



CS/CM6

July 18, 2024

To,
The Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex, Bandra
(E), Mumbai – 400 051
Symbol: HERCULES

To,
The Corporate Relationship Department
BSE Limited
P. J. Towers, Dalal Street,
Mumbai - 400 001
Scrip Code: 505720

Sub.: Business Responsibility and Sustainability Report for FY2023-24

Dear Sir/Madam

Pursuant to the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“SEBI Listing Regulations”) and Circulars issued in this regard, please find enclosed herewith the Business Responsibility and Sustainability Report (“BRSR”) for the financial year ended March 31, 2024.

The aforesaid BRSR is also available on the website of the Company, indef.com/wp-content/uploads/2024/07/HHL-Annual-Report-2024.pdf

The above is for your information and record.

Thanking you,

For Hercules Hoists Limited

Girish Jethmalani
Chief Financial Officer

Encl: Business Responsibility and Sustainability Report

Company: HERCULES HOISTS LIMITED

T: +91 22 45417301 | F: +91 2192 274125 | E: indef@indef.com | U: www.indef.com

Corporate Office: 501-504, Shelton Cubix, Sector 15, Plot #87, CBD Belapur, Navi Mumbai 400614, INDIA

Works: Khalapur, Chakan | **Regional Offices:** Pune, Delhi, Chennai, Kolkata

Registered Office: Bajaj Bhawan, 2nd Floor, 226, Jarnalal Bajaj Marg, Mumbai 400 021, INDIA

CIN: L45400MH1962PLC012385



Business Responsibility & Sustainability Reporting

SN	Particulars	Details												
I	Details of the Listed Entity													
1	Corporate Identity Number (CIN) of the Company	L45400MH1962PLC012385												
2	Name of the Company	Hercules Hoists Limited												
3	Year of Incorporation	June 15, 1962												
4	Registered Address	Bajaj Bhavan, 226, Jamnalal Bajaj Marg, Nariman Point, Mumbai 400021												
5	Corporate Address	501-504, Shelton Cubix, Sector 15, Plot 87 CBD Belapur Navi Mumbai 400614												
6	Email ID/ Contact	indef@indef.com												
7	Telephone	022-45417300												
8	Website	www.indef.com												
9	Financial Year reported	31-03-2024												
10	Name of the Stock Exchange(s) where shares are listed	BSE and NSE												
11	Paid Up capital	Rs. 3,20,00,000												
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Girish Jethmalani Chief Financial Officer cs1@indef.com / grj@indef.com 022-45417300												
13	Reporting boundary - Are the disclosures under this report made on a standalone basis or on a consolidated basis	The disclosures under the BRSR Report are on a standalone basis.												
14	Nam of the Assurance Provider	NA												
15	Type of Assurance Obtained	NA												
II	Product/Service													
16	Details of business activities (accounting for 90% of the turnover):													
	<table border="1"> <thead> <tr> <th>Description of Main Activity</th> <th>Description of Business Activity</th> <th>% of Turnover of the entity</th> </tr> </thead> <tbody> <tr> <td>Engineering Machinery (NIC code 2816)</td> <td>Lifting and Handling Equipment's</td> <td>100</td> </tr> </tbody> </table>		Description of Main Activity	Description of Business Activity	% of Turnover of the entity	Engineering Machinery (NIC code 2816)	Lifting and Handling Equipment's	100						
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III	Operations													
18	Number of locations where plants and/or operations/offices of the entity are situated:													
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19	<p>Markets served by the entity:</p> <p>a. Number of locations</p> <table border="1"> <thead> <tr> <th>Locations</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>National (No. of States)</td> <td>28</td> </tr> <tr> <td>International (No. of Countries)</td> <td>12</td> </tr> </tbody> </table> <p>b. What is the contribution of exports as a percentage of the total turnover of the entity? = 0.50%</p> <p>c. A brief on types of customers The Company is dealing with Customer through Dealers network and direct channel. The Industrial units/ warehouses/plants/ EPC project companies / project sites etc are the Customers</p>										Locations	Number	National (No. of States)	28	International (No. of Countries)	12																																																													
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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	Indef Manufacturing Limited	Subsidiary	100%	No			
VI	CSR Details							
24	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes							
	(ii) Turnover (Rs. In Lakhs) as on March 31, 2023: Rs. 15,077.08/-							
	(iii) Net worth (Rs. In Lakhs) as on March 31, 2023: Rs. 70,665.39/-							
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)	FY 23-24			FY 22-23		
			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	NIL	NIL	-	NIL	NIL	-
	Investors (other than shareholders)	Yes	NIL	NIL	-	NIL	NIL	-
	Shareholders	Yes	NIL	NIL	-	NIL	NIL	-
	Employees and workers	Yes	NIL	NIL	-	NIL	NIL	-
	Customers	Yes	384	7	-	251	0	-
	Value Chain Partners	Yes	NIL	NIL	-	NIL	NIL	-
	Other - Govt./ Regulatory bodies	Yes	NIL	NIL	-	NIL	NIL	-
	Website for grievance policy : www.indef.com/investor							

26	<p>Overview of the entity's material responsible business conduct issues</p> <p>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</p> <p>Materiality assessment is a process that identifies and prioritizes environmental, social, and governance (ESG) issues that are most relevant to a Company's business operations and stakeholders. It involves evaluating the potential impacts and risks associated with these issues and determining their significance in terms of financial performance, reputation, and long-term sustainability. It helps companies focus their ESG efforts on the most material issues, enabling better decision-making, risk management, and value creation. Ultimately, the goal is to enhance transparency, accountability, and sustainable practices within the organization, driving long-term business success and positive societal impact. The material topics identified are represented below:</p>				
SN	Material issue identified	Indicate whether risk/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	Energy Management	Risk and Opportunity	Lack of optimizing energy consumption would lead to related environmental impacts and increased production costs.	Improve Production planning to optimize energy consumption	Energy cost reduction
2	Responsible Supply Chain and Service Providers	Opportunity	The responsible supply chain helps the Company in reducing its indirect environmental impact and promote good governance amongst suppliers and other value chain partners.	<ul style="list-style-type: none"> Encourage our industrial suppliers to obtain ISO certification Established and implemented a Supplier Code of Conduct to guide our suppliers as to how to engage in ethical, responsible, fair, transparent, and legal business practices in their operations. This is applicable to all domestic suppliers. 	With our initiatives to establish a responsible supply chain, we have an opportunity to have a strong and compliant supply chain system which ensures low risk on environmental and social parameters.
3	Waste Management	Risk, Opportunity	The increased focus of the government bodies, regulators, and investors in the corporate strategy to handle the waste generated across operations, has led to a critical correlation between waste generated by the Company and its brand reputation.	<ul style="list-style-type: none"> Our waste collection plan is in line with the Maharashtra Pollution Control Board (MPCB) guidelines. We use authorised waste management agency for disposing waste paint generated for further recycling. Initiatives are focused on net water positive through ground water recharge and rainwater harvesting 	Savings on compliance penalties and high production costs.



4	Occupational Health and Safety	Risk	Being a manufacturing company, it is imperative that we provide provide a safe environment and working conditions for our employees.	<ul style="list-style-type: none">• The Company has implemented proactive safety measures.• Our team's initiatives focus on Occupational Health and Safety, through regular internal audits and certifications of plants to ISO 45001:2018. Our teams comply with all applicable Health and Safety regulations.	High number of accidents or fatalities can bring down the confidence of workers leading to workforce loss, ultimately leading to production loss.
5	Customer Satisfaction	Opportunity	Lack of customer focus will have a direct impact on business profitability . Transparent customer feedback will enhance brand value and reputation.	<ul style="list-style-type: none">• We record customer feedbacks through various ways. We have activated multiple avenues to raise complaint and feedback for customer convenience like a dedicated call centre, app and our customer complaint portal, etc.	<ul style="list-style-type: none">• Loss of market share due to failing in serving the customer needs and service.• Increased sales and potential revenue as a result of positive customer feedback.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

SN	Disclosure Questions	
	Policy and management processes	
1A	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, At HHL we have policies which covers all principles and its core elements of NGBRC.
1B	b. Has the policy been approved by the Board? (Yes/No)	Yes. All our policies are approved by the Board.
1C	c. Web Link of the Policies, if available	www.indef.com/Investor
2	2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, At HHL, we have implemented policies in all our operations and activities of the organization.
3	3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No
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.	ISO 9000, ISO 14001
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	To ensure the integration of ESG throughout our supply chain,
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Non-Industry suppliers will be assessed under ESG criteria.
	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)	We prioritize minimizing the negative effects that our operations have on the environment through managing our resources in a sustainable way. At HHL, we ensure safety, wellbeing, and development of our human capital. We adhere to a strict code of ethics and standards and can realise our targets by working in collaboration with our stakeholders.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Amit Bhalla, President & CEO
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.	Amit Bhalla, President & CEO is responsible for decision making on sustainability related issues in HHL
	Details of Review of NGRBCs by the Company:	
10	Performance against above policies and follow up action.	At HHL, all the policies are reviewed once in 3 years or on a need basis by Executive Committee, Functional Heads and placed before the Board of Directors as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.
	Compliance with statutory requirements of relevance's to the principles, and, rectification of any non-compliances.	HHL is in compliance with all regulations, as applicable.
11	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.	Our processes and policies are reviewed and evaluated periodically by the respective internal departments and updated accordingly. Suggestions and recommendations by the Company management are incorporated into the policies prior to placing before the Board for approval. In the coming years, we intend to conduct an independent assessment of our policies.
12	If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:	Not Applicable

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

1.

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	On an ongoing basis, HHL carries out familiarization programs for its directors, as required under the SEBI Listing Regulations. Various programmes and presentations have been held for the Directors, including the Independent Directors throughout the year on an ongoing and continual basis aiming for familiarisation in the areas of our business model, nature of industry, business other related matters.		100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	ensures that employees and workers are provided with various awareness and learning interventions both online and offline on topics of code of conduct, wellness facilities and policies, safety, health and environment etc.		100%
Workers			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:

There are no fines/ penalties / punishments / etc. in the current financial year.

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

Not Applicable

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

At HHL, our Code of Conduct guides the integrity norms pertaining to bribes, favours from business associates, gifts from business associates etc. that deal with anti-corruption and anti-bribery. At HHL, Integrity is about people doing the right thing – not looking for personal gain or to reward others by taking advantage of ambiguity or uncertainty. Adhering to the set norms prevent damage to the organization in financial or information terms or to the organization image in front of regulatory authorities or society at large. Link to HHL Code of Conduct:

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

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.

No such instance for corruption and conflicts of interest.

8. Number of days of account payables (Account payables*365 /Cost of goods /service procured)

	FY 2023-24	FY 2022-23
Number of days of account payables	72.84	61.31

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	Metric	FY 2023-24	FY 2022-23
Concentration of Purchase	a) Purchase from trading house as % of total purchase	22.20%	19.10%
	b) No. of trading houses where purchases are made from	57	61
	c) Purchase from top 10 trading houses as % of total purchase from trading houses	80.22%	85.25%
Concentration of Sales	a) Sales to dealer distributor % of total sales	80.06%	79.72%
	b) No. of dealer where sales are made	50	42
	c) Sales to top 10 Dealers as % of total sales to dealer	53.27%	56.05%
Share of RPTs in	a) Purchases with related parties /Total Purchase	0.00%	0.00%
	b) Sales to related parties/total sales	5.31%	0.15%
	c) Loan/advance given to related parties / total loans & advance	0.70%	0.00%
	d) Investment in related to parties/total investment made	40.58%	44.79%

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

- 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. NIL
- A) Does the entity have procedures in place for sustainable sourcing? No
We have a well-defined methodology and practices and Supplier Code of Conduct to engage with all our suppliers in an ethical, responsible, fair, transparent, legal, and sustainable way. 100% of our input materials and services are sourced from suppliers adhering to internal sustainability standards/codes/policies.
B) If yes, what percentage of inputs were sourced sustainably? The activity is under process.
- 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. Not Applicable
- 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. Not Applicable.


Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.
1A. 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)	% (E/A)	Number (E)	% (F/A)	Number (F)
Permanent employees											
Male*	121	121	100	121	100	NA	NA	4	3.31%	NIL	NIL
Female	14	14	100	14	100	NIL	NIL	NA	NA	NIL	NIL
Total	135	135	100	135	100	NIL	NIL	4	2.96%	NIL	NIL
Other than Permanent employees											
Male	5	-	-	-	-	-	-	-	-	-	-
Female	1	-	-	-	-	-	-	-	-	-	-
Total	6	-	-	-	-	-	-	-	-	-	-

1B. Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	% (E/A)	Number (E)	% (F/A)	Number (F)
Permanent employees											
Male*	43	43	100	43	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	43	43	100	43	100	-	-	-	-	-	-
Other than Permanent employees											
Male	121	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	121	-	-	-	-	-	-	-	-	-	-

1C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as % of revenue of the Company	1.38%	1.55%

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	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes

3. Accessibility of workplaces

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

Response: Yes, our corporate office is accessible to differently abled employees and workers, as per 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

The Company has adopted an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder. The Equal Employment Opportunity policy is available on our website. The link is as follows <https://www.indef.com/investor>

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	100%	100%	NA	NA
Female	NA	NA	NA	NA
Total	100%	100%	NA	NA

No female employee had taken parental/maternity leave in FY 24.

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

Permanent Workers	Yes, the HR Head are nominated as grievance redressal officer for grievances related with employees, workers, contract labour or other type of employees. Contractors, supervisors, and individual contract labour can contact through personally/ email/ call to HR Head for redressal of their grievances. The Company has implemented speak up option, directly access to President and CEO and whistle blower mechanism
Other than Permanent	
Workers	
Permanent Employees	
Other than Permanent Employees	

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

Currently no employees are covered under any associations or unions. 43 male workers are associated with recognized union in FY 2023-24 and 44 workers are associated in FY 2022-23



8. Details of training given to employees and workers

Category	FY 2023-24					Total (D)	FY 2022-23			
	Total (A)	On Health and safety measures		On Skill upgradation			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	121	45	37%	85	70%	91	41	45.05%	0	0
Female	14	9	69%	14	100%	14	4	29%	0	0
Total	135	54	40%	99	73.33%	105	45	43%	0	0
Workers										
Male	43	43	100%	22	50%	44	44	100%	22	50%
Female	0	0	0	0	0	0	0	0	0	0
Total	43	43	100%	22	51%	44	44	100%	22	50%

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. B	% (B/A)
Employees						
Male	121	121	100%	91	91	100%
Female	14	14	100%	14	14	100%
Total	135	135	100%	105	105	100%
*Workers						
Male	43	43	100%	44	44	100%
Female	0	0	0	0	0	0
Total	43	43	100%	44	44	100%

10. Health and safety management system:

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

Yes, we have implemented Occupational Health and Safety Management Systems in all plants. HHL is committed to provide a safe and healthy workplace by minimizing the risk of accidents, injury and exposure to health risks and it complies with applicable laws and regulations with respect to safety at workplace. Khalapur plant is certified for ISO 45001:2018. All applicable Health and Safety regulations are being complied. We regularly hold awareness sessions on topics related to health and safety for our employees as well as send out alerts and communications on a regular basis.

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

For both routine and non-routine activity, we have established a standard approach for conducting Hazard Identification & Risk Assessment. We are using work permit system, safety audit as a part of work-related hazards and assess risks

- c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks: Yes

- d) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? : Yes

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.09	1.8
Total recordable work-related injuries	Employees	0	0
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Safety Management System at HHL is created using both proactive and reactive methods, to ensure a safe and healthy workplace.

- Safety Audits are conducted by government authorized external agencies.
- Safety management visuals/workshops/demos are conducted for creating awareness.

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

Category	FY 2023-24			FY 2022-23		
	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	1	0	Rest Zone is provided	1	0	Shop floor Repair work is done
Health & Safety	-	-		-	-	

14. Assessments for the year:

Category	% 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.

Corrective actions are implemented to mitigate significant Health and Safety hazards according to the hierarchy of controls. Some examples of the recent corrective actions implemented includes we routinely monitor and follow up on the significant risks as per ISO 45001:2018.

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

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

Key stakeholders are individuals, organizations, parties, or entities that influence our business, add value, or are critical elements of the value chain. Vendors, customers, dealers, employees, community, and shareholders are some of our major 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, 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
Suppliers / Contractors	NO	Vendor Portal, Emails / Telephone, Annual Vendors Meet, Personal visits at workplace	Ongoing Basis	<ul style="list-style-type: none"> • Improved Supply chain • Quality • Development of Vendors
Customers	NO	Workshops, Website, Dealer Meet and Management system, out bound call, Advertisements and Customer Meets	Ongoing Basis	<ul style="list-style-type: none"> • Responsible manufacturing • Addressing customer queries and grievances • Feedback on products and services • Meet Customers' expectations
Shareholders / investors	NO	Email, Newspaper, Advertisement, Stock Exchange, Website,	Ongoing Basis	<ul style="list-style-type: none"> • Financial results • Business outlook • Key risks • Transfer of equity shares • TDS on dividend • Non-receipt of dividend
Employees/Workers	NO	Intranet, Email, SMS, Virtual Calls, In-person meetings, internal events, notice boards	Ongoing Basis	<ul style="list-style-type: none"> • Relevant business communication, • Career, learning & growth, • HR policies and practices
Communities	NO	Newspaper, Advertisement, Stock Exchange, Website, Social media	Ongoing Basis	<ul style="list-style-type: none"> • Business ethics and image, • Awareness
Govt / Regulatory Bodies	NO	Conferences, external forums, and public platforms and briefings, meetings with government agencies, representation through trade bodies	Ongoing Basis	<ul style="list-style-type: none"> • Compliance with national and local regulations • Permissions/ approvals on various regulatory requirements

Principle 5: Businesses should respect and promote human rights

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			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	135	135	100%	105	105	100%
Other than Permanent	6	6	100%	15	15	100%
Total Employees	141	141	100%	120	120	100%
Workers						
Permanent	43	43	100%	44	44	100%
Other than Permanent	121	121	100%	101	101	100%
Total Workers	164	164	100%	145	145	100%

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

Category	FY 2023-24					FY 2022-23				
	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										
Male	121	-	-	121	100%	91	-	-	91	100%
Female	14	-	-	14	100%	14	-	-	14	100%
Other than Permanent										
Male	5	-	-	5	100%	13	-	-	13	100%
Female	1	-	-	1	100%	2	-	-	2	100%
Workers										
Permanent										
Male	43	-	-	43	100%	44	-	-	44	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent*										
Male	121	-	-	121	100%	101	-	-	101	100%
Female	-	-	-	-	-	-	-	-	-	-



3. Details of remuneration/salary/wages paid to employees and workers, in the following format:

3a. Median remuneration/wages

(Rs. In lakhs)

Particulars	Male			Female		
	Number	Median remuneration/ salary/ wages of respective category	Average number of year experience	Number	Median remuneration/ salary/ wages of respective category	Average number of year experience
Board of Directors (BoD) (Full time directors) *	1	3	-	-	-	-
Key Managerial Personnel	3	41.19	2	-	-	-
Employees other than BoD and KMP	120	7.41	5	14	5.45	3
Workers	43	4.87	16	-	-	-

Only one whole time Director received remuneration

3b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to female employees as % of total wages	4.28%	3.26%

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

Reply: Yes

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

HHL considers respect for human rights as a fundamental value for our business. Resolution of complaints and grievances take place while keeping in mind the principles of natural justice, confidentiality, sensitivity, and no retaliation for employee. In case of any violations, a complaint can be made to the internal Grievance Officer as mentioned in the policy. Any grievance against any member of the Internal Grievance Officer should be addressed to the President and CEO. The said officer is responsible for protecting both the complainant's privacy and the confidentiality of complaints.

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

	FY 2023-24			FY 2022-23		
	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	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour / Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	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:

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	NIL	NIL
Complaint of POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH Upheld	NIL	NIL

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

Reply: Ethics & values have always been core to the way HHL operates & any violation is dealt with appropriately. With this intent, the Company has policies in place to protect the identity of the complainant. Additionally, it protects them from discrimination, victimization, retaliation, or adoption of any unfair employment practices. We uphold the privacy of the complainant and maintain the confidentiality of complaints. Appropriate escalation mechanisms exist for complainants. Please refer to the following policies available on www.indef.com/investor for more details:

- A) Equal Opportunity Policy
- B) Whistle Blower Policy
- C) Human Rights Policy
- D) Prevention of Sexual Harassment (POSH)

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

Response: Yes, it is part of our Supplier Code of Conduct.

10. Assessments for the year:

The company engaged in continuous assessment of its operations for human rights issues. There have been no adverse findings during the year from any such assessments.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	We assess hundred percent of our operations during the audit to ensure compliance with all statutory laws.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

There were no significant human rights risks or concerns arising out of the above assessment

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

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

Parameter	FY 2023-24	FY 2022-23
Total electricity consumption (A)	Units 1.830258 Terajoules	Units 1.5843672 Terajoules
Total fuel consumption (B)	Units 0.0606888 Terajoules	Units 0.0828576 Terajoules
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	Units 1.8909468 Terajoules	Units 1.6672248 Terajoules
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

*The company's operations are focused on the engineering industry, specifically functioning as an assembly unit.



Our processes are not characterized by high energy consumption.

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

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

Reply: Not Applicable.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not applicable	Not applicable
(ii) Groundwater	Not applicable	Not applicable
(iii) Third party water	6480 KL	5590 KL
(iv) Seawater / desalinated water	Not applicable	Not applicable
(v) Others	Not applicable	Not applicable
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6480 KL	5590 KL
Total volume of water consumption (in kilolitres)	6480 KL	5590 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity	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: No

*The company's operations are focused on the engineering industry, specifically functioning as an assembly unit. Our processes are not characterized by high water consumption.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment in kiloliters		
i) To Surface water	Water level in kiloliters-2277.6	Water level in kiloliters-2184
•No Treatment	Drinking & Domestic Use	
•With Treatment – plz specify level of treatment	Sewage Treatment plant (screen chamber, Collection cum Equalization tank , Aeration Tank, Filter feed tank, Multi grade dual media filter, clear water collection tank, reuse to garden	Sewage Treatment plant (screen chamber, Collection cum Equalization tank , Aeration Tank, Filter feed tank, Multi grade dual media filter, clear water collection tank, reuse to garden
ii) To Ground water	NA	NA
•No Treatment		
•With Treatment – plz specify level of treatment		
iii) To Sea water	NA	NA
•No Treatment		
•With Treatment- Plz specify level of treatment		
iv) Sent to third parties	NA	NA
•No Treatment		
•With Treatment- Plz specify level of treatment		
v) Others	NA	NA
•No Treatment		

•With Treatment- Plz specify level of treatment		
Total water discharge in kiloliters	2277.60	2184.00

Note: Name of Independent agency who do evaluation/assessment: NA

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

Yes, Domestic Sewage effluent is treated in STP which comprises of Primary treatment followed by biological treatment and treated effluent is used for watering garden and horticulture areas/toilet flushing. No treatment is depend on water, hence, zero liquid discharge is not applicable at plant level

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	FY 2022-23
BC	Kg	NA	NA
NOx	Kg	NA	NA
NO2	ug/m3	33.96	37.23
SO2	ug/m3	26.32	26.47
Particulate matter (PM) 10	ug/m3	59.56	60.21
Particulate matter (PM) 2.5	ug/m3	28.45	28.19
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Ozone (O3)	ug/m3	13.98	14.86
Lead (Pb)	ug/m3	0.11	0.12
Carbon Monoxide (CO)	mg/m3	0.70	1.10
Carbon Dioxide (CO2)	Kgs	NA	NA
Ammonia (NH3)	ug/m3	3.11	4.17
Benzene	ug/m3	< 1.0	< 1.0
Benzo Pyrene (BaP)	ng/m3	< 0.1	< 0.1
Arsenic (As)	ng/m3	< 0.4	< 0.4
Nickel	ng/m3	3.92	7.51

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

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

Parameter	Unit	FY 2023-24		FY 2022-23	
		CO2	NA	CO2	NA
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	CH4	NA	CH4	NA
		N2O	NA	N2O	NA
		NA		NA	
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA		NA	
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonne per Crore	NA		NA	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		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.

8. Does the entity have any project related to reducing Green House Gas emission?

Reply: No



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)	0.02	0.03
E-waste (B)	NA	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	0.09	0.08
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) - CARDBOARD WASTE	3.6	3.8
Total (A+B + C + D + E + F + G+ H)	3.71	3.91
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	NA	NA
(ii) Re-used**	NA	NA
(iii) Other recovery operations	NA	NA
Total	NA	NA
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	NA	NA
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations - Authorised agencies	NA	NA
Total	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.: No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Response: Waste reduction is taken on by implementing 6R principle across our plants. (6R - Reduce, Reuse, Recycle, Recover, Redesign, Regulate). Waste is segregated at shop floor into Hazardous and Non-Hazardous category, and then transferred to demarcated collection centres outside shop. While Non-hazardous waste is directly collected and transferred to authorized agencies for recycling, hazardous waste is disposed to Maharashtra Pollution Control Board (MPCB) authorised agencies with manifest system.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format

Reply: The Company does not have any operations/offices in/around ecologically sensitive areas.

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

Reply: No environmental impact assessment of projects was undertaken by the Company during the current financial year

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:

Reply:

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 boards or by courts	Corrective action taken, if any
1				
100% compliant with all applicable laws and regulations.				

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

1. a. Number of affiliations with trade and industry chambers/ associations.

Reply: The company has affiliations with 2 (two) trade and industry associations/ chambers.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Bombay Chamber of Commerce and Industry	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.

Response: There are no issues related to anti-competitive conduct by the entity.

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.

Reply: HHL has always focused on improving the quality and impact of their CSR programs which are community contribution and community engagement. There are no specific SIA projects undertaken by the Company during FY.

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

Response: Not applicable as no projects on R&R conducted by the HHL

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

Response: The Company carries its CSR activities through various implementing agencies. The communities (stakeholders) share all their issues with the implementing agencies (partner NGOs) who provide solutions to their problems and rectify the situation.



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

Sr. No	Particulars	FY 2023-24	FY 2022-23
1	Directly sourced from MSMEs/ small producers	55.97%	49.08%
2	Sourced directly from within the district and neighboring districts		
a)	Within District	3.40%	0.08%
b)	Neighboring Districts	64.91%	70.82%
c)	Other Districts	31.69%	29.10%

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

Location	FY 2023-24	FY 2022-23
Rural	51.52%	54.91%
SEMI urban	-	-
Urban	39.52%	38.28%
Metropolitan	8.96%	6.81%

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

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

HHL has a mechanism in place to record customer feedbacks through various ways. We have activated multiple avenues to raise complaint and feedback for customer convenience like a dedicated cell number, and our customer complaint portal. Any other complaints could be addressed on feedback links, through dedicated customer care email service, and social media where all customer queries/complaints are recorded in system and being tracked for resolution. Our system ensures complaint resolution with full satisfaction to customer with their consent. Customers can send the complaints and feedback on dedicated email.

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	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

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

	FY 2023-24		Remarks	FY 2022-23		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	-
Advertising	NIL	NIL	-	NIL	NIL	-
Cyber-security	NIL	NIL	-	NIL	NIL	-
Delivery of essential services	NIL	NIL	-	NIL	NIL	-
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other	384	7	-	251	NIL	-

4. Details of instances of product recalls on account of safety issues: NIL
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the entity has a framework/policy on cyber security and risks related to data privacy. Privacy of our customers, users and visitors is of primary importance to us and we take utmost care in handling any confidential information collected by our platform. HHL does not collect any personal or sensitive information without the knowledge and consent of the data user. The user reserves the right to grant specific and limited access to any additional services/ facilities/features, which are completely optional. In accordance with our privacy policy, we must obtain the user's consent before accessing any sensitive or personal data in order to provide these extra services.

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.

Response: No regulatory action taken by any regulatory authority related to above mentioned parameters

7. Provide following information for data breaches:
 - a) No. of instance of data breaches: NIL
 - b) % of data breaches involving personal identifiable information of customers: NIL
 - c) Impact, if any, of data breaches: Not Applicable