TO DIRECTORS’ REPORT

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):

S.No.	Details of negative social impact identified	Corrective action taken
1	NIL	NIL

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

S.No.	State	Aspirational District	Amount spent (In INR)
1	NIL	NIL	NIL

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Y/N) : No
 b. From which marginalized /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
1	NIL	NIL	NIL	NIL

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

Name of authority	Brief of the Case	Corrective action taken
NIL	NIL	NIL

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Contribution to Government Hospital - Medical Equipment and other infra structural support (Satara, Maharashtra)	Immeasurable	NA
2	Tree Plantation (Coimbatore, Tamil Nadu)	Immeasurable	NA
3	Eye Camp at Govt. Schools (Coimbatore, Tamil Nadu)	12,370	NA
4	Eye Camp-Public (Coimbatore, Tamil Nadu)	250	NA
5	Renovation of Government school building (Tirupur, Tamil Nadu)	400	NA
6	Wildlife SOS (New Delhi)	Non-measurable	NA
7	Contribution to old age home (Pune, Maharashtra)	10	NA
8	Contribution to children education (Pune, Maharashtra)	50	NA
9	Primary Healthcare Centre - Renovation & Repair of Existing building (Tirupur, Tamil Nadu)	Immeasurable	NA
10	Contribution to School – Computers & Accessories (Coimbatore, Tamil Nadu)	130	NA
11	Contribution to School - Distribution of bags and water bottles (Gurugram, Haryana)	275	NA
12	Contribution to Anganwadi Centre - Infrastructure Facility (Sri City, Andhra Pradesh)	50	NA
13	Contribution to School - Infrastructure Facility (Satara, Maharashtra)	70	NA
14	Renovation of Government school building (Rudrapur, Uttarkhand)	70	NA
15	Construction of Government school building (Coimbatore, Tamil Nadu)	150	NA

ANNEXURE “F” TO DIRECTORS’ REPORT

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.

Customer feedback and satisfaction play crucial roles at Pricol Limited. The Company interacts with customers through multiple channels to grasp their needs. Feedback is collected through email, phone calls, quality forms, and quarterly satisfaction surveys. Top management regularly analyzes satisfaction trends to identify areas for enhancement.

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	Pricol products adhere to the specifications and regulatory demands of our customers, encompassing labeling and identification to ensure secure and responsible utilization, as well as end-of-life recycling and safe disposal. As the products are directly supplied to the OEMs, the company's ability to provide information regarding environmental and social parameters, safe usage, recycling, and safe disposal is limited.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	—	—	—	—	—	—
Advertising	—	—	—	—	—	—
Cyber-security	—	—	—	—	—	—
Delivery of essential services	—	—	—	—	—	—
Restrictive Trade Practices	—	—	—	—	—	—
Unfair Trade Practices	—	—	—	—	—	—
Other	—	—	—	—	—	—

Note: Pricol Limited is a tier 1 supplier to automotive OEMs. As a B2B business we do not have any direct interaction with the end consumer and do not receive any such complaints.

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

	Number	Reasons for recall
Voluntary recalls	—	No Recalls
Forced recalls	—	No Recalls

ANNEXURE “F” TO DIRECTORS’ REPORT

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

IT Policies are available in our intranet portal.

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

Not Applicable

7. **Provide the following information relating to data breaches:**

- | | | |
|---|---|-----|
| a. Number of instances of data breaches | – | NIL |
| b. Percentage of data breaches involving personally identifiable information of customers | – | NA |
| c. Impact, if any, of the data breaches - | – | NIL |

Leadership Indicators

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

Pricol Limited's website has information about all of the products it offers. The web-link for the site is www.pricol.com

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

As the Company's products are supplied directly to OEMs for assembly and distribution to end customers, Pricol does not have the opportunity to educate or inform end users about the safe and responsible use of its products.

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

Pricol has a restricted ability to communicate the potential risks of service disruption or discontinuation to end users, as the Company's products are supplied directly to OEMs for assembly and distribution to customers.

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 with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, the products are fabricated, devised, and examined in accordance with the OEM customer-specific prerequisites, encompassing the obligatory standard examination essential for the merchandise.

★★★★★