

Elpro International Ltd.

17th Floor, Nirmal, Nariman Point
Mumbai 400 021, India

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CIN: L51505MH1962PLC012425

September 6, 2024

To,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

Scrip Code - 504000

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

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

Dear Sir / Madam,

Pursuant to Regulation 34 and other applicable provisions of the Listing Regulations, please find enclosed herewith the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2023-24.

The BRSR is also available on the website of the Company at www.elpro.co.in as part of Company’s Annual Report for Financial Year 2023-24.

This is for your information and records.

Thanking you,
Yours faithfully,

For Elpro International Limited

Deepak
Kumar Ajmera  Digitally signed by
Deepak Kumar Ajmera
Date: 2024.09.06 19:35:15
+05'30'

Deepak Kumar Ajmera
Chief Financial Officer

Encl.: As above



Annexure III to the Directors' Report

**BUSINESS
RESPONSIBILITY &
SUSTAINABILITY**

**REPORT
2023-24**



SECTION A: GENERAL DISCLOSURES**I. Details of the listed entity**

| 1. | Corporate Identity Number (CIN) of the Listed Entity | L51505MH1962PLC012425 | | | | |
|-----------------------------|---|--|----------------------|------------|-----------------------------|--------|
| 2. | Name of the Listed Entity | Elpro International Limited | | | | |
| 3. | Year of incorporation | 1962 | | | | |
| 4. | Registered office address | Nirmal, 17th Floor, Nariman Point, Mumbai - 400021 | | | | |
| 5. | Corporate address | Nirmal, 17th Floor, Nariman Point, Mumbai - 400021 | | | | |
| 6. | E-mail | ir@elpro.co.in | | | | |
| 7. | Telephone | +91 22 4029 9000 | | | | |
| 8. | Website | www.elpro.co.in | | | | |
| 9. | Financial year for which reporting is being done | Financial Year (FY) 2023-24 | | | | |
| 10. | Name of the Stock Exchange(s) where shares are listed | <table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>Bombay Stock Exchange (BSE)</td> <td>504000</td> </tr> </tbody> </table> | Name of the Exchange | Stock Code | Bombay Stock Exchange (BSE) | 504000 |
| Name of the Exchange | Stock Code | | | | | |
| Bombay Stock Exchange (BSE) | 504000 | | | | | |
| 11. | Paid-up Capital | Rs. 16,94,79,130/- | | | | |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Mr. Deepak Kumar Chairman and Managing Director Telephone No.: +91 22 4029 9000 Email Id: ir@elpro.co.in | | | | |
| 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) | The disclosures made under this report are made on a standalone basis and pertaining to Elpro International Limited. | | | | |
| 14. | Name of assurance provider | Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023. | | | | |
| 15. | Type of assurance obtained | Not Applicable as per the SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023. | | | | |

Notes:

- (a) The numbers have been rationalised in this year's report, wherever required.
- (b) Labourers employed through contractors and their subcontractors are not on the direct payroll of the Company and hence, these labourers are not being classified in the category of 'Workers' of the Company.

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. | Real Estate | Real estate activities with owned or leased property | 95.17 |

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

| S. No | Product/ Service | NIC Code | % of Turnover contributed |
|-------|--|----------|---------------------------|
| 1. | Real estate activities with owned or leased property | 681 | 95.17 |

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 | 1 | 2 | 3 |
| International | | Nil | |

19. Markets served by the entity:

- a. Number of locations

| Location | Number |
|---------------|--------|
| National | 1 |
| International | Nil |

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

The Company had 1.18% exports as a percentage of the total turnover during the reporting period.

- c. A brief on types of customers:

The Company has a varied range of customers including Corporates and Multi-National Companies.

IV. Employees

20. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-----------|-----------|---------------|------------|--------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 60 | 52 | 86.67 | 8 | 13.33 |
| 2. | Other than Permanent (E) | Nil | Nil | Nil | Nil | Nil |
| 3. | Total employees (D + E) | 60 | 52 | 86.67 | 8 | 13.33 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 1 | 1 | 100.00 | Nil | Nil |
| 5. | Other than Permanent (G) | 6 | 6 | 100.00 | Nil | Nil |
| 6. | Total workers (F + G) | 7 | 7 | 100.00 | Nil | Nil |

- b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|---|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | Nil. | The Company does not have any disabled worker as defined under The Rights of Persons with Disabilities Act, 2016 predominantly because of nature of our activities and processes. However, the Company does not discriminate people with reduced mobility in its recruitment process. | | | |
| 2. | Other than Permanent (E) | | | | | |
| 3. | Total differently abled employees (D + E) | | | | | |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | Nil. | The Company does not have any disabled worker as defined under The Rights of Persons with Disabilities Act, 2016 predominantly because of nature of our activities and processes. However, the Company does not discriminate people with reduced mobility in its recruitment process. | | | |
| 5. | Other than Permanent (G) | | | | | |
| 6. | Total differently abled workers (F + G) | | | | | |

21. Participation/Inclusion/Representation of women

| Particulars | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors | 6 | 1 | 16.67 |
| Key Management Personnel | 3 | Nil | Nil |

*Chairman & Managing Director, Chief Financial Officer and Company Secretary are designated as KMPs of the Company

22. Turnover rate for permanent employees and workers (in percent)

| Particulars | FY 2024 | | | FY 2022 | | | FY 2021-22 | | |
|---------------------|---------|--------|-------|---------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 29.13 | 25.00 | 27.06 | 31.91 | 16.67 | 24.29 | 17.28 | Nil | 8.64 |
| Permanent Workers | | | | | Nil | | | | |

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

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

| Sl. No. | Name of the holding/ subsidiary/ associate companies/ joint ventures (A) | % of shares held by listed entity | % 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 | IGE India Private Limited | Holding Company | - | No |
| 2 | Ultra Sigma Private Limited | Subsidiary Company (Wholly-owned) | 100% | No |
| 3 | Fortune Capital Holding Private Limited (w.e.f. September 15, 2023) | Subsidiary Company (Wholly-owned) | 100% | No |
| 4 | Elpro Realty Private Limited (Formerly known as Faridabad Management Private Limited) (w.e.f. February 20, 2024)* | Subsidiary Company (Wholly-owned) | 100% | No |
| 5 | Dabri Properties and Trading Company Limited | Associate Company | 31.77% | No |

*The Board of Directors vide their Meeting held on May 30, 2024 had considered and approved the change of name of Wholly-owned Subsidiary of the Company from "Faridabad Management Private Limited" to "Elpro Realty Private Limited" and in this regard, Ministry of Corporate Affairs, Government of India ("MCA") has granted its approval for such change of name and has issued a fresh Certificate of Incorporation dated July 22, 2024.

VI. CSR Details

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

(ii) Turnover (in Rs.) – ₹ 11,217.34 Lakhs

(iii) Net worth (in Rs.) – ₹ 1,30,602.72 Lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievance 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 2023-24 | | | FY 2022-23 | | |
|---|--|--|--|-----------------------------------|--|--|-----------------------------------|
| | | 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 | (If Yes, then provide web-link for grievance redress policy) Yes, Communities can register their grievance at the following email id: ir@elpro.co.in | Nil | Nil | NA | Nil | Nil | NA |
| Investors (other than shareholders) | Yes, investors can register their grievance at the following email ids: ir@elpro.co.in , helpdesk@linkintime.co.in | Nil | Nil | NA | Nil | Nil | NA |
| Shareholders | Yes, Shareholders can register their grievance at the following email ids: ir@elpro.co.in , rnt.helpdesk@linkintime.co.in . A SEBI specified SCORES mechanism is in place to resolve the grievances of the Shareholders of the Company. | 3 | Nil | Complaints were promptly resolved | 1 | Nil | Complaints were promptly resolved |
| Employees and workers | Employees and Workers can raise their grievances through contacting Human Resource (HR) Manager of the Company. The Company has Vigil Mechanism in place and employees can report as per the Whistle Blower Policy of the Company. Whistle Blower Policy is hosted on the website of the Company i.e., www.elrpo.co.in | Nil | Nil | NA | Nil | Nil | NA |
| Customers | Yes, Customers can register their grievances at the following email ids: ecsmarketing@elprocitysquare.com and mkt@elpro.co.in and mkt.mov@elpro.co.in | Nil | Nil | NA | Nil | Nil | NA |
| Value Chain Partners | Yes, Value Chain Partners can register their grievance at the following email ids: ecsmarketing@elprocitysquare.com and mkt@elpro.co.in and mkt.mov@elpro.co.in | Nil | Nil | NA | Nil | Nil | NA |

26. Overview of the entity’s material responsible business conduct 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

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|--|--|
| 1 | Energy Management | Risk | Real estate assets require significant energy for heating, cooling, lighting, and appliances, with the type and amount of energy used, as well as management strategies, varying by asset class. Owners who handle energy costs directly often encounter high operating expenses, emphasizing the importance of effective energy management. Even when occupants are responsible for these costs, energy performance remains crucial due to its impact on operating costs, environmental objectives, and reputation. The company’s substantial power consumption, high energy costs, and the environmental impact of power generation underscore the need for efficient energy management. Proper energy management can reduce operating expenses, mitigate regulatory concerns, and enhance facility value. | The Company prioritizes energy-efficient technologies like LED lighting, smart thermostats, and energy-efficient appliances to address energy usage issues. Utilizing sustainable energy sources, such as solar panels, reduces reliance on grid electricity. Optimizing energy consumption involves implementing energy-saving measures and conducting audits to identify areas for improvement. | Negative (There has been no negative impact in the FY 23-24) |
| 2 | Water Management | Risk | Water consumption in real estate is substantial, affecting operational expenses that may be shared among residents. Though organizations may not be directly responsible for water costs, effective water management is crucial. These costs can be significant, influenced by property type, tenant operations, and location. Entities might cover water expenses or pass them to occupants, but managing water use is vital for controlling costs, reducing environmental impacts, and maintaining reputation. | To mitigate water consumption challenges in buildings, the Company can implement water efficient fixtures and appliances, such as low-flow toilets and water-saving washing machines. The Company can also encourage occupants to adopt water conservation practices and raise awareness through educational initiatives. Regular water audits to identify areas for improvement and monitor usage patterns will assist in mitigating excessive water usage. Invest in irrigation systems with smart controls to optimize water usage for landscaping. | Negative (There has been no negative impact in the FY 23-24) |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|---|--|
| | | | <p>Tenants often assess water efficiency to cut operating costs and enhance sustainability. Real estate owners must adhere to water regulations regardless of who pays.</p> <p>Effective water management can reduce costs, mitigate regulatory risks, and increase tenant demand, rental rates, and occupancy, thereby boosting revenue and asset value. Rising water costs due to overuse, limited supply, pollution, and climate change underscore the importance of water efficiency. Factors like property type, water availability, tenant market, building codes, consumption measurement, and existing infrastructure are key to improving water efficiency.</p> | <p>Comply with water-related regulations and explore for rainwater opportunities harvesting or greywater recycling. By combining these strategies, The Company can effectively manage water efficiency, reduce operating costs, and mitigate environmental impacts, leading to increased tenant demand and higher property value.</p> | |
| 3 | Fair business practices | Opportunity | <p>Fair business practices create stakeholder trust and respect resulting in long term business relationship. The Company, through its practices, procedures & management strives to follow the same, thereby creating a strong brand value and positive</p> | - | Positive |
| 4 | Investment Portfolio | Opportunity | <p>The Company is focused into investment activities in the Companies having good growth prospects and provide reasonable returns in long run.</p> | - | Positive |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------------|--|--|--|--|
| 5 | Quality & Customer Satisfaction | Opportunity | The company consistently strives to uphold the highest standards of customer satisfaction and brand reputation by delivering high-quality products and services. This commitment to excellence ensures that customers receive superior value, fostering trust and loyalty. By prioritizing quality in every aspect of its operations, the company not only meets but often exceeds customer expectations, solidifying its reputation as a leader in its industry. This dedication to quality and customer satisfaction is a cornerstone of the company's strategy, driving long-term success and reinforcing its brand image as synonymous with reliability and excellence. Through continuous improvement and innovation, the company remains attuned to customer needs, ensuring that its offerings consistently reflect the highest standards of performance and quality. | - | Positive |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| b. Has the policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | | | | | | | | | |

| Sr. No. | Name of policy | Link to Policy | Which Principles each policies goes into |
|---------|---|--|--|
| 1 | Code of Conduct for Directors & Management | www.elpro.co.in | P1 |
| 2 | Terms & Conditions for Appointment of Independent Directors | www.elpro.co.in | P1 |
| 3 | Performance Evaluation Policy | www.elpro.co.in | P1, P4 |
| 4 | CSR Policy | www.elpro.co.in | P2, P8, P6 |
| 5 | Dividend Distribution Policy | www.elpro.co.in | P3, P4 |
| 6 | Policy for Determining Materiality of Events | www.elpro.co.in | P1, P4 |
| 7 | Policy for Determining Material Subsidiaries | www.elpro.co.in | P1, P4 |

| Sr. No. | Name of policy | Link to Policy | Which Principles each policies goes into |
|---------|--|--|--|
| 8 | Nomination and Remuneration Policy | www.elpro.co.in | P1, P5 |
| 9 | Whistle Blower Policy | www.elpro.co.in | P1 |
| 10 | Independent Directors Familiarization Programme | www.elpro.co.in | P1 |
| 11 | Policy on Materiality of Related Party Transactions and on dealing with Related Party Transactions | www.elpro.co.in | P1, P4, P7 |
| 12 | Policy on Diversity of Board of Directors | www.elpro.co.in | P1 |
| 13 | Risk Management Policy | www.elpro.co.in | P1, P2 |
| 14 | Policy on archival of documents | www.elpro.co.in | P1 |
| 15 | Code of Conduct and Procedures For Fair Disclosure of Unpublished Price Sensitive Information | www.elpro.co.in | P1 |
| 16 | Code on Prevention of Insider Trading* | www.elpro.co.in | P1, P4, P7 |
| 17 | Prevention of Sexual Harassment (POSH) Policy* | www.elpro.co.in | P5 |

Note: The Policies of the Company are accessible on Company's website i.e., www.elpro.co.in

* These policies are available internally within the Organization.

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|--|---|-----|-----|-----|-----|-----|-----|-----|-----|
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | The policies of the company currently does not extend to its value chain partners. However, the same shall be assessed and taken up accordingly. | | | | | | | | |
| 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. | The Company is an ISO qualified entity and has obtained Quality Management Systems certification i.e. ISO 9001: 2015 for Manufacturing Division. | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | Presently, the Company is very young and is progressing towards in its Environmental, Social and Governance (ESG) journey and in coming years, shall align its operations with the global and national commitment | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | pertaining to carbon emission reduction, GHG emissions reductions, effective energy, water and waste management and other things. | | | | | | | | |

Governance, leadership and oversight

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

Mr. Deepak Kumar, Chairman and Managing Director (DIN: 07512769), Elpro International Limited recognizes the significant impact that our business practices and initiatives can have on the environment, our employees, local communities, and other stakeholders. We are, therefore, dedicated to integrating ESG factors into every aspect of our business strategy and decision-making processes.

Environmental sustainability is a global imperative, and The Company is committed to minimizing our environmental footprint and mitigating any potential adverse effects of our operations. Our goal is to enhance energy efficiency through innovative engineering solutions that reduce waste and energy consumption in our projects. We are strong advocates for the adoption of energy-efficient technologies and renewable energy sources to decrease greenhouse gas emissions.

By embedding ESG principles into our operations, Elpro International Limited aims to create lasting value for our clients, employees, shareholders, and society at large. Our commitment involves making responsible choices, embracing innovation, and leveraging our technological expertise to drive positive change. We strive to ensure a sustainable future for generations to come through conscientious decision-making and proactive initiatives.

Recognizing the ongoing challenges and opportunities, Elpro International Limited is dedicated to continuous learning, innovation, and collaboration. We acknowledge that there is still much work to be done, but we are steadfast in our mission to build a more resilient and sustainable future.

| | |
|---|---|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Deepak Kumar Chairman and Managing Director DIN: 07512769 |
| 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. | The Board of Directors as a whole monitors various aspect of Social, Environmental & Governance responsibilities. |

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|--|---|---|---|---|---|---|---|---|
| | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P | P |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Performance against above policies and follow up action | Performance against above mentioned policies and follow up action is reviewed by the Board of Directors, Nomination and Remuneration Committee, Risk Management Committee, CSR Committee, and Audit Committee, as applicable and as per statutorily mandated periodicity. | | | | | | | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | There are no significant instances of non-compliance. Operational issues are continually being addressed as they arise. The Company monitors and ensures timely completion of all required compliances. | | | | | | | | | | | | | | | | | |

| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 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. | Dhir & Dhir Associates, a Law Firm, has assessed the operationalization and effectiveness of our policies. This evaluation specifically focused on the efficacy of the policies in practice. Additionally, department heads and business leaders conduct periodic assessments of the policies, and any updates are approved by the management or board. While internal auditors may scrutinize processes and compliances, regulatory compliance is also subject to examination as applicable. This comprehensive approach ensures that our policies remain effective, up-to-date, and compliant with both internal and external standards. | | | | | | | | |

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

| Segment | Total Number of training and awareness programmes held | Topics/ principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|---|
| Board of Directors | 1 | Program on understanding and importance of ESG* | 100.00% |
| Key Managerial Personnel | 1 | Program on understanding and importance of ESG* | 100.00% |
| Employees other than BoD and KMPs | 1 | Program on understanding and importance of ESG* | 100.00% |
| Workers | 1 | Program on understanding and importance of ESG* | 100.00% |

* Environmental, Social and Governance

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 (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

| Monetary | | | | |
|-----------------|--|-----------------|-------------------|--|
| NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (in INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/Fine | Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year. | | | |
| Settlement | | | | |
| Compounding Fee | | | | |
| Non-Monetary | | | | |
| Imprisonment | Directors/ KMPs have not been subjected to any thresholds of the materiality policy to pay any fines, penalties, punishments, awards, compounding fees, or settlement amounts in the financial year. | | | |
| Punishment | | | | |

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|---|---|
| Not applicable, as the response to Question 2 is Nil. | |

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 upholds the utmost standards of corporate governance, recognizing that ethical business practices are integral to effective governance. The Company's Board of Directors has endorsed a Code of Conduct for Directors and Senior Management, emphasizing honesty, integrity and compliance with relevant laws, regulations and standards. Anti-bribery and anti-corruption measures are fundamental components of the Company's code of conduct, reflecting Company's commitment to ethical conduct in all facets of its operations.

Additionally, the Company has implemented a Vigil Mechanism and Whistleblower Policy, offering a formal process for Directors, employees, and other external stakeholders to report concerns about unethical behavior, actual or suspected fraud, or violations of the Company's Code of Conduct. This Policy ensures adequate safeguards against victimization for employees utilizing the mechanism.

The Company's Vigil Mechanism and Whistleblower Policy are available on the Company's website at www.elpro.co.in

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

| | FY2023-24 | FY2022-23 |
|-----------|--|--|
| Directors | Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/ KMPs/ Employees/ Workers in the reporting year. | Nil. No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of our Directors/ KMPs/ Employees/ Workers in the reporting year. |
| KMPs | | |
| Employees | | |
| Workers | | |

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

| | FY2023-24 | | FY2022-23 | |
|--|-----------|--|-----------|--|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of conflict of interest of the Directors | Nil. | Nil. No complaints received in relation to issues of COI of the Directors/ KMPs. | Nil. | Nil. No complaints received in relation to issues of COI of the Directors/ KMPs. |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | | | | |

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

Not applicable, as there were no complaints of this nature raised during the reporting year.

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

| | FY2023-24 | FY 2022-23 |
|-------------------------------------|-----------|------------|
| Number of days of accounts payables | 67 | 75 |

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 | FY 2022-23 |
|----------------------------|--|---|------------|
| Concentration of Purchases | a. Purchases from Trading houses as % of total purchases | Nil. The Company does not make any purchase from a trading house. | |
| | b. Number of trading houses where purchases and made from | | |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | | |
| Concentration of Sales | a. Sales to dealers/distributors as % of total sales | Nil. The Company does not sell to any dealer/ distributor. | |
| | b. Number of dealers/distributors to whom sales are made | | |
| | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors | | |
| Share of RPTs in (In Lakh) | a. Purchases (Purchases with related parties/Total Purchases) | 5.96 | 4.77 |
| | b. Sales (Sales to related parties/Total Sales) | 1.83 | 1.78 |
| | c. Loans & advances (Loans & advances given to related parties/Total loans & advances) | 21.42 | 99.98 |
| | d. Investments (Investments in related parties/ Total Investments made) | 0.34 | Nil |

Leadership Indicators

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

| Total number of awareness programmes held | Topics/principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|--|--|---|
| The Company currently does not conduct any awareness programs for value chain partners. However, the Company intends to implement such programs in the coming years. | | |

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.

Every Board Member of the Company discloses any concerns or interests in any Company, Body Corporate, Firm, or other association, or any changes therein, at the first Board Meeting in which they participate. Thereafter, disclosures are made at the first Board Meeting held in each financial year or whenever there is a change in the previously made disclosures, including shareholding, as prescribed.

Furthermore, any Board Member who is directly or indirectly concerned or interested in a contract or arrangement entered into or to be entered into:

- With a body corporate in which the Director or the Director in association with any other Director holds more than two percent shareholding, or is a Promoter, Manager, or Chief Executive Officer; or
- With a firm or other entity in which the Director is a Partner, Owner, or Member,

must disclose the nature of their concern or interest at the Board Meeting in which the contract or arrangement is discussed and must abstain from participating in such meetings.

The details of these transactions are entered into a register prescribed under the Companies Act, 2013, and presented to the Board for noting.

Additionally, the Company has a "Code of Conduct for Directors and Senior Management" which aims to enrich the Board's decision-making process and prevent potential conflicts of interest.

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.

| Segment | FY2024 | FY2023 | Details of improvements in environmental and social impacts |
|---------|--|--------|---|
| R & D | Nil. No R&D investment is currently being made in specific technologies to improve the environmental and social impacts of product/ processes. | | |
| Capex | 0.005% | 0.003% | LED Lights, STP pump, Water Meter, Water Filters |

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No, The Company currently does not have any procedures in place for sustainable sourcing, however it looks forward to set up a strong mechanism in coming years.
 - If yes, what percentage of inputs were sourced sustainably?
Not Applicable.
- 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.

The Company follows a practice of reusing the plastics used during the packaging process and does not generate any other kind of waste.

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.

The Company is subject to the provisions of Extended Producer Responsibility (EPR) and collects plastic waste in accordance with the specified guidelines and targets. An annual report will be submitted to the concerned authority, ensuring compliance with these requirements within the stipulated timeframe.

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. |
|--|--------------------------|---------------------------------|--|---|--|
| The Company currently does not conduct LCA for its services. | | | | | |

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 |
|--------------------------|----------------------------------|--------------|
| 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 | |
|-------------------------------|--|--------|
| | FY2024 | FY2023 |
| Wood - Recycled packing boxes | 1% | 1% |

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 | | | FY 2022-23 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-used | Recycled | Safely Disposed | Re-used | Recycled | Safely Disposed |
| Plastics (including packaging) | 0.0001% | Nil | 0.0070% | 0.0001% | Nil | 0.0090% |
| E-waste | Nil | | | Nil | | |
| Hazardous Waste | | | | | | |
| Other waste | | | | | | |

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 percentage of products sold) for each product category |
|---------------------------|---|
| Plastic | 1% |

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 | Total (A) | % of employees covered by | | | | | | | | | |
|---------------------------------------|----------------|---------------------------|---------------|--------------------|---------------|--------------------|---------------|--------------------|------------|---------------------|------------|
| | | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 52 | 52 | 100.00 | 52 | 100.00 | Nil | Nil | Nil | Nil | Nil | Nil |
| Female | 8 | 8 | 100.00 | 8 | 100.00 | 8 | 100.00 | Nil | Nil | Nil | Nil |
| Total | 60 | 60 | 100.00 | 60 | 100.00 | 8 | 100.00 | Nil | Nil | Nil | Nil |
| Other than Permanent employees | | | | | | | | | | | |
| Male | Not Applicable | | | | | | | | | | |
| Female | Not Applicable | | | | | | | | | | |
| Total | Not Applicable | | | | | | | | | | |

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

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|-------------------------------------|--------------|---------------------------|---------------|--------------------|---------------|--------------------|------------|--------------------|------------|---------------------|------------|
| | | Health Insurance | | Accident Insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 1 | 1 | 100.00 | 1 | 100.00 | Nil | Nil | Nil | Nil | Nil | Nil |
| Female | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil |
| Total | 1 | 1 | 100.00 | 1 | 100.00 | Nil | Nil | Nil | Nil | Nil | Nil |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 6 | 6 | 100.00 | 6 | 100.00 | Nil | Nil | Nil | Nil | Nil | Nil |
| Female | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil |
| Total | 6 | 6 | 100.00 | 6 | 100.00 | Nil | Nil | Nil | Nil | Nil | Nil |

c. 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 well-being measures as a % of total revenue of the company | 0.07% | 0.07% |

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

| Benefits | FY 2023-24 | | | FY 2022-23 | | |
|----------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 26.67% | 26.66 % | Y | 26.67% | 27.58 % | Y |
| Gratuity | 100.00% | 100.00 % | NA | 100.00% | 100.00 % | NA |
| ESI | 11.67% | 11.66 % | Y | 8.33% | 8.62 % | Y |

3. Accessibility of workplaces

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

The Company currently does not employ any differently-abled individuals and, therefore, the premises/offices do not fully meet the specific requirements mentioned in the Act. However, the Company has provided facilities, such as railings, ramps and lifts, for easy access as required under 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.

We ensure equal employment opportunities to everyone, irrespective of race, gender, religion, nationality, age or disability through our HR Policy. We strive to establish a just and inclusive work environment where each employee feels appreciated and respected, with equal chances for success. We are devoted to implementing such measures in the future.

The HR Policy is available on request from employees 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 | Not Applicable. None of our employees or workers were on a parental leave/ due to return from a parental leave during the reporting year. | | | |
| Female | | | | |
| Total | | | | |

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 is committed to providing a safe and conducive work environment for all employees and workers. Employees are encouraged to share their concerns or feedback with the Human Resources (HR) Manager or members of the Senior Management. Additionally, the Company's Whistle-blower Policy allows employees to report any suspected or actual misconduct anonymously. Such reports are promptly brought to the attention of the Audit Committee and the Board of the Company. The Company has also established a Policy on Prevention of Sexual Harassment at the Workplace to prevent, prohibit, and address sexual harassment. An Internal Complaints Committee has been set up to handle related complaints. |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

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

| Category | FY2024 | | | FY2023 | | |
|----------------------------------|---|--|---------|---|--|---------|
| | Total employees/ workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees/ workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | Nil. None of our employees/ workers holds membership in associations or Unions recognized by the listed entity. | | | | | |
| -Male | | | | | | |
| -Female | | | | | | |
| Total Permanent Workers | | | | | | |
| -Male | | | | | | |
| -Female | | | | | | |

8. Details of training given to employees and workers:

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|------------------|------------|-------------------------------|---------------|----------------------|---------------|------------|-------------------------------|---------------|----------------------|---------------|
| | Total (A) | On Health and Safety measures | | On skill upgradation | | Total (D) | On Health and Safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 52 | 26 | 50.00 | 26 | 50.00 | 50 | 18 | 36.00 | 19 | 38.00 |
| Female | 8 | 6 | 75.00 | 6 | 75.00 | 8 | 2 | 25.00 | 1 | 12.50 |
| Total | 60 | 32 | 53.33 | 32 | 53.33 | 58 | 20 | 34.48 | 20 | 34.48 |
| Workers | | | | | | | | | | |
| Male | 7 | 7 | 100.00 | 7 | 100.00 | 7 | 7 | 100.00 | 7 | 100.00 |
| Female | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil | Nil |
| Total | 7 | 7 | 100.00 | 7 | 100.00 | 7 | 7 | 100.00 | 7 | 100.00 |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------|------------|-----------|---------------|------------|-----------|---------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| Male | 52 | 52 | 100.00 | 50 | 50 | 100.00 |
| Female | 8 | 8 | 100.00 | 8 | 8 | 100.00 |
| Total | 60 | 60 | 100.00 | 58 | 58 | 100.00 |
| Workers | | | | | | |
| Male | 7 | 7 | 100.00 | 7 | 7 | 100.00 |
| Female | Nil | Nil | 100.00 | Nil | Nil | 100.00 |
| Total | 7 | 7 | 100.00 | 7 | 7 | 100.00 |

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
No, since the Company does not operate into a hazardous or dangerous industry it does not have an occupational health and safety management system.
- 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's manufacturing process does not involve any type of risk related to work-hazards.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
Please refer to Point 10b.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
The Company recognizes the importance of the well-being of its workforce beyond occupational needs and aims to create a comprehensive healthcare program that caters to their overall health and wellness and is actively engaged in formulating a policy to offer these services in future.

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

| Safety Incident /Number | Category | FY2023-24 | FY2022-23 |
|---|-----------|--|-----------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | Nil. No safety related incidents reported. | |
| | Workers | | |
| Total recordable work-related injuries | Employees | | |
| | Workers | | |
| No. of fatalities | Employees | | |
| | Workers | | |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | | |
| | Workers | | |

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

The Company places a strong emphasis on maintaining a safe and healthy workplace for both its employees and any third-party personnel on its premises. Performance related to health, safety, and the environment is evaluated across all offices, manufacturing facilities, and the Elpro City Square Mall in Pune, Maharashtra, India.

The Company ensures compliance with protocols by renewing 'Form B' annually and regularly conducting fire audits of the Mall and its retailers. Employees receive physical training in fire safety and evacuation procedures, and regular fire drills and assessments are performed to ensure adherence to safety standards. Essential emergency contact information, including numbers for the Police, Ambulance, and Fire Brigade, is prominently displayed. During the reporting period, there were no work-related accidents involving company employees.

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

| Category | FY2023-24 | | | FY2022-23 | | |
|--------------------|-----------------------|---|---------|-----------------------|---|---------|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Working Conditions | | | | | | |
| Health & Safety | | Nil | | | Nil | |

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | The manufacturing unit of the Company is assessed on the mentioned parameters as part of the annual ISO audits. |
| Working Conditions | |

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

No significant risk/ concerns were observed.

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).

The Company provides health and accidental to all its permanent employees and worker.

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

The Company has protocols to ensure that any necessary statutory dues related to transactions with its value chain partners are deducted and deposited in compliance with applicable regulations. The Company expects its value chain partners to conduct all commercial dealings ethically and with integrity, adhering to fair business practices.

- 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:

| Particulars | Total no. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-------------|---|-----------|---|-----------|
| | FY2023-24 | FY2022-23 | FY2023-24 | FY2022-23 |
| | Employees | | | |
| Workers | | Nil | | Nil |

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

No, the Company is yet to provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

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 Working Conditions | The Company is working to incorporate a process to conduct due diligence for the said parameters. The data for the same shall be provided from the upcoming years. |

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.

Any individual, group, or institution that contributes to enhancing the Company's business chain is considered a "Key Stakeholder" or "Key Stakeholder Group." This broadly includes Employees, Suppliers, Vendors, Shareholders/Investors, Customers, and Regulators. We are committed to fostering strong relationships with all stakeholders, both internal and external, and to meeting their expectations and requirements.

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 |
|--------------------------|---|--|--|--|
| Employees | No | The Company engages with their employees through Community Meetings and Emails | Regular | To maintain employer – employee connect |
| Shareholders/ Investors | No | The Company engages with their shareholders and investors through various channels such as Meetings, Emails, Advertisement, Website and Intimation to BSE Limited (Stock Exchange) | Annual and on need basis | To stay abreast of the developments in the Company |
| Customers | No | The Company engages with their customers through multiple physical and digital channels | Regular | Customer Satisfaction / Resolution |
| Vendors | No | The Company engages with their vendors through multiple physical and digital channels | Need based | To enhance business activities |
| Communities and NGOs | Yes | The Company engages with the Communities and NGOs through physical meetings | Frequent | To support the Society / CSR Initiatives |

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.

We are committed to maintaining continuous, proactive engagement with our stakeholders, reflecting our dedication to transparency and accountability. Our management team actively engages with stakeholders through various platforms to ensure their feedback on economic, environmental, and social issues is incorporated.

The Corporate Social Responsibility (CSR) Committee is crucial in developing and recommending CSR policies to the Board. It also carefully monitors CSR expenditures, budget allocations, and related activities to ensure they align with our commitment to social responsibility.

Additionally, the Stakeholders’ Relationship Committee is responsible for overseeing statutory compliance, handling investors’ and shareholders’ grievances, ensuring timely dividend payouts, and enhancing trust and transparency in our interactions with investors and shareholders.

In line with our commitment to shareholder engagement, we provide investors and shareholders the opportunity to interact with Board Members annually during the Annual General Meeting (AGM). This forum helps us stay aligned with the evolving needs and concerns of our stakeholders, reinforcing our commitment to being accountable and responsive to their interests.

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.

The Company has set up multiple communication channels to foster open dialogue and address issues important to stakeholders. This approach helps create shared value and supports our commitment to contributing positively to a sustainable society.

At present, Elpro does not engage in consultation with its stakeholders to recognize and address environmental and social concerns. Nevertheless, the Company has pledged to integrate this process into its operations in the upcoming years, in accordance with regulatory demands.

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

The Company's CSR initiatives are designed to benefit those who are disadvantaged, vulnerable and marginalized in society. All CSR projects conform to the Company's CSR Policy. Even though there were no such instance in the reporting period, in the past years’ decisions based on such discussion were taken.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials 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 | | | 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 | Nil. The Company is currently in the advancement of stages for developing a comprehensive training module on human rights issues for its employees. This initiative underscores our commitment to fostering an informed and respectful workplace that prioritizes human rights. | | | | | |
| Other than Permanent | Nil. The Company is currently in the advancement of stages for developing a comprehensive training module on human rights issues for its employees. This initiative underscores our commitment to fostering an informed and respectful workplace that prioritizes human rights. | | | | | |
| Total Employees | Nil. The Company is currently in the advancement of stages for developing a comprehensive training module on human rights issues for its employees. This initiative underscores our commitment to fostering an informed and respectful workplace that prioritizes human rights. | | | | | |
| Workers | | | | | | |
| Permanent | Nil. The Company is currently in the advancement of stages for developing a comprehensive training module on human rights issues for its employees. This initiative underscores our commitment to fostering an informed and respectful workplace that prioritizes human rights. | | | | | |
| Other than Permanent | Nil. The Company is currently in the advancement of stages for developing a comprehensive training module on human rights issues for its employees. This initiative underscores our commitment to fostering an informed and respectful workplace that prioritizes human rights. | | | | | |
| Total Workers | Nil. The Company is currently in the advancement of stages for developing a comprehensive training module on human rights issues for its employees. This initiative underscores our commitment to fostering an informed and respectful workplace that prioritizes human rights. | | | | | |

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 | 60 | Nil | Nil | 60 | 100.00 | 58 | Nil | Nil | 58 | 100.00 |
| Male | 52 | Nil | Nil | 52 | 100.00 | 50 | Nil | Nil | 50 | 100.00 |
| Female | 8 | Nil | Nil | 8 | 100.00 | 8 | Nil | Nil | 8 | 100.00 |
| Other than Permanent | Not Applicable | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Workers | | | | | | | | | | |
| Permanent | 1 | Nil | Nil | 1 | 100.00 | 1 | Nil | Nil | 1 | 100.00 |
| Male | 1 | Nil | Nil | 1 | 100.00 | 1 | Nil | Nil | 1 | 100.00 |
| Female | 0 | Nil | Nil | 0 | 100.00 | 0 | Nil | Nil | 0 | 100.00 |
| Other than Permanent | 6 | Nil | Nil | 6 | 100.00 | 6 | Nil | Nil | 6 | 100.00 |
| Male | 6 | Nil | Nil | 6 | 100.00 | 6 | Nil | Nil | 6 | 100.00 |
| Female | 0 | Nil | Nil | 0 | 100.00 | 0 | Nil | Nil | 0 | 100.00 |

3. Details of remuneration/salary/wages, in the following format (Rs. in Lakhs, per annum):

a. Median remuneration/wages:

| | Male | | Female | |
|----------------------------------|--------|--|--------|--|
| | Number | Median remuneration/ salary/wages of respective category | Number | Median remuneration/ salary/wages of respective category |
| Board of Directors (BoD)* | 5 | 54.42** | 1 | Nil |
| Key Managerial Personnel (KMP) | 3 | 54.42 | Nil | Nil |
| Employees other than BoD and KMP | 49 | 3.78 | 8 | 2.79 |
| Workers | 1 | 2.35 | Nil | Nil |

* Sitting fees paid to the Directors has not been considered for computing Median.

** This represents remuneration paid to the Chairman and Managing Director of the Company.

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

| Metrics | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Gross wages paid to females as % of total wages | Nil | Nil |

Note: Considered worker data only

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)

At present, the Company's Human Resource (HR) Manager handles human rights issues, as these matters are considered part of employee grievances.

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

The Company recognizes the significance of addressing grievances promptly and effectively to protect human rights. Currently, all human rights concerns and grievances are reported to the Company's Human Resource (HR) Manager, who conducts investigations to ensure timely resolution.

Complaints related to sexual harassment are reported to and handled by the Internal Complaints Committee.

Furthermore, under the Company's Whistleblower Policy, employees can raise concerns anonymously, without fear of retaliation.

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 the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual harassment | Nil. No complaints were raised by employees/ workers on the mentioned parameters. | | | Nil. No complaints were raised by employees/ workers on the mentioned parameters. | | |
| Discrimination at workplace | | | | | | |
| Child Labour | | | | | | |
| Forced Labour/ Involuntary Labour | | | | | | |
| Wages | | | | | | |
| Other Human Rights related issues | | | | | | |

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

| Safety Incident /Number | FY 2023-24 | FY 2022-23 |
|---|--|------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | Nil. No complaints were filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. | |
| Complaints on POSH as a % of female employees / workers | | |
| Complaints on POSH upheld | | |

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

The Company is unwavering in its commitment to prevent any discrimination, retaliation or harassment directed at employees who utilize the Vigil Mechanism to report concerns or actively engage in investigations. This commitment is reinforced by the Whistle blower Policy and Code of Conduct, all of which strongly emphasize the safeguarding of the complainant's identity and the preservation of confidentiality at every stage of the investigative process.

In alignment with statutory requirements, the Company has established an Internal Complaints Committee. This committee is specifically designed to address and resolve issues stemming from sexual harassment.

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

Yes, compliance with human rights standards is integrated into our business agreements and contracts.

10. Assessments for the year:

| | % of your plants and Offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Child Labour | Company's plants and offices are currently not assessed on the mentioned parameters. However, the same shall be assessed and taken up accordingly on need basis. |
| Forced/involuntary labour | |
| Sexual Harassment | |
| Discrimination at workplace | |
| Wages | |

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

Not applicable

Leadership Indicators

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

The Company expresses a dedication to adapting its processes whenever necessary and maintains an open-door policy for all employees and stakeholders. Despite this commitment, there hasn't been any compelling scenario or urgent need that has

emerged to necessitate modifications to the existing processes. As of now, the Company has not encountered circumstances that mandate immediate changes, and the open-door policy serves as an avenue for continuous communication and feedback from employees and stakeholders, fostering a proactive approach to potential improvements.

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

At present, the Company does not engage in Human Rights due diligence. Nevertheless, it expresses a willingness to evaluate the significance of such diligence and is open to incorporating it into its operations in the coming years.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Elpro firmly believes in the importance of workplace accessibility as a cornerstone for promoting inclusivity and diversity. Recognizing that accommodating individuals with disabilities is essential, our Company strives to create an environment where everyone, regardless of their abilities, has equal opportunities to participate and contribute. This commitment is integral to fostering a culture characterized by respect, equality, and diversity, ultimately contributing to enhanced teamwork, elevated employee morale, and improved overall productivity.

In line with this, the Company is committed to provide for special provisions to differently abled visitors as per Rights of Persons with Disabilities Act, 2016 whenever required.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|------------------------------------|---|
| Sexual Harassment | Company's value chain are currently not assessed on the mentioned parameters. However, the same shall be assessed and taken up accordingly on need basis. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour / Involuntary Labour | |
| Wages | |

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 (In Mega joules) | FY 2022-23 (In Mega joules) |
|--|--|--|
| From renewable sources | | |
| Total electricity consumption (A) | 53,07,630.89 | 45,81,838.80 |
| Total fuel consumption (B) | Nil | Nil |
| Energy consumption through other sources (C) | Nil | Nil |
| Total Energy consumption from renewable sources (A+B+C) | 53,07,630.89 | 45,81,838.80 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 1,33,38,630.00 | 1,19,56,741.92 |
| Total fuel consumption (E) | Nil | Nil |
| Energy consumption through other sources (F) | Nil | Nil |
| Total Energy consumption from non-renewable sources (D+E+F) | 1,33,38,630.00 | 1,19,56,741.92 |
| Total energy consumed (A+B+C+D+E+F) | 1,86,46,260.89 | 1,86,46,260.89 |
| Energy intensity per rupee of turnover (Total energy consumption/ Revenue from Operations) | 0.02 | 0.02 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | 0.37 | 0.38 |

| Parameter | FY 2023-24 (In Mega joules) | FY 2022-23 (In Mega joules) |
|---|--|--------------------------------|
| Energy intensity in terms of physical output | This parameter is currently not ascertainable. | |
| 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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

Not Applicable. The Company is not identified as a Designated Consumer under the PAT Scheme. (According to the official gazette of Ministry of Power - National Mission for Enhanced Energy Efficiency - NMEEE)

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

| Parameter | FY 2023-24 (Kilolitres) | FY 2022-23 (Kilolitres) |
|--|--|-------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | Nil | Nil |
| (ii) Groundwater | Nil | Nil |
| (iii) Third party water | 70.88 | 42.99 |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | Nil | Nil |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 70.88 | 42.99 |
| Total volume of water consumption (in kilolitres) | 53.16 | 32.24 |
| Water intensity per rupee of turnover (Water consumed / Revenue from operations) | 0.00000005 | 0.00000003 |
| Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 0.00000106 | 0.00000073 |
| Water intensity in terms of physical output | This parameter is currently not ascertainable. | |
| 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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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 kilolitres) | | |
| (i) To Surface water | | |
| - No treatment | Nil | Nil |
| - With treatment – please specify level of treatment | Nil | Nil |
| (ii) To Groundwater | | |
| - No treatment | Nil | Nil |
| - With treatment – please specify level of treatment | Nil | Nil |
| (iii) To Seawater | | |
| - No treatment | Nil | Nil |
| - With treatment – please specify level of treatment | Nil | Nil |
| (iv) Sent to third-parties | | |
| - No treatment | Nil | Nil |

| Parameter | FY 2023-24 | FY 2022-23 |
|--|--------------|--------------|
| - With treatment – Primary, Secondary and Tertiary | 17.72 | 10.75 |
| (v) Others | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 17.72 | 10.75 |

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company has installed a Sewage Treatment Plant at Elpro City Square Mall in Pune, Maharashtra, India. This plant treats all sewage and wastewater from the kitchen using Primary, Secondary, and Tertiary treatment methods. The total quantity of effluent released is 325 KLD. Once the Sewage Treatment System reaches a steady state, it adjusts the pH of the wastewater to between 6.5 and 8.5 and reduces Total Suspended Solids, Biological Oxygen Demand, Chemical Oxygen Demand, and Oil and Grease to below 10-20 mg/l. The treated wastewater is then reused for flushing toilets and for horticultural purposes.

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 |
|-------------------------------------|---------------------|------------|------------|
| NO _x | | | |
| SO _x | | | |
| Particulate matter (PM) | | | |
| Persistent organic pollutants (POP) | | | |
| Volatile organic compounds (VOC) | | | |
| Hazardous air pollutants (HAP) | | | |
| Others – please specify | | | |

This is currently not quantified. However, the company shall assess the same and take it up as required.

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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 |
|---|--|--|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1599.84 | 1593.77 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 3038.24 | 2690.27 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tonnes of CO ₂ equivalent/ Rupee | 0.0000027 | 0.0000028 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric tonnes of CO ₂ equivalent | 0.0000607 | 0.0000612 |
| Total Scope 1 and Scope 2 emissions intensity in terms of physical output | | This parameter is currently not ascertainable. | |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | - | - |

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company is proactively working towards reducing carbon emissions through innovative approaches. This includes the installation of LED bulbs and air conditioners with energy-saving compressors, which are more energy-efficient than traditional options. Additionally, the Company utilizes renewable energy sources, such as solar panels installed on the building's terrace, further reducing reliance on conventional electricity and significantly cutting down on greenhouse gas (GHG) emissions.

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) | Nil | Nil |
| E-waste (B) | Nil | Nil |
| Bio-medical waste (C) | Nil | Nil |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (E) | Nil | Nil |
| Radioactive waste (F) | Nil | Nil |
| Other Hazardous waste. Please Specify, if any. (G) | Nil | Nil |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | | |
| Wet waste | 49.63 | 24.71 |
| Dry waste (Paper, Cardboard, Plastic) | 513.88 | 452.83 |
| Total (A+B + C + D + E + F + G + H) | 563.51 | 477.55 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 0.0000005 | 0.0000005 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 0.0000113 | 0.0000109 |
| Waste intensity in terms of physical output | This parameter is currently not ascertainable. | |
| Waste intensity (optional) - the relevant metric may be selected by the entity | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste – Wet waste | | |
| (i) Recycled (Oil and Plastic) | Nil | Nil |
| (ii) Re-used | Nil | Nil |
| (iii) Other recovery operations | 49.63 | 24.72 |
| Total | 49.63 | 24.72 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste- Dry waste | | |
| (i) Incineration | 513.88 | 452.84 |
| (ii) Landfilling | Nil | Nil |
| (iii) Other disposal operations | Nil | Nil |
| Total | 513.88 | 452.84 |

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

The Company does not generate or use hazardous waste. To efficiently dispose of non-hazardous waste, the company's waste management strategy emphasizes the efficient handling and processing of organic waste using advanced technologies. Smartenviro Systems Private Limited, a leading manufacturer in decentralized organic waste management, provides solutions capable of treating organic waste ranging from 50 kg/day to 300 tons/day. Their flagship product, the SMART Xpress Composting Machine, processes biodegradable waste directly at its source using a simple mechanism to break down waste into compost within 3-4 days, acting as a soil conditioner. The composting process begins with the collection and segregation of organic waste, which is then fed into the machine's built-in shredder (optional) to maximize surface area for heating and

microbial action. The waste is maintained at 50-55°C using an internal heating mechanism, facilitating thermophilic aerobic composting. This process ensures efficient moisture removal and produces ready-to-use compost that can be periodically unloaded. By significantly reducing waste volume, accelerating decomposition, and producing compost directly usable for field applications, the company demonstrates an effective and sustainable waste management strategy.

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:

| S. No | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|-------|--|--------------------|---|
| | The Company does not carry its operations in any ecologically sensitive areas. | | |

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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|----------------------|------|---|--|-------------------|
| Not Applicable. No projects attracting EIA were undertaken in the reporting 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

| S. No | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective taken, if any action |
|-------|---|---------------------------------------|---|---------------------------------|
| | Yes, the Company affirms its compliance with all relevant environmental laws, regulations, and guidelines in India. Elpro ensures that emissions and waste generated at its various units are maintained within permissible limits as defined by regulatory standards & consents. The Company follows a robust monitoring and review process internally to consistently assess its environmental performance. | | | |

Leadership Indicators

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

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

- Name of the area - Not Applicable
- Nature of operations - Not Applicable
- Water withdrawal, consumption and discharge in the following format:

| Parameter | FY 2023-24 | FY 2022-23 |
|---|---|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | NA. The Company does not withdraw, consume, and discharge water in areas of water stress. | |
| (ii) Groundwater | | |
| (iii) Third party water | | |
| (iv) Seawater / desalinated water | | |
| (v) Others | | |
| Total volume of water withdrawal (in kilolitres) | | |
| Total volume of water consumption (in kilolitres) | | |
| Water intensity per rupee of turnover (Water consumed / turnover) | | |

| Parameter | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) Into Seawater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| Total water discharged (in kilolitres) | | |

NA. The Company does not withdraw, consume, and discharge water in areas of water stress.

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.

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

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

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|---|---------------------------------|--|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | This is currently not quantified. However, the company shall assess the same and take it up as required. | |
| Total Scope 3 emissions per rupee of turnover | | | |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | | |

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

There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable. The Company does not have any operations or offices situated in or around ecologically sensitive areas.

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 | LED lights for energy conservation | <p>The Company has installed Light Emitting Diode (LED) lights in various areas to enhance energy efficiency:</p> <p>Parking Area:</p> <ul style="list-style-type: none"> • 20 Watts LED lights • 36 Watts LED lights <p>Mall Common Area:</p> <ul style="list-style-type: none"> • 15 Watts LED lights • 12 Watts LED lights • 7 Watts LED lights • 30 Watts LED lights | <p>LED lights help conserve energy in various ways: Energy Efficiency: LED lights consume significantly less power compared to traditional incandescent or fluorescent bulbs, leading to substantial energy savings.</p> <p>Low Power Consumption: LEDs require less power to produce the same amount of light as traditional bulbs, making them more energy-efficient.</p> <p>Long Lifespan: LED lights have a much longer lifespan than traditional bulbs, reducing the need for frequent replacements and further conserving resources.</p> |
| 2 | Potted plants in company premises | The company has cultivated a green environment by placing 300+ potted plants throughout the mall premises. | This has contributed to the reduction of greenhouse gas (GHG) emissions and other indoor pollutants. This initiative not only improves air quality but also enhances the greenery in the workplace, creating a more pleasant and sustainable environment for employees and visitors. |
| 3 | Installation of Solar Panels | The rooftop solar power plant installed in the mall generates 630 kWh of electricity per hour. This renewable energy source significantly contributes to the mall's energy needs, reducing reliance on non-renewable energy and lowering greenhouse gas emissions. | Solar power systems utilize low-energy devices such as LED and CFL lamps, as well as lower-powered electronics, which consume significantly less power compared to standard electric systems. LEDs, for instance, operate on 12 VDC and use AC adapters for standard electric power. By directly using DC power for LEDs, they produce more light with less heat, thereby enhancing energy efficiency. This approach contributes to substantial electricity savings and supports a more sustainable energy consumption model. |
| 4 | Treatment of Organic Biodegradable waste | The SMART Xpress Composting machine efficiently manages organic biodegradable waste at the source. It employs a straightforward mechanism that decomposes complex biodegradable materials into simpler forms. The process includes a curing phase lasting 2-3 days, during which the deodorized waste is converted into compost. This end product can be used to enrich soil, contributing to sustainable waste management practices. | The production of compost from the SMART Xpress Composting machine serves as a valuable soil conditioner. This compost enhances soil fertility, improving its structure and nutrient content, which supports healthier plant growth and sustainable agricultural practices. |

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

Elpro's Disaster Management Plan is based on a comprehensive analysis of potential threats and risks that the organization may encounter. Its primary goal is to minimize the impact of events that could cause property damage or harm employees. The Plan outlines procedures for senior management to take preventive measures and address situations such as accidents, fires, explosions, and natural disasters.

The Plan can be implemented in full or in part, depending on the situation. Evacuation announcements are initially made internally through radio transmitters to security for preliminary confirmation and then via the PA system once the threat is confirmed.

The Emergency Response Team is organized as follows:

- Chief Coordinator (Tango)
- Communication Team (Tiger)
- Fire Fighting Team (Victor)
- Help and Support Team (Oscar)
- Evacuation Team (Charlie)
- Medical Assistance Team (Mike)

These teams ensure that management officials are informed of the specific actions to take when a situation becomes abnormal or poses a law and order problem. During an emergency, the first step is to remain calm. For fire emergencies, specific actions include pulling the nearest MCP switch, evacuating customers and staff through fire exits, prioritizing vulnerable individuals, and not re-entering the building until safe. Key contact numbers are provided for mall security, operations, control room, concierge desk, and police, fire brigade, and ambulance services. A First Response Team (FRT), comprising senior employees like the security manager, general manager, and facility manager, is designated to handle urgent incidents. For bomb threats, the plan includes detailed procedures for obtaining information from the caller, engaging them, and notifying senior management and the police, ensuring the safety of everyone involved.

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?

The operations of the entity have not resulted in any notable adverse effects on the environment throughout its value chain.

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

The Company is currently not assessing its value chain partners for environmental impacts. The need for same shall be assessed in the upcoming years and taken up accordingly.

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 is a part of one Industry Chamber / Association.

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 | Shopping Centre Association of India (SCAI) | National |

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

| Name of authority | Brief of the case | Corrective action taken |
|---|-------------------|-------------------------|
| There have been no instances of anti-competitive conduct by the entity. | | |

Leadership Indicators

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

| S. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|---|-------------------------|-----------------------------------|--|---|------------------------|
| The Company did not engage in any public policy advocacy during the reporting year. | | | | | |

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 |
|--|----------------------|----------------------|---|--|-------------------|
| No Social Impact Assessment (SIA) projects were undertaken by the Company during the reporting year. | | | | | |

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. No project attracting R&R was undertaken by the Company in the reporting year. | | | | | | |

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

For any grievances, the community can contact the Company through its official website: www.elpro.co.in. The Company is committed to resolving such grievances in a timely and responsible manner.

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

| | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 48.85% | 66.50% |
| Directly from within India | 8.14% | 8.30% |

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 | Nil | Nil |
| Semi-Urban | Nil | Nil |
| Urban | 71.40 | 52.97 |
| Metropolitan | 28.60 | 47.03 |

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):**

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not Applicable | |

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

| S. No. | State | Aspirational District | Amount spent (In INR) |
|--|-------|-----------------------|-----------------------|
| Nil. No on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies. | | | |

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

At present, the Company does not have specific initiatives in place to encourage the on boarding of suppliers from marginalized or vulnerable groups. However, there is an acknowledgment of the potential importance of such initiatives. The Company expresses a commitment to assessing the need for these initiatives and undertaking them accordingly in the future.

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

Not Applicable

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

Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|--------|--|--------------------------|---------------------------|------------------------------------|
| | | Not Applicable | | |

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

| Name of authority | Brief of the case | Corrective Action taken |
|-------------------|-------------------|-------------------------|
| | Not Applicable | |

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

| S. No | CSR Project | No. of persons benefitted from CSR projects | % of beneficiaries from vulnerable and marginalized groups |
|-------|-------------------------------------|---|--|
| 1 | Higher Education related activities | 967 | 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.**

The Company receives consumer complaints and feedback through Customer Feedback Forms, Google My Business, and Social Media.

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

| | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | Nil |
| Safe and responsible usage | |
| Recycling and/or safe disposal | |

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

| | FY 2023-24 | | | FY 2022-23 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data Privacy | Nil | Nil | | Nil | Nil | |
| Advertising | | | | | | |
| Cyber-security | | | | | | |
| Delivery of essential services | | | | | | |
| Restrictive Trade Practices | | | | | | |
| Unfair Trade Practices | | | | | | |
| Other | | | | | | |
| Total | | | | | | |

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

| | Number | Reasons for recall |
|-------------------|-----------------|--------------------|
| Voluntary recalls | Not Applicable. | |
| Forced recalls | | |

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 Company has a Cybersecurity policy in place. This policy is accessible to all employees as it is made available on the Company's intranet. This ensures that all members of the organization have ready access to the guidelines and regulations outlined in the said policy, promoting awareness and adherence to established standards for information technology usage within 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:

- a. Number of instances of data breaches
Nil
- b. Percentage of data breaches involving personally identifiable information of customers
Not Applicable
- c. Impact, if any, of the data breaches
Not Applicable

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

The Company provides information about its products and services on the following website: <https://elprocitysquare.com/>

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

The Company informs and educates its customers about the safe and responsible use of its products and services through signage displayed throughout the mall. Additionally, safety instructions are provided along with product deliveries to customers and employees are being trained on regular basis to ensure customer safety and security...

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

The Company informs customers about all relevant essential services through Public Announcements, Website and Social Media.

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)

No