



INSOLATION ENERGY LTD.



SOLAR PANEL | BATTERY | PCU

CIN: L40104RJ2015PLC048445 | GST No.: 08AADC19937J1Z0

7th September, 2024

To,
The Manager – Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai-400 001
BSE Scrip Code: 543620
Symbol: INA

Subject: Business Responsibility and Sustainability Report for the financial year 2023-24

Dear Sir/Madam,

The Business Responsibility and Sustainability Report of the Company for the financial year 2023-24, is attached.

Kindly take the same on your records.

Thanking You,
For and on behalf of Insolation Energy Limited

Manish Gupta
Chairman & Whole Director
DIN: 02917023
Encl: As above

Registered/Corporate Office: Fluidcon House, C-02, New Atish Market Extension, Behind Inox Cinema Hall, Jaipur-302029 (Raj.), India. | Ph.: +91 - 141 - 2996001, 2996002

Factory (A): Near Daulatpura Toll Tax, Jaipur-Delhi Bypass, Jaipur. - 303805

Factory (B): Jatawali Industrial Area, Tehsil Chomu, Jaipur – 303806

Delhi Office: 502 A, Arunachal Building, Barakhamba Road, Connaught Place, New Delhi - 01 | Ph.: +91-11-43723333

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Annexure-XII

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FOR FINANCIAL YEAR
2023-24**

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L40104RJ2015PLC048445
2.	Name of the Listed Entity	Insolation Energy Limited
3.	Year of Incorporation	2015
4.	Registered Office Address	C - 02 New Aatish Market Extension, Gopalpura Bypass, Jaipur – 302020, Rajasthan
5.	Corporate Address	G-25, City Centre , Sansarchand Road Near MI Road, Jaipur-302001, Rajasthan, India
6.	E-mail	cs@insolationenergy.in
7.	Telephone	0141-4019103
8.	Website	https://insolationenergy.in
9.	Financial Year for which reporting being is done	2023-24
10.	Name of the Stock Exchanges(s) where shares are listed	BSE Limited
11.	Paid up Capital	Rs. 20,83,20,000
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR Report	Name: Vikas Jain Designation: Managing Director Telephone: - +91 141-4019103 Email: info@insolationenergy.in
13.	Reporting Boundary (Standalone/Consolidated)	The disclosures made in the BRSR Report are on the Consolidated basis (along with Wholly Owned Subsidiary -Insolation Green Energy Private Limited) Herein referred to as “Company” or “Insolation”
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

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	Manufacturing of Solar Panel	99.44%



17. 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	Solar Module (Non conventional Energy apparatus) Manufacturing Unit	35105	99.44%

III. Operations

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

Location	Number of Plants	Number of offices	Total
National	2	2	4
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	0

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

c. A brief on types of customers: A rich history of successful operations in the industry, the company boasts an impressive record of more than 10,000 clients, more than 600 completed projects, and a strong network of more than 700 Channel Partners across 100+ Districts.

INA Solar has supplied more than 700 MW of modules by participating in key government schemes like JJM, SECI, PM Kusum Yojana (A/B/C), PM Surya Ghar Yojana, BREDA, HAREDA, Rajasthan Rooftop Projects, Gujarat Rooftop Projects, BSNL, Solar Park and more.

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)	110	99	90%	11	10%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	110	99	90%	11	10%



WORKERS						
4.	Permanent (F)	131	124	94.6%	7	5.4%
5.	Other than Permanent (G)	279	267	95.0%	12	5.0%
6.	Total workers (F + G)	410	391	95.3%	19	4.7%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	3	38%
Key Management Personnel	2	2	100%

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.33%	0.33%	0.66%	0.12%	0.16%	0.28%	0.52%	0.20%	0.72%
Permanent Workers	0.21%	0%	0.21%	0.03%	0%	0.3%	0.18%	0%	0.18%



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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Associate/ Venture	whether Subsidiary/ Joint	% 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	Insolation Green Energy Private Limited	Wholly Owned Subsidiary		100%	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in Rs.): Rs. 22928.66 Lakhs
(iii) Net worth (in Rs.): Rs.5118.78 Lakhs

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 2023-24 Current Financial Year			FY 2022-23 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	0	0	None	0	0	None
Investors (other than shareholders)	Yes	0	0	None	0	0	None
Shareholders	Yes	1	0	All the complaints duly resolved	4	0	All the complaints duly resolved



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 2023-24 Current Financial Year			FY 2022-23 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
				by Company			by Company
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	None	-	-	-	-	-	-

If yes then provide web link for grievance redressal policy: Company has grievance redressal mechanism in place however it is internal policy and not available in public domain.

26. 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 issued 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	Water Conservation and Management	Risk	Effective water management is crucial for the Company's operations, as continuous and reliable water sourcing is vital to its functioning.	The Company not only meets the statutory criteria set by regulatory authorities for water sourcing but also takes proactive measures to optimize its usage. The Company's	Negative



S. No.	Material issued 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)
			As climate changes and droughts become more frequent, water availability is becoming a significant risk in various regions.	water management strategy includes reducing freshwater consumption, implementing water recycling/reuse, and promoting water-saving initiatives.	
2	Social and environmental compliance	Risk	Compliance with laws and regulations	To ensure 100% social and environmental compliance.	Negative
3	Waste and Hazardous Materials Management	Risk	Mismanagement of hazardous materials can jeopardize the well-being and safety of employees, while also resulting in considerable environmental harm, including contamination of soil and water.	We have a well-established waste management practice in place which ensure the appropriate waste disposal as per the waste category defined by the State Pollution Control Board.	Negative
4	Human rights & labour conditions	Risk	Violations of human rights can result in significant reputational damage.	Human rights Assessment for operations.	Negative
5	Employee & workforce engagement, welfare	Risk	Higher employee turnover will lead to lower productivity and loss of tacit knowledge	Prioritize employee engagement, refine recruitment and onboarding processes, offer competitive compensation and benefits, provide ongoing	Negative



S. No.	Material issued 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)
				development opportunities, promote work-life balance, and conduct thorough exit interviews for feedback. These steps help retain talent, sustain productivity, and safeguard tacit knowledge within the organization.	
6	Data security, privacy, and cybersecurity	Risk	Access to sensitive data by miscreants and loss of data integrity.	Strong information security architecture.	Negative
7	Customer Opportunity	Opportunity	Customer relationship Management plays a significant role in our business operations.	-	Positive
8	Skill Development	Opportunity	Creating a best employee experience and gaining recognition as one of the good employers in our main operating areas will aid us in attracting, hiring, and retaining talented individuals.	-	Positive
9	Regulatory Compliance	Opportunity	Regulatory compliance is an opportunity for our industry to demonstrate its commitment for Sustainable, transparent	-	Positive



S. No.	Material issued 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)
			operations and market presence.		
10	Innovation and R&D	Opportunity	Investing in research and development, product testing, and continuous improvement can lead to innovative products that meet customers' needs and exceed their expectations.	-	Positive
11	Product Quality	Opportunity	Continuously refining and enhancing product quality through active feedback collection presents a significant opportunity for us. By prioritizing customer and stakeholder input, the Company can identify areas for improvement, address potential issues proactively, and ensure that its products consistently meet or exceed market expectations.	-	Positive

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.

Principles and Abbreviations:

P1 Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable

P2 Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

P3 Principle 3: Business should respect and promote the well-being of all employees, including those in their value chains



- P4** Principle 4: Businesses should respect the interests of, and be responsive to all its stakeholders
P5 Principle 5: Businesses should respect and promote human rights
P6 Principle 6: Businesses should respect and make efforts to protect and restore the environment
P7 Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8 Principle 8: Businesses should promote inclusive growth and equitable development
P9 Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, various policies implemented by the Company covers these principles. The Company is in process of formulating separate policy for each principle.								
b. Has the policy been approved by the Board? (Yes/No)	All the policy is approved by the Board of Directors.								
c. Web Link of the Policies, if available	https://insolationenergy.in/investors/policy								
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	These policies are generally compliant with respective principles of NGRBC which align with wherever applicable e.g. ISO 9001 (for Quality Management System), ISO 14001: 2015 (for Environmental Management System), ISO 45001 (for Health & Safety Management System) for Product BIS, IEC, ALMM Approved								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have identified our key material topics and are currently tracking all KPIs related to our business.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are progressing well on all our key material topics.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									



Dear Stakeholders,

I am pleased to present the Insolation Energy Limited Business Responsibility and Sustainability Report, which is a testimony to our commitment to sustainability and outlines our commitment to Environmental, Social, and Governance (ESG) principles.

Environmental Responsibility: At Insolation we recognize the importance of minimizing our ecological footprint and contributing to a sustainable future.

Social Responsibility: Our relationship with local communities has been a cornerstone of our success. The key challenge for social programs that we have been cognizant of has been ensuring long term positive impact on the communities in which we operate. We are actively engaged in capacity-building initiatives, such as providing livelihood opportunities to local residents.

Governance: Transparent and ethical governance is the bedrock of our business operations. Maintaining a high standard of corporate governance across a diverse portfolio spread over hundreds of decentralized and often remote operating locations is always a critical challenge. We take pride that our Company has consistently and successfully maintained a robust governance framework, with all our projects adhering to stringent regulatory and compliance standards. Looking ahead, we are committed to continual improvement to raise the bar even higher.

In conclusion, our Business Responsibility and Sustainability Report underscores our unwavering dedication to ESG principles and our mission to create lasting positive impact. We remain steadfast in our pursuit of sustainability and are confident that, together with your continued support, we can pave the way for a greener, more inclusive, and responsible future for generations to come.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Manish Gupta Chairman & Wholetime Director and Mr. Vikas Jain Managing Director oversees the implementation in consultation with various functional heads.																																							
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.	Yes, Mr. Manish Gupta Chairman & Wholetime Director and Mr. Vikas Jain Managing Director 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																																							
	<table border="1"> <tr> <td colspan="2" data-bbox="922 1496 1383 1659">Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</td> </tr> <tr> <td data-bbox="496 1659 523 1756">P</td> <td data-bbox="523 1659 550 1756">P</td> <td data-bbox="550 1659 577 1756">P</td> <td data-bbox="577 1659 604 1756">P</td> <td data-bbox="604 1659 632 1756">P</td> <td data-bbox="632 1659 659 1756">P</td> <td data-bbox="659 1659 686 1756">P</td> <td data-bbox="686 1659 713 1756">P</td> <td data-bbox="713 1659 740 1756">P</td> <td data-bbox="740 1659 767 1756">P</td> <td data-bbox="767 1659 794 1756">P</td> <td data-bbox="794 1659 821 1756">P</td> <td data-bbox="821 1659 849 1756">P</td> <td data-bbox="849 1659 876 1756">P</td> <td data-bbox="876 1659 903 1756">P</td> <td data-bbox="903 1659 930 1756">P</td> <td data-bbox="930 1659 957 1756">P</td> <td data-bbox="957 1659 984 1756">P</td> <td data-bbox="984 1659 1011 1756">P</td> </tr> <tr> <td data-bbox="496 1756 523 1816">1</td> <td data-bbox="523 1756 550 1816">2</td> <td data-bbox="550 1756 577 1816">3</td> <td data-bbox="577 1756 604 1816">4</td> <td data-bbox="604 1756 632 1816">5</td> <td data-bbox="632 1756 659 1816">6</td> <td data-bbox="659 1756 686 1816">7</td> <td data-bbox="686 1756 713 1816">8</td> <td data-bbox="713 1756 740 1816">9</td> <td data-bbox="740 1756 767 1816">1</td> <td data-bbox="767 1756 794 1816">2</td> <td data-bbox="794 1756 821 1816">3</td> <td data-bbox="821 1756 849 1816">4</td> <td data-bbox="849 1756 876 1816">5</td> <td data-bbox="876 1756 903 1816">6</td> <td data-bbox="903 1756 930 1816">7</td> <td data-bbox="930 1756 957 1816">8</td> <td data-bbox="957 1756 984 1816">9</td> </tr> </table>	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)		P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																																								
P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P																						
1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9																							
Performance against above policies and follow up action	All the policies of the Company are approved by the Board and reviewed periodically or on a need basis by the Managing Director as a part of ESG review. During the review, the effectiveness of the Policies is evaluated and necessary amendments to Policies and procedures are implemented.																																							



Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the extant regulations and principles as are applicable.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Regularly, the Board of Directors and Management assess the Company's compliance with its established policies.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1 BUSINESS SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.



ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of person in respective category covered by the awareness programmes
Board of Directors	1	Organizational Performance, Internal Control	100%
Key Managerial Personnel	1	Code of Conduct & Whistle Blower Policy	100%
Employees other than BoD and KMPs	6	Team Building, Mentoring, Code of Conduct, Conducting training & grooming sessions, ERP training.	100%
Workers	3	Enhancing productivity, Technical/functional programs, Firefighting & Safety Awareness.	100%

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

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



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

NIL

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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, the Company's Code of Business Ethics includes a clear mandate against corruption and bribery. The Company adopts a zero-tolerance approach towards bribery and corruption, committed to acting professionally, fairly, and with integrity in all its business dealings across all verticals. The Policy link is <https://insolationenergy.in/investors/policy>

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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors		
KMPs		
Employees		
Workers		

NIL

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

	FY 2023-24 (current financial year)		FY 2022-23 (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				

NIL



issues of Conflict of Interest of 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 (No such cases on corruption and conflicts of interest)

8. Number of days of (accounts payable *365)/cost of goods /services procured in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (previous financial year)
Number of days accounts payables	17.74	26.00

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 the following format:

Parameter	Metrics	FY 2023-24 (current financial year)	FY 2022-23 (previous financial year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	3.23%	10.69%
	b. Number of trading houses where purchases are made from	73	208
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	3.11%	7.06%
Concentration of sales	a. Sales to dealers /distributers as % of total sales	5.35%	11.23%
	b. number of distributers /dealers to whom sales are made	46	24
	c. sales to top 10 dealers as % of total sales to dealers/distributers	5.08%	1.63%
Shares of RPTs in	a. Purchases(Purchases with related parties/total purchases)	0.07%	0.20%
	b. Sales(Sales to related parties/Total purchases)	0.00%	0.60%



	c. Loans and advances(Loans and advances given to related parties/ Total Loans and Advances)	29.30%	0.00%
	d. Investments (Investments in related parties/ Total Investments made)	0.00%	0.00%

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
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, the Company has established policies such as the Code of Conduct for Directors and Senior Management, and the Policy on Related Party Transactions to avoid conflicts of interest. Annually, all directors are required to disclose their interests, including any entities, partnership firms, or corporations in which they hold directorships, shareholdings, committee positions, etc. If any transaction or arrangement is proposed with any such parties, only the disinterested members of the Board of Directors consider and vote on the proposal, while the interested directors abstain from voting.

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.

(Rs. In Lakh)

	FY 2023-24 (current financial year)	FY 2022-23 (previous financial year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	100	100	Power Generation from solar PV modules i.e sunlight does not produce harmful carbon dioxide emission that leads to climate change.



2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- The Company has a process for sustainable sourcing in which all new and current supply chain partners are required to be evaluated based on Environment, Social and Governance criteria before being on boarded.
- b. If yes, what percentage of inputs were sourced sustainably?
- We are constantly working to maintain 100% sourcing.
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.
- At project and operation sites, systems are established to recycle, reuse, and dispose of waste in accordance with regulatory requirements for the waste generated during construction and operations.
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 Company for Plastic waste management, The waste Management procedures adhere to the principles of Extended Producer Responsibility (EPR) guidelines and the waste is appropriately handled by authorized third-party vendors. Efforts are being made to develop strategies that enhance waste management efficiency and effectiveness.

LEADERSHIP INDICATOR

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.
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In today's world, Access to reliable electric power is now considered as one of the basic necessity for society and human development. Environmental concerns have been incorporated in the design and business by adopting criteria for site selection. At all the project sites of the Company, conformance to environmental norms, safety, occupational health of the employees (permanent / contract) is considered a priority. The Company is working towards zero incidents across all plants. The Company also has Risk Identification and management framework across all operations and corporate office.

2. If there are any significant social or environmental concern 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
NIL	NIL	NIL

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

Indicate output material	Recycled or re-used input materials to the total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Not Applicable	NIL	NIL

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

	FY 2023-24 Current financial Year			FY 2022-23 Previous financial year		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastic (including packaging)	NIL					
E-waste						
Hazardous waste						
Other waste						

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

Indicated product strategy	Reclaimed product and their packaging materials as% of total products sold in respective category
NIL	NIL

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

ESSENTIAL INDICATORS

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



Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	99	99	100%	0	0%	0	0%	0	0%	0	0%
Female	11	11	100%	0	0%	0	0%	0	0%	0	0%
Total	110	110	100%	0	0%	0	0%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent worker											
Male	124	124	100%	0	0%	0	0%	0	0%	0	0%
Female	7	7	100%	0	0%	0	0%	0	0%	0	0%
Total	131	131	100%	0	0%	0	0%	0	0%	0	0%
Other than Permanent worker											
Male	267	267	100%	0	0%	0	0%	0	0%	0	0%
Female	12	12	100%	0	0%	0	0%	0	0%	0	0%
Total	279	279	100%	0	0%	0	0%	0	0%	0	0%

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

	FY 2023-24 Current financial year	FY 2022-23 Previous financial year
Cost incurred on well being measures as a% of total revenue of the company	0.07%	0.07%



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

Benefits	FY 2023-24			FY 2022-23		
	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	40.9%	58.77%	Y	39.5%	70.4%	Y
Gratuity	0.03%	0%	Y	0%	0%	NA
ESI	15.45%	55.72%	Y	20.9%	63.8%	Y
Other – please specify	84.55%	44.28%	Y	79.1%	36.2%	Y

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.

No differently abled person available as of now, if we have any differently abled person in future, we will follow and fulfil the requirements of the Rights of Persons with Disabilities Act, 2016.

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.

Company has equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 in place however it is internal policy and not available in public domain.

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Suggestion box is provided at workplace and also HR department is there to receive and redress the Grievances



	Yes/No (If Yes, then give details of the mechanism in brief)
Other than Permanent Workers	Suggestion box is provided at workplace and also HR department is there to receive and redress the Grievances
Permanent Employees	Suggestion box is provided at workplace and also HR department is there to receive and redress the Grievances
Other than Permanent Employees	

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

Category	FY 2023-24 (current financial year)			FY 2022-23 (previous financial year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	99	99	100%	80	80%	84	84	100%	64	76%
Female	11	11	100%	8	72%	7	7	100%	4	57%
Total	110	100	100%	88	80%	91	91	100%	68	74%
Workers										
Male	124	124	100%	100	80%	152	152	100%	105	75%
Female	7	7	100%	6	80%	0	0	0%	0	0%



Category	FY 2023-24				FY 2022-23					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Total	131	131	100%	106	80%	152	152	100%	105	75%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

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, the Company has occupational health and safety management system at its plant. Fire safety equipment like fire and smoke detectors, fire extinguishers & sprinklers are installed at plant premises. Maintenance of these installations is conducted at regular intervals and maintenance contracts are in place. Drinking water is approved laboratories, and air quality checks are performed annually. Each plant is equipped with a first aid box for medical needs, and wheelchairs and foldable stretchers are available for emergencies. Emergency contact number for police station, ambulance, hospital, and building management are prominently displayed at each workstation.

- 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 internal team which regularly identify work-related hazards and assess risks on a routine and non-routine basis.

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

Yes, Ensuring the reporting of workplace hazards is paramount for improving Health & Safety performance. We actively encourage all personnel involved in project execution, to identify and report hazards whenever they arise.



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

Yes, Employees and workers are included in a Medclaim/ESIC policy that covers non-occupational medical services.

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

Safety Incident/Number	Category*	FY 2023-24 Current financial year	FY 2022-23 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	-	-

* Including in the contract workforce

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

Time to time safety training provided to employees and learned staff are taken to make the workplace safe and healthy. We have safety measures on all the machines to prevent accidents.

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

	FY 2023-24 Current financial year			FY 2022-23 Previous financial year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

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	The company periodically reviews and assesses the effectiveness of health and safety practices, working conditions of its offices on 100% basis. No assessment has been done by statutory authorities or third parties.
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.

Time to time safety training provided to employees and learned staff are taken to make the workplace safe and healthy. We have safety measures on all the machines to prevent accidents.

LEADERSHIP INDICATOR

- 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). While our company has not had any unfortunate incidents of this nature.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Company carries out regular reviews and checks to ensure compliance with statutory obligations pertaining to employees in our value chain, including the minimum wages.

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

	Total no of affected employees/workers		Number of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (current financial year)	FY 2022-23 (previous financial year)	FY 2023-24 (current financial year)	FY 2022-23 (previous financial year)
Employees	-	-	-	-
workers	-	-	-	-

- 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)**

Yes, the Company provides training and career development opportunities to its employees which allows them smooth transition into different career fields.

- 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	We expect our partners to comply with government policies related to health and safety & working condition.
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.

No significant risks were identified in the reporting period.

PRINCIPLE 4: BUSINESS 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.

Insolation has systematically identified, prioritised, and engaged with a diverse set of stakeholders considering the present and potential impacts of its business on them and vice versa. In line with its business models, the Company has identified the key stakeholder groups mentioned in below point 2.

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

Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers / Clients	No	Business interactions, client, satisfaction survey	As an when required	Customer satisfaction and feedback, project delivery, timeline, challenges faced during execution.
Suppliers / Subcontractors	No	One on one engagement continuously to fulfil the requirements and resolve the issues.	As an when required	Need and expectation, schedule, supply chain issue, need for awareness and other training, their regulatory compliance, etc.
Employees & workforce	No	regular communications, newsletter t,	As an when required	Employees' growth and benefits, their expectation,



		departmental, meetings, training programs, and structured performance management system.		volunteering, career growth, – professional development and continuing education and skill training etc.
Investors and Shareholders	No	Press Releases, dedicated email ID, for Investor Relations, Financial Results, Annual Reports, AGM, (Shareholders interaction), stock exchange filings and corporate website.	As an when required	To understand their need and expectation which are material to the Company. Key topics are companys financial performance etc
Local Communities	Yes	Direct engagement and through the Company's CSR project implementation partners (NGOs)	As an when required	Their expectations and feedback on impact/ success of CSR project and further scope of community engagement.

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.

Consultation with stakeholders on ESG topics are delegated to the departments within the organisation who are also responsible for engaging with stakeholders continually. Within the domains of ESG, the Company has a constant approach about the most important issues and preparing for them through these consultations. Material topics were shortlisted and prioritized based on their impact on our stakeholders and our business. The identification of Key Stakeholders was based on their significance and impact on the business. These stakeholders included customers, employees, suppliers, investors, local communities, NGOs, and regulatory authorities. Annual General Meetings (AGMs) serve as a platform for stakeholders, including shareholders and other interested parties, to raise concerns and ask questions directly to the Board and senior management. Insolation has established a feedback mechanism, in the form of a dedicated email address, through which stakeholders can provide comments, suggestions, or complaints directly to the Company. The feedback obtained from stakeholder consultations informs the organization's decision-making and strategies. It also drives continuous improvement in the organization's economic, environmental, and social performance. These transparent and meaningful consultation with stakeholders helps to make informed decisions that align with the long-term interests of the organization and its stakeholders.

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, Stakeholder consultation is often used to support the identification and management of environmental and social topics. Stakeholder consultation has played a crucial role in identifying material environmental and social topics that are relevant to the organization and its stakeholders. Inputs received from stakeholders has shaped the content and focus of the organization's sustainability reports, ensuring that the most significant issues are transparently disclosed. Stakeholders' perspectives are considered in materiality assessments, which have helped to identify the most relevant environmental and social topics for the organization. This approach has not only fostered trust and transparency but has also enabled the organization to better address environmental and social challenges and create long-term value for both the Company and its stakeholders.

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

Some general examples of how Insolation has engaged with and addressed the concerns of vulnerable/ marginalized stakeholder groups are given below:

Sr. No.	Project	Sector
1	Gem City Charitable Trust	Social Welfare & Healthcare
2	Confederation of Renewable Energy	Renewable Energy, Green Technology, Civilian Action for Save Environment and Reducing Global Warming
3	Health Smiles Group Society	Medical & Social Awareness
4	Shree Balaji Corporation	Education
5	Abdominal Cancer Trust	Cancer Awareness Programme
6	Dakshiva Welfare Foundation	Environment Protection

PRINCIPLE 5 BUSINESS 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:

Category	FY 2023-24 (current financial year)			FY 2022-23 (previous financial year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	110	110	100%	91	91	100%
Other than permanent	0	0	0%	0	0	0%
Total	110	110	100%	91	91	100%
Workers						
Permanent	131	131	100%	162	162	100%
Other than permanent	279	279	100%	180	180	100%



Category	FY 2023-24 (current financial year)			FY 2022-23 (previous financial year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Total	410	410	100%	342	342	100%

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

Category	FY 2023-24 (current financial year)					FY 2022-23 (previous financial year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	100	0	0%	100	100%	91	0	0%	91	100%
Male	99	0	0%	99	100%	84	0	0%	84	100%
Female	11	0	0%	11	100%	7	0	0%	7	100%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	131	0	0%	131	100%	152	0	0%	152	100%
Male	124	0	0%	124	100%	152	0	0%	152	100%
Female	7	0	0%	7	100%	0	0	0%	0	100%
Other than Permanent	279	0	0%	279	100%	180	0	0%	180	100%
Male	267	0	0%	267	100%	172	0	0%	172	100%
Female	12	0	0%	12	100%	6	0	0%	6	100%

3. a. 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)	7	10.6%	3	13.31%



Key Managerial Personnel	-	0.0%	3	25.08%
Employees other than BOD and KMP	79	30.7%	10	52.12%
Workers	214	58.7%	6	9.50%

b. Gross wages paid to females as % of total wages paid by the entity, in the following format

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Gross wages paid to females as % of total wages	5.24%	3.28%

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, focus on human rights and supervises various topics related to Environmental, Social and Governance including diversity and human rights. The Company has zero tolerance at work palace. The Company also has a vigil mechanism/whistle blower policy in place.

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

The Company places great importance on upholding and respecting human rights, which are considered fundamental and core values. We strive to ensure that all business and employment practices are conducted fairly and ethically, while also promoting and protecting human rights. To maintain transparency and accountability, we review the position of the redressal of complaints/grievances received from our employees, vendors, or customers. We do have a dedicated team for redressal of grievances related to human rights issues.

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

	FY 2023-24 (Current financial year)			FY 2022-23 (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	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL



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

	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Total complaints reported under sexual harassment of women at workplace (prevention, prohibition and Redressal) Act 2013 (POSH)	NIL	NIL
Complaints on POSH as a% of female employees/workers	NIL	NIL
Complaint on POSH upheld	NIL	NIL

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

The Company prioritizes a safe and inclusive workplace for all, regardless of their caste, class, religion and background. We promote human rights and ethical business practices and have an internal team to handle grievances. Moreover, regular employee awareness sessions are conducted to prevent sexual harassment and other human rights related issue.

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

Yes, the company has made a decision to include clauses related to human rights in its business contracts and agreements where appropriate.

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/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

Note: The assessments were carried out by internally.

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

Awareness Training is provided to all the employees and there is internal Committee for concerns.

LEADERSHIP INDICATORS

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



No human rights related complaints have been received by the company in FY 2023-24. The company is open to make any required changes, based on complaints, if any. The Company prioritizes a safe and inclusive workplace for all, regardless of their caste, class, religion and background.

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

The Company is esteemed as a great place to work and plans to conduct a human rights due diligence survey 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?

The Company's facilities are well-equipped for differently-abled visitors. We are continually working to improve our infrastructure to enhance accessibility for all.

4. Details on assessment:

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

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

Not applicable

PRINCIPLE 6: BUSINESS 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 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other source (C) (KwH)	8,78,168	3,25,765
Total energy consumption (A + B + C) (KwH)	8,78,168	3,25,765



From non-renewable sources		
Total electricity consumption (D) (KwH)	20,16,284	2,32,804
Total fuel consumption(E) (KwH)	1,45,906	38,414
Energy consumption through other sources(F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	21,62,190	2,71,218
Total energy consumed (A+B+C+D+E+F)	30,40,358	5,96,983
Energy intensity per rupee of turnover (total energy consumed/revenue from operations)	0.0004239	0.0002136
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	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	10,950	3,650
(iii) Third party water	-	-



(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,950	3,650
Total volume of water consumption (in kilolitres)	10,950	3,650
Water intensity per rupee of turnover (total Water consumption / revenue from operations)	0.000001527	0.000001306
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)

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current financial year)	FY 2022-23 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
STP Treated water Consumed in Plantation		
(i) To Surface water		
- No treatment	-	-
-With treatment – please specify level of treatment	8,760	2,920
(ii) To Groundwater	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-



-With treatment – please specify level of treatment	-	-
(v) Others		
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	8,760	2,920

Details:-

PH 6.5 to 8.5

TSS <100mg/Ltr

BOD5 <30mg/Ltr

COD <250mg/Ltr

Oil & Grease <10PPM

Treated water utilised for Gardening purpose.

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.

- Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
- Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Nox	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Other – 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.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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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	-	-
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	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		-	-
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.

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

INA is committed to responsible natural resources utilization at its best capacity. The company has installed energy efficient electric bulbs and sensor-based taps in its offices to reduce its energy and water consumption.



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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	26.4	8
E-waste (B)	2.4	3.53
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) {Used Oil}	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A + B + C + D + E + F + G + H)	28.8	11.53
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000004	0.000000004
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		
(i) Recycled	Yes	
(ii) Re-used	No	
(iii) Other recovery operations	No	
Total	No	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		



(i) Incineration	No
(ii) Landfilling	No
(iii) Other disposal operations	No
Total	No

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.

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.

11. If 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:

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.
No operation in such areas			

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

Name and brief detail of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
In the current FY, no EIA has been undertaken by the company.					

13. Is the entity complaint 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) not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is complying with all applicable environmental laws / regulations / guidelines including Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act and Environment Protection Act and rules thereunder.				



LEADERSHIP INDICATOR

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

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

(i) Name of the area: Jaipur, Rajasthan

(ii) Nature of operations: Manufacturing of Solar Panel

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	10,950	3,650
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	10,950	3,650
Total volume of water consumption (in kilolitres)	10,950	3,650
Water intensity per rupee of turnover (Water consumed / turnover)	0.000001527	0.000001306
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
ii) Into Groundwater	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
v) Others	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-



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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
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.

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

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, 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
	Generation of electricity through solar PV modules has led to a significant reduction in greenhouse gas emissions, supported renewable energy goals, and substantially decreased the carbon footprint.		

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

Yes, we have a comprehensive business continuity and disaster management plan in place. It encompasses risk mitigation strategies tailored to various scenarios, including natural disasters, cyber threats, and operational disruptions. The plan outlines protocols for ensuring the continuity of critical functions, data protection measures, communication strategies, and employee safety protocols.

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.



There has been no adverse impact to the environment arising from the value chain of the entity.

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

No such assessment has been done in the current year.

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.

We are affiliated with Eight 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	Federation of Rajasthan Trade & Industry	State
2	Federation of Indian Chambers of Commerce and Industry	National
3	Confederation of Indian Industry	National
4	Indian Solar Manufacturers Association	National
5	All India Solar Industries Association	National
6	North India Module Manufacturer Association	National
7	PHD Chamber of Commerce and Industry	National
8	BNI Royals - Jaipur	State

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

Name of authority	Brief of the case	Corrective action taken
There has been no case against us related to anti-competitive conduct.		

LEADERSHIP INDICATOR

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

S.NO	Public policy advocated	Methods resorted for such advocacy	Whether the information available in the public domain? (yes/no)	Frequency of review by board(Annually /Half yearly / quarterly)	Web link if available



				others please specify)	
There is no direct representation made, but participation happened through Industry Associations of which Director is the member. Also, there are some advocacy positions which are confidential and hence cannot be disclosed in public domain. Moreover, we have given our suggestions to government on industry matters.					

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

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)	Result 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 the project for which R&R is ongoing	State	District	No. of project affected families(PFAs)	% of PFAs covered by R&R	Amount paid to PFAs in the FY (In INR)
Not applicable						

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

There is regular engagement with key community institutions and representatives from key neighborhoods across India.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	68.57%	57.70%
Directly from within india	70.67%	66.20%

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	25.9%	26.3%



Semi-Urban	13.9%	13.5%
Urban	24.3%	25.4%
Metropolitan	35.9%	34.8%

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

LEADERSHIP INDICATOR

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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	Rajasthan	Jaipur	19,55,117

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

No

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

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)	Benefits 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:



S.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	The CSR expenditure have been incurred for: <ul style="list-style-type: none"> - Social Welfare & Healthcare. - Renewable Energy, Green Technology, Civilian Action for Save Environment and Reducing Global Warming. - Medical & Social Awareness. - Education - Cancer Awareness Programme. - Environment Protection. 		NA

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.

We have unique Toll-Free Number: 1800-2121-806, E-mail: enquiry@insolationenergy.in and feedback form for receiving consumer response and complaints. We regularly conduct customer satisfaction surveys to obtain feedback from customers. The survey helps us understand the feedback of the customers on various products and quality parameters that we have identified. The results of the surveys are analysed and discussed in detail internally and are then taken forward for implementation. There is also a mechanism available for registering and resolving customer complaints. Timely resolution of complaints and corrective/ preventive action are important aspects of the process. Customer complaints are also holistically studied, and data trends are analysed on a regular basis.



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	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24 (Current financial year)		Remarks	FY 2022-23 (Previous financial year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of essential services	NIL	NIL	NIL	NIL	NIL	NIL
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	NIL	NIL	NIL	NIL	NIL	NIL

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

	Number	Reasons for recall
Voluntary recalls	NIL	Not applicable
Forced recalls	NIL	Not applicable

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

We understand that cybersecurity, and data privacy are our digital shield and protect critical information from cyberattacks, leaks, and unauthorized access. Breaches can cripple operations, damage reputations, and incur hefty fines. By safeguarding data, related practices ensure smooth operations, build trust with customers and partners, and give you a competitive edge. The Company is in process of formulating of policy.



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.

No issues on any delivery issues pertaining to cyber security.

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: NIL
 - c. Impact, if any, of the data breaches: NIL

LEADERSHIP INDICATOR

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

Yes, The Information is available on the Company's website - <https://insolationenergy.in>

By visiting the website, one can gain a comprehensive understanding of the entity's operations, performance, and future plans. The website provides detailed information on the Company's vision, mission, values, projects, achievements, sustainability, Investor, and governance. The website also offers various resources for investors, such as financial reports, presentations, and investor relations contacts.

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

We have provided our customers with product manuals that include all relevant details, such as handling, storage, and usage instructions. Our teams stay in regular contact with customers to address any questions they may have about using the products. Additionally, we take steps to educate consumers about safe and responsible usage through various exhibitions and our social media channels.

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

Our sales and key account management teams consistently communicate with customers through both verbal and written channels. In the event of any delays or disruptions in product supply, customers are promptly informed, and the next steps are collaboratively determined.

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, product information on the website of PNB Gilts is displayed, as mandated under local laws. the Company complies with all regulatory requirements relating to its business.

