



# **BANCO PRODUCTS (INDIA) LIMITED**

CIN : L51100GJ1961PLC001039

Post Box No. 2562, Vadodara - 390 005. Gujarat, India.

Phone : (0265) 2680220/21/22/23

E-mail : mail@bancoindia.com, Website : www.bancoindia.com

22<sup>nd</sup> August, 2024

To, BSE Limited Corporate Relationship Department, 1 <sup>st</sup> Floor, New Trading Ring, Rotunda Building, P. J. Towers, Dalal Street, Fort, Mumbai – 400 001  Stock Code (BSE) - <b>500039</b>	To, National Stock Exchange of India Ltd. Listing Department, “Exchange Plaza”, C/1, Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051  Trading Symbol (NSE) - <b>BANCOINDIA</b>
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Dear Sirs,

**Sub: Submission of Business Responsibility and Sustainability Report for the FY 2023-24**

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith a copy of the Business Responsibility and Sustainability Report for the Financial year 2023-24.

This is submitted for your records please.

**Thanking you.**

**For Banco Products (India) Limited**

**CS Pooja Gurnani  
Company Secretary**

Encl: As above

**GOVERNMENT RECOGNISED EXPORT HOUSE**

Regd. Office & Factory : Bil, Near Bhaili Railway Station, Padra Road, Dist. Vadodara - 391 410. Gujarat, India.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity-L51100GJ1961PLC001039
2. Name of the Listed Entity-BANCO PRODUCTS (INDIA) LIMITED
3. Year of incorporation-16.03.1961
4. Registered office address-Bil, Near Bhaili Railway Station, Padra Road, Dist. Baroda GJ 391410 IN
5. Corporate address-Bil, Near Bhaili Railway Station, Padra Road, Dist. Baroda GJ 391410 IN
6. E-mail- [sec@bancoindia.com](mailto:sec@bancoindia.com)
7. Telephone- 0265-2318226
8. Website- [www.bancoindia.com](http://www.bancoindia.com)
9. Financial year for which reporting is being done- 2023-24
10. Name of the Stock Exchange(s) where shares are listed-BSE Limited  
National Stock Exchange of India Limited
11. Paid-up Capital- ₹ 14.30 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR - Mr. Sharan M. Patel  
0265- 2318226  
[sec@bancoindia.com](mailto:sec@bancoindia.com)
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).- Standalone
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	Electrical 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*):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Radiator core and Radiator Assembly	29301	92.59%

#### 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	5	4	9
International	0	0	0

19. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	40

\*Including 8 Union Territories

- b. What is the contribution of exports as a percentage of the total turnover of the entity? 27%
- c. A brief on types of customers-  
We serve various OEMs and Aftermarket services. The Company caters to automobile industries in various two/four wheeler and earth moving equipment, farm sectors and cooling towers in overseas and domestic markets.

#### 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	411	399	97.08%	12	2.92%
2.	Other than Permanent (E)	7	7	100%	0	0%
3.	<b>Total employees (D + E)</b>	418	406	97.12%	12	2.88%
<b>WORKERS</b>						
4.	Permanent (F)	279	279	100%	0	0%
5.	Other than Permanent (G)	2458	2332	94.87%	126	5.13%
6.	<b>Total workers (F + G)</b>	2737	2611	95.39%	126	4.61%

- b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	1	1	100%	0	0%
3.	<b>Total differently abled (D + E) employees</b>	2	2	100%	0	0%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	2	2	100%	0	0%
6.	<b>Total differently abled workers (F + G)</b>	2	2	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	02	20%
Key Management Personnel	03	02	66.66%

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	1.10%	0.10%	1.20%	1.35%	0.04%	1.39%	1.26%	0.12%	1.39%
Permanent Workers	0.5%	0%	0.5%	0.30%	0.00%	0.30%	1.50%	0.00%	1.50%

**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/ 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.	Nederlandse Radiateuren Fabriek BV (NRF)	Subsidiary	100%	NO*
2.	Banco Gaskets (India) Limited	Subsidiary	100%	NO*
3.	Banco New Energy Cooling Systems Limited	Subsidiary	100%	NO*

\*Business Responsibility initiatives disclosed are pertaining to Banco Products (India) Limited on Standalone basis and does not include the information/initiatives undertaken, if any, by the Companies indicated in Column A.

**VI. CSR Details**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes  
 (ii) Turnover (in ₹) (2023-24): ₹ 992 Crores  
 (iii) Net worth (in ₹) (2023-24): ₹ 742 Crores

**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	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	YES; Contact details of designated officials for assisting and handling Investors grievances are placed on the website of the Company	0	0	-	01	0	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	NA						

The Vigil Mechanism/Whistle-Blower Policy of the Company provides a robust framework for dealing with concerns and grievances. The same is available at [https://www.bancoindia.com/wp-content/uploads/2019/03/WHISTLE\\_BLOWER\\_POLICY\\_2019.pdf](https://www.bancoindia.com/wp-content/uploads/2019/03/WHISTLE_BLOWER_POLICY_2019.pdf)

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-

The material issues in current context can be-

- Climate Change
- Issues based on sectoral guidelines.
- Stakeholder's engagement.
- Emission norms
- Issues identified during discussions with the management and internal workshops.

The Financial implications of the risk or opportunity are uncertainable.

### 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	Policies
P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable	Code of conduct for Board and Senior Management, Related Party Transactions Policy, Determination of Material Subsidiary, Employee Code of Conduct
P2 Businesses should provide goods and services in a manner that is sustainable and safe	Company's Quality Manual Policy
P3 Businesses should respect and promote the well-being of all employees, including those in their value chains	Employee Code of Conduct, Quality Manual Policy, IT Policy, health and safety Policy
P4 Businesses should respect the interests of and be responsive towards all its stakeholders	Quality Manual Policy documents, health and safety policy
P5 Businesses should respect and promote human rights	Employee Code of Conduct
P6 Businesses should respect, protect and make efforts to restore the environment	Environment Policy
P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Employee Code of Conduct
P8 Businesses should promote inclusive growth and equitable development	CSR policy
P9 Businesses should engage with and provide value to their consumers in a responsible manner	Quality Manual Policy, IT Policy

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, the Sustainability Policy, which is an overreaching policy of the Company contains the guiding principles of the Company. The Sustainability Policy covers all the aforesaid 9 Principles and the policy for each principle is mentioned above.								
b. Has the policy been approved by the Board? (Yes/No)	Yes, the Sustainability Policy has been approved by the Board of Directors.								
c. Web Link of the Policies, if available	Some of the policies are available at intranet of the Company and other policies as per mandatory requirements are available at- <a href="https://www.bancoindia.com/investor-relations/#1497261700893-eb0e6e05-b833">https://www.bancoindia.com/investor-relations/#1497261700893-eb0e6e05-b833</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies as applicable into procedures and practices in all spheres of activities that the Company does.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, to the extent applicable.								
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.	1. IATF 16949:2016 2. ISO 9001:2015 3. ISO 14001:2015								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Specific commitments, goals and targets set by the entity are reviewed periodically on need basis.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of the entity against the specific commitments, goals and targets if the same are not met are reviewed by the Management for further corrective actions.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements - Our vision is to be a World Class Component manufacturing Company based in India with Global Associates with a mission to Develop and Supply technically Sound Products at Competitive Prices, Integrating Innovative Manufacturing with Eco-Friendly Technologies									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN: 09151194 NAME: Sharan Patel DESIGNATION: Whole Time Director; under supervision and guidance of Board of Directors								
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; Sustainability Committee 1. Chairman - Mr. Mehul K Patel (NED) 2. Member - Mr. Sharan Patel (WTD) 3. Member - Mr. Devesh Pathak (ID) 4. Member - Mr. Shailesh Thakker (President Commercial) 5. Member - Mr. Vikaram Govind (Vice President – Operations)								

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 performance of the Company against the Sustainability Policy and other key policies are reviewed periodically or on a need basis by the Sustainability Committee of the Company.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable statutory requirements.																		
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.											P1	P2	P3	P4	P5	P6	P7	P8	P9
											No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:																			
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9										
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA										
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA										
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA										
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA										
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA										

### 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 progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

##### **Essential Indicators**

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

<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics / principles covered under the training and its impact</b>	<b>% age of persons in respective category covered by the awareness programmes</b>
Board of Directors and Key Managerial Personnel	4 (as part of Board Meetings)	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs.	100%
Key Managerial Personnel	4 (as part of Board Meetings)	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs.	100%
Employees other than BoD and KMPs	30	7 Quality Control Tools, Control Plan, EMS Awareness, Fire & Mock Drill, Fire Fighter Training, First Aid, Forklift & Stacker, Forklift Stacker & Crane Operators Training, GD&T, General Safety, HANA T-Code Training, Hazardous Waste Management, Hazardous Waste Disposal, IATF 16949:2016, Implementation of 5S, ISO:14001 Int Audit, Leadership Potential, Mock Drill, MOKO Fire, MOKO Fire & PPE Awareness, MSA & SPC, Oxygen cylinder Operating Process, PFD, PFME, PPAP, PPE Awareness, Root Cause Analysis, Safety Awareness, SAP-Fiori-Introduction, Section 111 A Safety	100%
Workers	4	General Safety Awareness Fire Fighting Personal Protective Equipment Emergency Preparedness	100%

- 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):

During the year 2023-24, there were no such reported cases on the Company.

- 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, the Company has an Anti-Corruption and Anti-Bribery Policy, which provides safeguards to prevent the Company in the event of any activity related to bribery, corruption, facilitation payments or kickbacks. Though policy is not available in public-domain, not being regulatory requirement, it is available internally through the Company's intranet portal.

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

Nil. No such disciplinary action was taken against any director, KMP, employees and worker by any law enforcement agency.

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

NIL

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

Not Applicable

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

	FY 2023-24	FY 2022-23
<b>Number of days of accounts payables</b>	49	46

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	3.73%	3.88%
	b. Number of trading houses where purchases are made from	112	87
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	49%	70%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	14.48%	12.56%
	b. Number of dealers / distributors to whom sales are made	345	365
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	5.64%	4.87%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.49%	2.38%
	b. Sales (Sales to related parties / Total Sales)	15.39%	12.96%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

### Leadership Indicators

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

The Company conducts regular training for its Employees and workers and the Company encourages the Business Partners to be responsible corporate citizens/stakeholders.

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, Company has Code of conduct of Board of Directors and senior management personnel which provides the clear guidelines for avoiding and disclosing conflict of interest with the Company. The Policy is available at <http://www.bancoindia.com/investor-relations/#1497261700893-eb0e6e05-b833>, In addition, Board committees are adequately represented by independent members. All committees meet the regulatory requirements for size and independence. The Directors of the Company periodically disclose their interest, if any and they remain absent for the interested agenda item discussions. No material Related Party Transactions (RPTs) with entities associated with directors and senior executives were undertaken during the year.

### 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.

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	0	0	
Capex	0	0	
Other	-	₹ 6.20 Lakhs	

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?  
100%, the Company is committed to handhold its value chain partners to implement relevant policies and processes to enhance their sustainability performance.
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 BANCO the products are integrated into automobiles produced by their customers, making it impractical to separate or reclaim them individually. Therefore, the question does not apply to products.
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, EPR is in line with the plan submitted to Pollution Control Board.

### Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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In FY 2023-24, the company has not conducted any life cycle assessment of its product.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
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Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Nylon Re-process material	0.01%	0.13%

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
Plastics (including packaging)	85.29 MT	-	-	111.31 MT	-	0.44 MT
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	224.64 MT	-	12.60 MT	203.70 MT	-	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Not Applicable

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	399	399	100%	399	100%	0	0%	0	0%	0	0%
Female	12	12	100%	12	100%	12	100%	0	0%	12	100%
<b>Total</b>	<b>411</b>	<b>411</b>	<b>100%</b>	<b>411</b>	<b>100%</b>	<b>12</b>	<b>2.92%</b>	<b>0</b>	<b>0%</b>	<b>12</b>	<b>2.92%</b>
<b>Other than Permanent employees</b>											
Male	7	7	100%	7	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>7</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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)
<b>Permanent Workers</b>											
Male	279	279	100%	279	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>279</b>	<b>279</b>	<b>100%</b>	<b>279</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Workers</b>											
Male	2332	2332	100%	2332	100%	0	0%	0	0%	0	0%
Female	126	126	100%	126	100%	126	100%	0	0%	126	100%
<b>Total</b>	<b>2458</b>	<b>2458</b>	<b>100%</b>	<b>2458</b>	<b>100%</b>	<b>126</b>	<b>5.13%</b>	<b>0</b>	<b>0%</b>	<b>126</b>	<b>5.13%</b>

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

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Cost incurred on well- being measures as a % of total revenue of the company	0.24%	0.26%

## 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	98%	99.64%	Y	97%	100%	Y
Gratuity	97%	100%	Y	97.19%	100%	Y
ESI	10.1%	85.3%	Y	10.60%	86.40%	Y
Others - please specify	NA	NA	NA	NA	NA	NA

3. **Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.-

Yes, all the policies related to the development, employment, and growth are equally applicable to the Person with Disabilities as applied to the general employees. The other infrastructural accessibility e.g., sitting place, canteen, washroom, transport facility for safe travel to the office are provided in the organisation, keeping in mind the special needs.

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, the policy is available on intranet of the Company.**
5. Return to work and Retention rates of permanent employees and workers that took parental leave.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes; ,the Company has well designed mechanism to address and resolve problems of all cadre workers in proper manner and defined timeline and to balance of positive work culture, grievances are tackled by efficient members team.
Other than Permanent Workers	Yes; ,the Company has well designed mechanism to address and resolve problems of all cadre workers in proper manner and defined timeline and to balance of positive work culture, grievances are tackled by efficient members team.
Permanent Employees	Yes; ,the Company has well designed mechanism to address and resolve problems of all cadre employees in proper manner and defined timeline and to balance of positive work culture, grievances are tackled by efficient members team.
Other than Permanent Employees	Yes; ,the Company has well designed mechanism to address and resolve problems of all cadre employees in proper manner and defined timeline and to balance of positive work culture, grievance are tackled by efficient members team.

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ Workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>411</b>	<b>0</b>	<b>0%</b>	<b>442</b>	<b>0</b>	<b>0%</b>
- Male	399	0	0%	426	0	0%
- Female	12	0	0%	16	0	0%
<b>Total Permanent Workers</b>	<b>279</b>	<b>27</b>	<b>9.68%</b>	<b>296</b>	<b>28</b>	<b>9.46%</b>
- Male	279	27	9.68%	296	28	9.46%
- Female	0	0	0%	0	0	0%

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	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)
<b>Employees</b>										
Male	399	70	17.54%	192	48.12%	379	42	11.08%	89	23.48%
Female	12	1	8.33%	9	75.00%	12	0	0.00%	3	25.00%
<b>Total</b>	<b>411</b>	<b>71</b>	<b>17.27%</b>	<b>201</b>	<b>48.90%</b>	<b>391</b>	<b>42</b>	<b>10.74%</b>	<b>92</b>	<b>23.53%</b>
<b>Workers</b>										
Male	2611	173	6.62%	11	0.42%	264	264	100%	44	16.67%
Female	126	30	23.80%	0	0.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>2737</b>	<b>203</b>	<b>7.42%</b>	<b>11</b>	<b>0.40%</b>	<b>264</b>	<b>264</b>	<b>100%</b>	<b>44</b>	<b>16.67%</b>

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	399	327	81.95%	379	312	82.32%
Female	12	9	75.00%	12	09	75.00%
<b>Total</b>	<b>411</b>	<b>336</b>	<b>81.75%</b>	<b>391</b>	<b>321</b>	<b>82.10%</b>
<b>Workers</b>						
Male	279	249	89.25%	264	177	67.05%
Female	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>279</b>	<b>249</b>	<b>89.25%</b>	<b>264</b>	<b>177</b>	<b>67.05%</b>

## 10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system-  
Yes, In accordance with the Environment, Health and Safety Policy of the Company, Occupational Health and Safety Management System has been implemented at all inhouse manufacturing facilities. Our locations also comply with the applicable statutory requirement pertaining to health and safety.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity-  
The Company has Environment, Health and Safety Policy. The health and safety guidelines are applicable to all operating locations of the Company and lay down required parameters to be followed at all locations. Some of the key processes for identifying work-related hazards and assessing risks on a routine and non- routine basis are given below:
- Hazard Identification and Risk Assessment (HIRA) is used for routine and non-routine activities.
  - Chemical Risk Assessment is used for identifying health hazards during handling of chemicals.
  - Fire Risk Assessment is done for handling fire related risks.
  - Internal and external safety audit.
  - Permit to work procedure follow for non routine work.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)-  
Yes, Safety Committee is formed at the plant. A process of 'stoppage of work due to unsafe act and unsafe condition' to safeguard employees interest is in place to report or remove themselves from situations they believe could cause injury. At non-manufacturing locations, the workers approach the location head to report any work-related hazards and to remove themselves from such risks.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)-  
Yes

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

Safety Incident/Number	Category*	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

\*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy work place :
- All workers are trained for Environmental aspect, impact, fire training, Mock drills. We have a onsite emergency plan as well as third party safety Audit. The basic safety training is provided by internal Team and Government approved External Team.
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	-
Health & Safety	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	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- The Company regularly monitors and assess its health and safety practices and working conditions. Investigation is conducted in case any incident is reported using various methodology to identify the root cause. The investigation team presents corrective and preventive measures which is reviewed at various levels and such corrective actions then deployed across the locations.

#### Leadership Indicators

- 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, the Company has Compensatory package in the event of accidental death of Employees and Workers.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.  
Business agreements, as applicable mandates the value chain partners to comply with all the statutory laws, Regulations and rules made thereunder.
- 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:  
Not Applicable
- 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	Not Applicable
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.

Not Applicable

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

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

We at BANCO aims to understand the requirement of our stakeholders and we attempt to respond to them. Our process involves identifying key internal and external stakeholders.

## 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, Websites 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	No	Emails, Catalogues, technical seminars, meetings and customer visits	Ongoing basis	Customer feedback on product and services
Employees	No	Direct contact, intranet, internal events	Ongoing basis	Discussion strategy and welcome their prospective
Shareholders	No	Company Website, Stock Exchange Website, Email, Electronic Media, Newspaper Advertisement	Event Based	Pursuant to Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (LODR), the Company's website contains a dedicated functional segment 'INVESTOR RELATIONS' where all the information meant for the shareholders is available, including information on directors, financial statements, annual reports, codes and policies, etc. Moreover, intimation/disclosure is made to the stock exchange under applicable regulations of LODR.
Vendors	No	Emails, site visits, virtual and one to one interactions	Ongoing basis	Discussions on customer expectations, sustainability
Government and Regulatory Bodies	No	Conference, Public Forums and platforms	Ongoing basis	Policy Strengthening and social economic benefits to stakeholders

### 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.

The consultation with various stakeholders usually happens through the management team. These consultations are part of regular interactions with these 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, the Company consults its stakeholder while identifying its sustainability and CSR programmes.

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

The details of the Company's CSR initiatives, projects or programmes and activities are provided in Annexure of the Annual report

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

#### Essential Indicators

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

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)
<b>Employees</b>						
Permanent	411	411	100%	391	391	100%
Other than permanent	7	7	100%	7	7	100%
Total Employees	418	418	100%	398	398	100%
<b>Workers</b>						
Permanent	279	279	100%	264	264	100%
Other than permanent	2458	2458	100%	2584	2584	100%
Total Employees	2737	2737	100%	2848	2848	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)
<b>Employees</b>										
<b>Permanent</b>	411	0	0%	411	100%	391	0	0%	391	100%
Male	399	0	0%	399	100%	379	0	0%	379	100%
Female	12	0	0%	12	100%	12	0	0%	12	100%
<b>Other than Permanent</b>	7	0	0%	7	100%	7	0	0%	7	100%
Male	7	0	0%	7	100%	7	0	0%	7	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
<b>Permanent</b>	279	0	0%	279	100%	264	0	0%	264	100%
Male	279	0	0%	279	100%	264	0	0%	264	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Other than Permanent</b>	2458	554	22.54%	1904	77.46%	2584	819	31.70%	1765	68.30%
Male	2332	519	22.26%	1813	77.74%	2466	765	31.02%	1701	68.98%
Female	126	35	27.77%	91	72.23%	118	54	45.76%	64	54.24%

## 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	3.86	2	15.35
Key Managerial Personnel	1	124.91	2	17.65
Employees other than BoD and KMP	310	6.92	9	3.41
Workers	205	3.31	1	2.42

\*Includes Mr. Sharan Patel, Whole Time Director and Mrs. Himali Patel, Whole Time Director and CFO

## 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	4.37%	4.00%

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

Yes, the Company has Committees at plant level which takes care of health and safety concerns of the employees. Further, the DGM- Industrial Relations oversees the human resource function in the Company.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues. BANCO's Code of Conduct Board and Senior Management strongly deters wrongdoings and promote equal opportunities for all at workplace. The Code ensures there is no discrimination or harassment in the workplace and appropriate grievance mechanism is in place.

In addition to this, the Company has policies such as:

- POSH Policy
- Code of Conduct for Employees
- Nomination and Remuneration Policy for Directors, Key Managerial Personnel and Other Employees

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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human Rights related issues	0	0	-	0	0	-

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 on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. An Internal Committee is formed for complaints related to Sexual harassment and the Company has a grievance handling mechanism for workers and employees. The Company's Whistle Blower policy is formulated to view and provide vigil mechanism for stakeholder, employees and workers.

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

(Yes/No)-YES

## 10. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil; we are providing Equal and Above Minimum wages and adhering Equal Remuneration Act
Others - please specify	NA

**Leadership Indicators**

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

During the year under review, no business process have been required to be modified / introduced for addressing human rights grievances/complaints.

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

The Company is committed to protecting and respecting Human Rights and to take corrective actions in case any violation are identified; for example forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination etc. The Company thrives towards providing equal employment opportunity, ensuring distributive, procedural, fairness, creating a safe environment and respecting fundamental rights.

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?

NO

4. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
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: Businesses should respect and make efforts to protect and restore the environment**  
**Essential Indicators**

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	9904.13 GJ	9969.48 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	9904.13 GJ	9969.48 GJ
<b>From non-renewable sources</b>		
Total electricity consumption (D)	MGVCL- 50817.61 GJ D.G - 139.82 GJ G.G - 82.65 GJ	MGVCL- 49634.93 GJ D.G - 190.58 GJ G.G - 560.74 GJ
Total fuel consumption (E)	Diesel - 1174.73 GJ Gas - 77790.84 GJ	Diesel - 1215.32 GJ Gas - 80830.4 GJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non- renewable sources (D+E+F)</b>	130005.65 GJ	132431.97 GJ
<b>Total energy consumed (A+B+C+D+E+F)</b>	139909.78 GJ	142401.45 GJ
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.00001410 GJ/rupee	0.0000145396 GJ / rupee
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA
<b>Energy intensity in terms of physical output</b>	0.062 GJ/Unit	0.064 GJ/Unit
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

N

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

No

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	23561 KL	15972 KL
(ii) Groundwater	53373 KL	39975 KL
(iii) Third party water	16874 KL	16227 KL
(iv) Seawater / desalinated water	NA	NA
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	93808 KL	72174 KL
<b>Total volume of water consumption (in kilolitres)</b>	93808 KL	72174 KL
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.0000945 KL/rupee	0.00000736 KL /rupee
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
<b>Water intensity in terms of physical output</b>	0.042 KL/Unit	0.033 KL/Unit
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.  
- N

## 4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater	NA	NA
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment - please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	NA	NA

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.- N

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

Industrial waste water and sewage waste water in premises is utilized /reused in garden and cooling tower.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	KG	1813.02	1813.294
SOx	KG	146.74	139.748
Particulate matter (PM)	KG	403.35	367.16
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

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

7. 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)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	-	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> - the relevant metric may be selected by the entity	-	-	-

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



8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details  
We are using non-CFC gases and Natural gas in our refrigerators. We procure part of required energy from wind power.
9. Provide details related to waste management by the entity, in the following format:

<b>Parameter</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	58.710 MT	65.080 MT
E-waste (B)	0.715 MT	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	NA	NA
Battery waste (E)	0	0.750 MT
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	59.425 MT	65.83 MT
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.00000000599 MT	0.00000000672 MT
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
<b>Waste intensity in terms of physical output</b>	0.000027 MT/Unit	0.000029 MT/Unit
<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	22.990 MT	28.09 MT
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	22.990 MT	28.09 MT
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	2.88 MT	4.93 MT
(ii) Landfilling	24.66 MT	36.55 MT
(iii) Other disposal operations	-	-
<b>Total</b>	27.54 MT	41.48 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.

Third party assessment was carried out for recycled (empty barrels and use oils) by Jawrawala Petroleum, Ahmedabad and for Incineration & Landfilling by Nandeseri Environment Control Limited (NECL).



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.  
Since the Company is Engineering Company this is Not Applicable.
11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forest coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:  
Not Applicable
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:  
Not Applicable
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, in the following format:  
Yes, the Company is in compliance with all the environment related applicable legislations.

**Leadership Indicators**

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
Not Applicable
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)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Applicable	Not Applicable
<b>Total Scope 3 emissions per rupee of turnover</b>	-	Not Applicable	Not Applicable
<b>Total Scope 3 emission intensity</b> (optional) - the relevant metric may be selected by the entity	-	Not Applicable	Not Applicable

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

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.  
Since the Company is Engineering Company, it is 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
1.	Water disruptions plans, setting water usage targets, and the implementation of water usage reduction projects including monitoring of results.	Regular water monitoring and its control is taken care of. We are also maintaining rainwater recharge wells.	Reduction in fresh water consumption and increase in ground water level.
2.	Landfill reduction target & recyclability rates.	We are reusing packaging material and using treated water for gardening purpose.	Reduction in waste generation.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
We are maintaining Business Continuity Plan & Fire Safety Management Procedure.
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 were no areas/materials in the value chain of the entity which have been identified as having significant adverse impact on the environment.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
Nil

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.-  
The Company has affiliations with two 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	Automotive Component Manufacturers Association	National
2	Federation of Gujarat Industries (FGI)	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.  
There have been no instances of anti-competitive behavior undertaken by the Company and therefore there are no corrective actions taken or underway by the regulatory authorities against the Company.

**Leadership Indicators**

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

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

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

3. Describe the mechanisms to receive and redress grievances of the community.  
The Company interacts with local community at different levels to understand their concerns and act upon them.

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

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Directly sourced from MSMEs/small producers	20.93%	4.95%
Directly from within India	46.13%	48.76%

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

<b>Location</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Rural	65.58%	65.62%
Semi-urban	0	0
Urban	33.28%	33.33%
Metropolitan	1.14%	1.05%

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

#### 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):

<b>Details of negative social impact identified</b>	<b>Corrective action taken</b>
Not Applicable	

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

<b>S. No.</b>	<b>State</b>	<b>Aspirational District</b>	<b>Amount spent (In INR)</b>
Nil			

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

<b>S. No.</b>	<b>Intellectual Property based on traditional knowledge</b>	<b>Owned / Acquired (Yes/No)</b>	<b>Benefit shared (Yes / No)</b>	<b>Basis of calculating benefit share</b>
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 :

<b>Name of Authority</b>	<b>Brief of the case</b>	<b>Corrective action taken</b>
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.	Board of Apprenticeship Training (BOAT)	45	-
2.	National Apprenticeship Promotion Scheme (NAPS)	352	-
3.	Prashanti Medical services & research foundation	202	100%
4.	Charutar Arogya Mandal	18	100%

**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. -

At Banco Customer Satisfaction is of top priority & the organization strives to meet customer expectations to the fullest. Customer Complaints are received through Emails and our Quality department gets back to the customer within 48 hours with an initial analysis of the Quality issue raised, subsequent to this based on the mutual understanding between customer and BANCO the suspected material is either bought back to the customer's location from various dealers network or directly shifted to Banco on case to case basis. If material can not be shifted based on the size of the Component then dedicated field staff visits the location where the product is installed for an initial failure mode analysis. Subsequent to this the root cause analysis reports are exchanged and the defects are finalized. The Company maintains multiple point of communication Email, whatsapp, sms etc. The contact details of respective associates are available at <https://www.bancoindia.com/contact-us/>

## 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	100%, absolutely safe in all parameters
Recycling and/or safe disposal	100%, disposed safely after life span

## 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			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						



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

	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No).- Yes, the Company has IT policies and are available on the intranet of the Company.
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:
  - Number of instances of data breaches along-with impact- Nil
  - Percentage of data breaches involving personally identifiable information of customers- Not Applicable

**Leadership Indicators**

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)-  
Information on products and services of the entity can be accessed through website of the Company at [www.bancoindia.com](http://www.bancoindia.com)
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services-  
The fitment of the product and the Standard Operating process of the same are described in the drawings submitted to the customer which is mutually signed by both the parties.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Not Applicable
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) 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)  
We supply directly to OEMs and they decide the product information to be displayed on the packaging.

By order of the Board  
**Mehul K. Patel**  
Chairman

Date : 09.08.2024  
Place : Bil