

Date : 05.09.2024

Place: Hyderabad

BSE Limited PhirozeJeejeebhoy Towers, Dalal Street, Fort Mumbai - 400 001 Scrip code: 513228	The National Stock Exchange of India Limited BandraKurla Complex, Bandra East Mumbai - 400 051 Scrip Symbol: PENIND
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24 - Reg.

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report 2023-24 of the Company.

Kindly take the same on record.

Thanking You,

Yours faithfully,

for Pennar Industries Limited

Mirza Mohammed Ali Baig
Company Secretary & Compliance Officer
ACS29058

PENNAR INDUSTRIES LIMITED

Corporate Office & Works : IDA, Patancheru - 502319, Sangareddy District, Telangana State, INDIA.

Tel : +91 8455 242184 to 242193, **Email** : corporatecommunications@pennarinda.com, **Website** : www.pennarindia.com

Regd. Office: 2-91/14/8/PIL/10&11, 7th Floor, White Fields, Kondapur, Serilingampally, Hyderabad - 500084, Rangareddy Dist. Telangana, India.

Tel : +91 40 41923108

CIN No: L27109TG1975PLC001919

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L27109TG1975PLC001919
2.	Name of the Company	PENAR INDUSTRIES LIMITED
3.	Year of Incorporation	1975
4.	Registered Office Address	2-91/14/8/PIL/10 & 11, 7th Floor, Whitefields,
5.	Corporate Address	Kondapur, Serilingampally, Hyderabad, K.V.Rangareddy - 500084
6.	Email Address	corporatecommunications@pennarindia.com
7.	Telephone	+91 40 43904952
8.	Website	https://www.pennarindia.com/index.php
9.	Financial Year Reported	1 st April 2023 to March 2024
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	67,47,31,155 INR
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. Mirza Mohammed Ali Baig Telephone: +91 40 41923108 e-Mail ID: mirza.baig@pennarindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis The reporting boundary covers all the manufacturing plants of the Company in India for the period from 1 st April 2023 to 31 st March 2024
14.	Name of assurance provider	NA
15.	Type of assurance obtained	NA

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Diversified Engineering	Railways-Wagons, Steel, Solar Module Mounting solutions, Industrial Boilers & Heaters, Chemicals & Fuel Additives, solar panels, precision tubes, BIW, hydraulics and auto components.	52.43%
2	Custom designed building solutions & auxiliaries	Pre-engineered Buildings, construction equipments and Engineering Services	47.57%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Diversified Engineering	24105	52.43%
2	Custom designed building solutions & auxiliaries	28112	47.57%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	13	42	55
International	2	5	7

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	3

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

7%

c. Types of customers

The Company engages with both B2B and B2C customers. Within the B2B sector, The Company provides supplies to automotive and industrial Original Equipment Manufacturers (OEMs). As for the B2C sector, The Company's supplies reach dealers, sub-dealers, and retailers.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1897	1746	92%	151	8%
2.	Other than Permanent (E)	39	36	92%	3	8%
3.	Total employees (D+E)	1936	1782	92%	154	8%
WORKERS						
4.	Permanent (F)	782	736	94%	46	6%
5.	Other than Permanent (G)	2815	2449	87%	366	13%
6.	Total workers (F+G)	3597	3185	89%	412	11%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13%
Key Management Personnel	10	1	10%

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

	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	1%	19%	33.94%	3.49%	37.43%	33.85%	2.85%	36.70%
Permanent Workers	2%	0%	2%	5.62%	0.26%	5.88%	6.13%	0.12%	6.25%

Note: This includes employees/workmen who have retired during the year.

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/ Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Pennar Global Inc, USA (PGI)	Wholly Owned Subsidiary	100	No
2	Pennar GmbH, Germany (Pennar GmbH)	Wholly Owned Subsidiary	100	No
3	Enertech Pennar Defense and Engineering Systems Private Limited, India	Subsidiary	51	No
4	Pennar Metals Private Limited	Wholly Owned Subsidiary	100	Yes

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover (in ₹): 2,457.73 Crore (standalone)
 (iii) Net worth (in ₹): 78.817 Crore (standalone)

VII. Transparency and Disclosure Compliances
25. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY24 -- Current Financial Year			FY 23--Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	83	0	-	60	0	-
Employees and workers*	Yes	0	0	-	0	0	-
Customers	Yes	0	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-

*The Company maintains a stringent policy for the prevention of sexual harassment, adhering to the stipulations of the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). In addition to this, The Company organises various meetings including Communication Meetings, Daily Shift Assembly Meetings, POSH Meetings, Monthly Communication Meetings, and Union Meetings on a regular basis. The Company also ensures that any grievances are addressed promptly through the respective manager or HR, with the provision for direct discussions with the HR head when necessary.

26. Overview of the Company’s material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material 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	Climate Change Action	Risk & Opportunity	Climate change poses a substantial risk to The Company, with impacts evident in the short, medium, and long term. The physical threats to the industry are significant, including extreme weather events and water scarcity. Implementing responsible business practices is essential for securing long-term benefits. As the global economy shifts towards low-carbon alternatives, The Company may encounter regulatory and market challenges, such as evolving consumer preferences, rising product costs, and new government policies and regulations.	The Company is dedicated to combating climate change through effective measures. To reduce its carbon footprint, The Company invests in innovative technologies, utilises renewable energy sources, and enhances manufacturing processes. The Company has expanded its renewable energy footprint with additional installations.	Negative
2	Water	Risk	The Company recognises the scarcity of fresh water and holds a responsibility to ensure its availability and conservation for the benefit of social and ecological systems.	The Company treats wastewater and reuses it in manufacturing processes. Additionally, it is considering introducing methods to minimise water usage and reduce overall water consumption.	Negative

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)
3	Waste Management	Risk and Opportunity	<p>Waste management poses both risks and opportunities for companies. The primary risks include potential environmental damage, regulatory non-compliance, and reputational harm if waste is not managed properly. Inefficient waste management can lead to increased operational costs and potential legal liabilities. However, effective waste management also presents significant opportunities. Companies can reduce costs through resource efficiency and recycling initiatives, potentially creating new revenue streams from waste by-products. Implementing innovative waste reduction strategies can enhance a company's sustainability profile, attracting environmentally conscious customers and investors.</p>	<p>The Company's approach to waste management at Pennar Industries Ltd embodies the principles of a circular economy: Reduce, Reuse, and Recycle. It adheres to a zero-defect standard in manufactured products to minimise waste generation and maximise reuse and recycling post-manufacturing.</p> <p>Waste at all units is segregated into hazardous and non-hazardous categories and disposed of appropriately, adhering to the applicable safety norms and regulations for each type of waste. Going forward, the Company is committed to reducing landfill waste from Pennar Industries Ltd operations.</p>	Negative
4	Product Stewardship	Opportunity	<p>By taking responsibility for the environmental and social impacts of their products throughout their lifecycle, companies can differentiate themselves in the market and appeal to increasingly conscious consumers. This approach can lead to innovative product designs that are more sustainable, efficient, and aligned with circular economy principles. Such innovations can result in cost savings, reduced environmental impact, and improved brand loyalty.</p>	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
c. Weblink of the policies, if available	https://www.pennarindia.com/corporate-governance.php									
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	No									
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	The list of certifications holds by Pennar Industries Ltd. ISO 9001:2015 QMS - Steel, Railways, ECD, Tubes, BIW Bus ISO 14001:2015 EMS - Steel, Railways, ECD, Tubes, BIW Bus ISO 45001:2018 OHSMS - Steel, Railways, ECD, Tubes, BIW Bus ISO 3834-2:2021 WQMS - Railway BU IATF 16949:2016 AQMS - ECD & BIW Bus IATF 16949:2016 AQMS - Tubes BU EN15085-2:2020 RWQMS - PTC Plant - Railway BU EN15085-2:2020 RWQMS - CHN Plant - Railway BU AS9100:2016 ASQMS - Railway BU ISO 22163:2023 RBMS (IRIS) - Railway BU (Note: Recertification done....waiting for renewed certificate) ISO 27001:2013 ISMS - Tech Pennar BU									
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	P2 - 100% suppliers to be assessed on supplier code of conduct by 2030 P3 - Encourage employees to participate in 10K Challenge by 2025 Improve employee volunteering by 5% Year on Year To achieve 100% increase in training & development to all employees from the baseline by 2025 Sustain 100% operations of Pennar compliance towards OHSAS certification (Either ISO 18001 / 45001) and ensuring "Zero Incident work culture" P5 - Zero noncompliance to human rights principles and policies P8 - Achieve 10% gender balance by 2027 Implement high impact CSR programs at grass roots in the areas of Education, Health and Community Development P9 - Achieve & sustain 85%+ customer satisfaction rate by 2030 P-2 The Company is in the process of formulating its Supplier Code of Conduct									
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.										
Governance, leadership and oversight										
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Kindly refer to the Managing Director's statement in Annual Report.									

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

Name: Mr. Aditya Rao
 Designation: Vice - Chairman and Managing Director
 Din No : 01307343
 Telephone No:040-43904952
 Email Id: corporatecommunications@bennarindia.com
 As mentioned above

9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Internal Committee									Quarterly								
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
No. The Company has in place an internal task force which evaluates the working of this policy																		

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No) The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) The entity does not have the financial or/human and technical resources available for the task (Yes/No) It is planned to be done in the next financial year (Yes/No) Any other reason (please specify)									
Pennar Industries has policies covering BRSR principles.									

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 Indicator:

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	The Board is updated on ESG/BRSR development at regular intervals		
Key Managerial Personnel	2	2	95%
Employees other than Board of Directors and KMPs	465	56	57%
Workers	560	65	80%

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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					
Settlement			Nil		
Compounding fee					

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Nil

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

The Company's governance policies are firmly rooted in the principles of ethics, transparency, and timely disclosure. These policies are not merely guidelines, but a shared value that permeates every level of the organisation, from the Board of Directors to Senior Management and all other employees.

The Company encourages all stakeholders to align their actions with its core values and beliefs. This alignment is not only expected but also perceived by all involved. The Code of Conduct, applicable to Directors and Senior Management personnel, encapsulates this ethos. It underscores the importance of acting in the Company's legitimate interest and recognising the Company's responsibility towards its stakeholders as a cornerstone of its long-term success.

In its dealings with vendors and contractors, the Company is committed to engaging with those who uphold and adhere to ethical standards. The Company's stakeholders are regularly informed about these values through various engagement channels. This approach ensures that the Company's commitment to ethical conduct is not just an internal policy, but a value that is communicated and understood by all relevant parties.

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

	FY2024	FY2023
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

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 conflict of interest.

Not Applicable

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

	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Number of days of accounts payables	135	111

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	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases		
	b. Number of trading houses where purchases are 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	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1%	0%
	b. Sales (Sales to related parties / Total Sales)	3%	5%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	23%	58%
	d. Investments (Investments in related parties / Total Investments made)	78%	25%

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
-	-	-

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

Yes. The Code of Conduct specifies avoidance of conflict of interest. However, this is only a guiding principle and in case of any potential conflict, it will be disclosed, and necessary action will be considered by the Board and the management.

Directors on the Company's Board are prohibited from engaging in any business, relationship, or activity that could potentially conflict with the interests of the Company or the group. Any activity or employment that could interfere with their performance or responsibilities to the Company, or that could be in conflict with or detrimental to the Company, is not permissible. Directors and their immediate families are advised against investing in a company, customer, supplier, developer, or competitor, and should generally abstain from investments that could compromise their responsibilities to the Company. Conducting Company business with a relative (as defined in the Companies Act 1956/2013) or with a firm/company where the director, relative, or related party plays a significant role, should be avoided.

In the event that such a related party transaction is unavoidable, it must be fully disclosed to the Board.

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

Essential Indicator:

- 1 Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products 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	-	-	-
Capex	-	-	-

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 b. If yes, what percentage of inputs were sourced sustainably?

The Company intends to establish a sustainable supply chain programme, which will formalise environmental and social assessments for suppliers.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company operates an environmental management system with established operational control procedures for the generation, handling, storage, and disposal of various wastes, including plastics, e-waste, hazardous wastes, and other materials. Due to the nature of the business, product reclamation is not applicable.

(a) Plastics (including packaging)	Not Applicable
(b) E-waste	The Company disposes outdated servers, monitors, computers, and other e-waste generated in its operations through e-waste management vendors approved by the government.
(c) Hazardous waste	The hazardous waste generated during operations is disposed through authorised vendors who have the necessary certification/licenses to handle such waste.
(d) Other 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.

Extended Producer Responsibility (EPR) is now mandatory for all plastic packaging materials used in businesses. Consequently, the Company is in the process of registering for EPR. The Standard Operating Procedures (SOPs) for recycling plastic waste are currently under development and will be implemented across all operations following the completion of the registration process.

Leadership Indicators –

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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Pennar Industries Ltd manufactures products based on OEM specifications, the Company is in the process of shortlisting few products aligning business demands. Pennar Industries Ltd intends to evaluate the life cycle impact of those products in the near future.

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

Name of Product / Service	Description of the risk / concern	Action Taken
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Pennar Industries Ltd plans to evaluate the life cycle impact of its products in the future. Therefore, this is currently 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
	NA	NA

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:

	FY2024			FY2023		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed

Plastics (including packaging)
E-waste
Hazardous waste
Other waste

Reclamation of product is not applicable due to the nature of business.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Reclamation of product is not applicable due to the nature of business.

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1746	1746	100%	1746	100%	NA	NA	0	0	0	0
Female	151	151	100%	151	100%	3	2%	NA	NA	0	0
Total	1897	1897	100%	1897	100%	3	2%	0	0	0	0
Other than Permanent employees											
Male	36	36	100%	36	100%	NA	NA	0	0	0	0
Female	3	3	100%	3	100%	0	0	NA	NA	0	0
Total	39	39	100%	39	100%	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	736	736	100%	736	100%	NA	NA	0	0	0	0
Female	46	46	100%	46	100%	0	0	NA	NA	0	0
Total	782	782	100%	782	100%	0	0	0	0	0	0
Other than Permanent Workers											
Male	2449	2449	100%	2449	100%	NA	NA	0	0	0	0
Female	366	366	100%	366	100%	0	0	NA	NA	0	0
Total	2815	2815	100%	2815	100%	0	0	0	0	0	0

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

	FY24 Current Financial Year	FY 23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.00090%	0.00080%

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

Benefits	FY2024			FY2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98%	100%	Y	95%	100%	Y
Gratuity	98%	100%	Y	95%	100%	Y
ESI	16%	13%	Y	25%	13%	Y
Others	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Pennar Industries Limited is committed to enhancing accessibility for differently abled stakeholders. The Company ensures that its physical infrastructure, including buildings, furniture, facilities, and services, complies with the accessibility standards outlined in the Rights of Persons with Disabilities (RPWD) Act and other applicable regulations. The Company continuously upgrades its existing buildings to maintain strict adherence to these standards. Any new facility that is constructed, renovated, leased, or rented will be assessed for compliance with accessibility standards at various stages of construction. Employees experiencing accessibility issues can report to the facilities team at their location or contact the Head Office.

4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company upholds an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016. Recruitment decisions are based solely on merit, with no discrimination on the basis of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnicity, disability, or any other category protected by applicable law. The Company ensures an inclusive evaluation process by providing suitable flexibility and accommodation for persons with disabilities, enabling fair assessment. The Company is dedicated to eliminating all forms of unlawful discrimination and strives to provide clear terms of employment, training, development, and performance management.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, Workers can submit their grievances to Welfare Officer.
Other than permanent workers	
Permanent employees	Yes, SLA based Help Desk on HRMS system is in places to receive grievances from employees.
Other than permanent employees	-

The Company has established internal procedures for the grievance redressal of employees and workers. A structured grievance redressal forum monitors and reviews any complaints received. Additionally, the Company has a Safety Committee that interacts with all departments periodically. In compliance with the POSH Act 2013, the Company also maintains an Internal Complaints Committee. Furthermore, a Whistle Blower mechanism is in place to receive, process, and resolve grievances from employees and workers.

7. Membership of employees and workers in association(s) or Unions recognised 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	0	0	NA	0	0	NA
- Male	0	0	NA	0	0	NA
- Female	0	0	NA	0	0	NA
Total Permanent Workers	782	742	95%	853	813	95%
- Male	736	696	95%	805	765	95%
- Female	46	46	100%	48	48	100%

8. Details of training given to employees and workers:

Category	FY2024					FY2023				
	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	1746	1476	85%	0	NA	1792	1329	73%	0	NA
Female	151	89	59%	0	NA	135	56	38%	0	NA
Total	1897	1565	82%	0	NA	1927	1385	70%	0	NA
Workers										
Male	736	736	100%	46	6%	806	805	100%	43	5%
Female	46	46	100%	12	26%	49	48	100%	9	18%
Total	782	782	100%	58	7%	855	853	100%	52	6%

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

Category	FY2024			FY2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1746	1180	68%	1829	1166	64%
Female	151	96	64%	149	86	58%
Total	1897	1276	67%	1978	1252	63%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and Safety Management System:

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

The Company has implemented the PIL Occupational Health and Safety policy, ISO 45001:2018, and ISO 14001:2015. To ensure a healthy and safe workplace, the Company has a comprehensive Environment, Occupational Health, and Safety Management System (EOHS) in place. Various precautionary safety measures are integrated into the system.

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

The Company has established a systematic risk management process to identify and control hazards in manufacturing units and project sites. This process involves five steps: Identification, Assessment, Mitigation, Monitoring, and Reporting. Construction engineers, design and planning engineers, and production in-charges are all involved in risk assessments and the risk management process. All identified risks and risk mitigation plans must be documented, approved, and communicated to all relevant parties involved in the activity.

The Company is certified under ISO 45001 for Occupational Health and Safety. In accordance with this standard, a comprehensive Occupational Health and Safety Management System is implemented. For the identification of work-related hazards and risk assessment, the Company uses a Hazard Identification and Risk Assessment (HIRA) tool. This tool maps the entire work process, identifies associated hazards and probable risks, and calculates the severity of risks using a risk matrix chart. Based on the severity of risks, corrective and preventive actions are defined, followed by operational control procedures. In high-risk zones, Job Hazard Analysis (JHA) or Job Safety Analysis (JSA) is conducted as required.

- c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company encourages its workers to report near-miss incidents and consistently promotes a strong safety culture in the organisation. Also the Company have systems such as incident reporting, near miss reporting system and CAPA by Detailed Investigation Report (DIR) to ensure adhere with safety compliance.

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

Yes, the Company provides its workers and employees with ESI and Mediclaim policy of employees.

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

Safety Incident /Number	Category	FY2024	FY2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.65	1.84
	Workers	2.04	2.1
Total recordable work-related injuries	Employees	0	2
	Workers	0	7
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	2
	Workers	0	5

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

The Company ensures compliance with all safety-related statutory norms. Safety training is provided to employees and workers immediately upon joining. Department-wise Standard Operating Procedures (SOPs) are in place. All manufacturing locations are certified under ISO 45001 (Occupational Health and Safety System). The comprehensive Environment, Occupational Health and Safety Management System (EOHS) ensures workplace safety for the workforce.

Additionally, the Company has various initiatives and measures to ensure a happy, healthy, and safe workplace for employees. For compliance with safety, the Company employs mechanisms such as:

- Hazard Identification and Risk Assessment (HIRA)
- Accident Analysis and Investigation (AAI)
- Standard Operating Procedures (SOPs)
- Safety Compliance Management (SCM)
- Mock Drills
- Kaizens

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

	FY2024			FY2023		
	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	16	0	0	45	0	0
Health & Safety	2	0	0	1	1	0

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	90%
Working Conditions	100%

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

The Company undertakes the following safety measures:

- Identify and issue suitable safety gear (PPE) to employees based on their work.
- Carry out risk assessment studies.
- Conduct EHS training on various topics.
- Implement work permit systems.
- Identify unsafe conditions and unsafe acts.
- Conduct safety committee meetings periodically.
- Organise safety awareness campaigns to educate employees and implement a reward system.
- Implement statutory requirements.

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).

- Employee: Yes
- Workers: Yes

- Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

Invoices gets scrutinized and ensures it gets released only on producing the statutory dues are cleared by value chain partners.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2024	FY2023	FY2024	FY2023
Employees	0	0	0	0
Workers	0	0	0	0

- 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) –

The Company consistently allocates resources towards the enhancement of human capital, concentrating on the cultivation of modern skills and capabilities, whilst providing employees with a variety of experiences. The Company extends pension benefits to eligible personnel, adhering to pertinent statutory stipulations.

- 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	NA
Working Conditions	NA

- 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.

The Company has reviewed the standard operating procedures, taken corrective action based on root causes, increased safety training, and posted safety awareness posters at various work locations.

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

Essential indicators

- Describe the processes for identifying key stakeholder groups of the Company.

Pennar Industries Limited has implemented systems to promote transparent and positive stakeholder relationships. These methods enhance the company's comprehension of pertinent issues and ascertain the stakeholders' importance in the business landscape, promoting substantial engagement.

Stakeholder engagement enables Pennar Industries Limited to deliver sustainable services and customise strategies for value optimisation. The company actively involves stakeholders in decision-making processes and advancements in products and processes, promoting a mutually advantageous environment.

Pennar Industries Limited gives precedence to stakeholder concerns in its decision-making processes. The company's stakeholder engagement strategy facilitates interaction with stakeholders and addresses their primary concerns. The subsequent table delineates stakeholder groups that interact directly or indirectly with the company, detailing their modes of involvement and primary concerns.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Consumers	No	One on One meetings, Exhibitions	Regular Interval	1. Product and delivery timelines, 2. Customer data protection and privacy, 3. Product efficacy, 4. Quality, 5. Sustainable supplies and 6. Safety
Suppliers and business partners	No	Investor calls/presentations, Press releases, publications, Statutory reports, Annual General Meeting and Stock Exchange announcements	Regular Interval	1. Financial performance 2. Business updates 3. Growth plans and product pipeline 4. Sustainability performance
Employees	No	Engagement on a need basis, Participation in forums	Regular Interval	1. Sustainable practices, 2. Compliance and 3. Inclusive growth
Shareholders	No	Formal induction at the time of joining, Technical and nontechnical training programs, Town hall meetings, Operations review meetings, Intranet portal, Grievance redressal mechanism, Programs and competitions for employees and their families and Mailers on Safety, Health especially	Regular Interval	1. Workplace safety, 2. employee welfare, 3. Professional growth, 4. Employee benefits and other facilities, 5. Diversity at the workplace, 6. Leadership connect sessions, 7. Equal opportunities, 8. Wages and benefits and, 9. Work-life balance
Customers	No	Contract agreements, Seminars and Industrial Meets	Regular Interval	1. Payment processing cycles 2. Business ethics and transparency and 3. Sustainability performance

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The objective is to broaden the scope of the company, whilst preserving the environment and enhancing the local community. It is imperative to consider all stakeholders to generate substantial long-term value: customers, employees, shareholders, business partners, the environment, and above all, society at large. This is referred to as the sustainable multi-stakeholder model of expansion. Interactions are governed by the Code Policies and CoBP with key interested parties. Each interaction is conducted with openness, honesty, ethical integrity, and transparency.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder engagement enables the provision of sustainable services and the optimisation of strategies for maximum value delivery. The Company collaborates with stakeholders, incorporating them into decision-making processes, product development, and process enhancement, thereby cultivating a cooperative environment for superior outcomes.

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

Stakeholder concerns are examined and resolved at a strategic level. The stakeholder engagement framework delineates how the Company liaises with stakeholders and tackles their primary obstacles. The table under Principle 4 identifies the stakeholder groups that have engaged with Laurus Labs, detailing their participation and main concerns.

Principle 5: Business should respect and promote human rights

Essential Indicators

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

Category	FY2024			FY2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1897	1897	100%	1978	1927	100%
Other than Permanent	39	39	100%	78	85	100%
Total Employees	1936	1936	100%	2056	2012	100%
Workers						
Permanent	782	782	100%	805	805	100%
Other than Permanent	2815	2815	100%	3225	3225	100%
Total Workers	3597	3597	100%	4030	4030	100%

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

Category	FY2024					FY2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1746	0	NA	1746	100%	1829	0	NA	1829	100%
Female	151	0	NA	151	100%	149	0	NA	149	100%
Other than Permanent										
Male	36	0	NA	36	100%	73	0	NA	73	100%
Female	3	0	NA	3	100%	5	0	NA	5	100%
Workers										
Permanent										
Male	736	0	NA	736	100%	805	0	NA	0	NA
Female	46	0	NA	46	100%	48	0	NA	0	NA
Other than Permanent										
Male	2449	2449	100%	0	NA	2721	2721	100%	0	NA
Female	366	366	100%	0	NA	504	504	100%	0	NA

3. Details of remuneration/salary/wages, in the following format:

- a. The details are provided below:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	12	15 LPA	1	16 LPA
Key Managerial Personnel (KMP)	2	53 LPA	0	NA
Employees other than BoD and KMP	1746	4.80 LPA	151	3.86 LPA
Workers	736	4.32 LPA	46	3.93 LPA

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Gross wages paid to females as % of total wages	5.00%	5.00%

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

No

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

The Company has implemented a POSH policy, serving as a comprehensive solution for addressing grievances pertaining to human rights issues. Additionally, PIL's Whistle Blower Policy and Code of Conduct provide guidelines for the establishment and operation of a committee in the event of an investigation. Also, The Company has implemented rigorous policies and routinely organises awareness sessions on human rights.

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

The details are provided below:

	FY2024			FY2023		
	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	NA	-	Nil	NA	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/Involuntary Labour	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other Human rights related issues	Nil	NA	-	Nil	NA	-

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

	FY24 Current Financial Year	FY23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

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

The Company has established an internal committee in accordance with the POSH policy to address grievances related to discrimination and harassment. The Whistle-blower Policy offers a platform for Directors, Employees, customers, and vendors to voice concerns, reflecting PIL's commitment to the highest standards of ethical, moral, and legal business conduct, as well as open communication. The Code of Conduct addresses grievances related to conduct at work.

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

Yes, the Company gives human rights high importance thereby making it an integral part of its business agreements and contracts.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	-
Forced Labour/Involuntary Labour	-
Sexual Harassment	-
Discrimination at workplace	-
Wages	-
Other- please specify	-

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

Essential indicators

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	35,354.49	13,534.69
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	35,354.49	13,534.69
From non-renewable sources		
Total electricity consumption (D)	1,39,183.97	85,768.97
Total fuel consumption (E)	7,555.02	1,936.81
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	1,46,738.99	87,705.78
Total energy consumed (A+B+C+D+E+F)	1,82,093.48	1,01,240.47
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	7.41	4.42
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	169.54	101.03
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

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

Not applicable. The Company does not come under any sector which comes under PAT scheme.

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	60418	58139
(ii) Groundwater	5112	2486
(iii) Third party water	40628	37723
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	106158	98348
Total volume of water consumption (in kilolitres)	106158	96636
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	4.32	4.22
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	98.84	96.55
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

4. Provide the following details related to water discharged:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No

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

The Company operates a Zero Liquid Discharge (ZLD) plant, which processes two types of effluents: Low TDS Rinse water and spent acid. The Low TDS Rinse water is neutralised to a pH of 9 using a Caustic lye solution, then passed through a filter press to separate suspended solids. These solids, primarily Iron sludge, are sent to co-processing units such as cement factories. The water is then processed through a Reverse Osmosis (RO) system. The purified water is reused in the process, while the reject water is directed to a Multiple Effect Evaporator (MEE) feed tank.

The spent acid effluent is neutralised with a Lime powder solution to a pH of 9 and passed through a filter press to separate suspended solids. The high TDS water is treated in the MEE system. The MEE condensate water is treated through RO and further used in the process. The reject water is passed through an Agitated Thin Film Dryer (ATFD) system to separate solids. These solids are disposed of through a TSDF Telangana Government certified industry, Re-Sustainability Ltd.

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

Parameter	Unit	FY2024	FY2023
NOx	mg/m ³	28	24
SOx	mg/m ³	12	12
Particulate matter (PM)	mg/m ³	76	59
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others			
• Particulate matter (PM 2.5)	mg/m ³	29	21
• Suspended particulate matter	mg/Nm ³	52	59
• Hydrochloric Acid Concentration	mg/Nm ³	9	12

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

No

7. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

The details are provided below:

Parameter	Unit	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

The Company is in the process of calculating the Scope 1 and Scope 2 GHG emissions.

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.

Not Applicable

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

All lightings changed to LED

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

The required details are provided below:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	0.09	0.36
Bio-medical waste (C)	0.25	0.25
Construction and demolition waste (D)	NA	NA
Battery waste (E)	32 No's	66 No's
Radioactive waste (F)	NA	50.64
Other Hazardous waste. Please specify, if any. (G) (MEE Salts, PPE, Coolant Oil)	1395.41	1721.48
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Iron Sludge)	269.02	NA
Total (A+B + C + D + E + F + G + H)	1664.77	1772.73
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.068	0.077
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.55	1.76
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1395.41	1669.28
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	1395.41	1669.28

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	269.02	30.64
(iii) Other disposal operations	0	0
Total	269.02	30.64

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

No

10. Briefly describe the waste management practices adopted in your establishment. 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 amasses all generated hazardous waste in-house. This collected waste is stored according to its classification, such as iron sludge-waste, and is disposed of through TSPCB authorised vendors exclusively. Waste management practices are executed in compliance with the ISO 14001 standard, for which the Company holds a valid certification.

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.
Not Applicable			

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					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N).

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company comply with all applicable environmental laws/regulations				

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:

- (i) Name of the area - NA
- (ii) Nature of operations – NA

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

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(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)		
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	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

No

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

Parameter	Unit	FY2024	FY2023
Total Scope 3 emissions			
(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)			
Not Applicable			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity			

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

3. With respect to the ecologically sensitive areas reported in Question 10 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.

None of the operations/offices of Pennar industries limited are located in/around ecologically sensitive areas.

4. If the entity provided below taken 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
Nil			

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

The Company is working towards developing a disaster management plan and policy is under formulation. It will be available in the future.

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 value chain of Pennar Industries exerts no substantial detrimental effect on the environment. Nonetheless, The Company remains alert and fosters consciousness regarding environmental sustainability.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

Currently, the Company is considering the development of a sustainable supply chain programme to evaluate the social and environmental practices of its suppliers.

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 affiliated with 2 trade and industry chambers/associations.

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

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

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

Name of the authority	Brief of the case	Corrective action taken
During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct		

Leadership Indicators

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

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
Over this year, Pennar Industries Ltd has not advocated for any particular public policies.					

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
During FY 24, the Company has not undertaken any projects that require Social Impact Assessments (SIA).					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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	Amount sent on R&R activities during FY 2023-24 (In INR)
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During FY 24, The Company has not undertaken any projects that require Rehabilitation and Resettlement (R&R).

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

The Company is dedicated to the development of communities surrounding its sites and to the resolution of their grievances and concerns. Regular engagement with these communities is undertaken to comprehend their concerns. Any specific grievance is appropriately documented, investigated, and addressed.

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

	FY2024	FY 2023
Directly sourced from MSMEs/small producers	NA	NA
Directly from Within India		

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	FY24 Current Financial Year	FY 23 Previous Financial Year
Rural	-	-
Semi-urban	15%	15%
Urban	30%	31%
Metropolitan	55%	54%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	NA

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

S. No	State	Aspirational District	Amount spent (In INR)
1.	Promoting of Education and Health Care	Telangana	84.08
2.	Promoting national recognise sports	Telangana	5

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? - No, The nature of business does not involve sourcing of material from marginalized/vulnerable groups
- (b) From which marginalized/vulnerable groups do you procure? – NA
- (c) What percentage of total procurement (by value) does it constitute? – NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (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
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NA

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
NA		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Bala Vikasa social service society(BVSSS)	-	-

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 customer complaints are monitored and resolved by Pennar Industries Ltd.'s Quality team with each of its business divisions in order to facilitate faster resolution. The Company also keeps track of customer satisfaction with respect to quality on a regular basis.

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

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

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

Number of consumer complaints in respect of the following:	FY24(Current Financial Year)		Remarks	FY23(Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

The existing IT policy of The Company encompasses data privacy and cyber security for all employees and stakeholders. Furthermore, The Company is in the process of refining Personally Identifiable Information (PI), Financial Performance Indicators (FPIs), and other sensitive information of key importance.

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		

The Company produces safety-critical products, which are directly supplied to both automobile and non-automobile sectors. Additionally, these products are provided to Tier 1 and Tier 2 vendors, who manufacture components for Original Equipment Manufacturers (OEMs).

5. Does the Company 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, web-link: <https://www.pennarindia.com/corporate-governance.php>

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.

During the year, The Company did not identify any significant concerns, complaints, penalties, or regulatory actions. However, should any issues arise, consumers are encouraged to contact The Company through various channels, including phone, e-mail, social media, and WhatsApp. The Company has established a predefined response mechanism and turnaround time for the resolution of complaints.

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	Nil, there were no instances of reportable data breaches in the current financial year.
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	NA

Leadership Indicators

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

Information is disseminated through various platforms, including the Company's website, Annual Report, social media platforms, and media advertisements/publications. Comprehensive details about all products and services offered by the Company can be found on its website. <https://www.pennarindia.com/index.php>

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

Pennar Industries Limited produces safety-critical components, delivering them directly to sectors both within and outside the automobile industry. These components are additionally supplied to Tier 1 and Tier 2 vendors involved in the manufacture of Original Equipment Manufacturer (OEM) components. The Company undertakes all requisite steps to enlighten and instruct customers about its product offerings.

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

Pennar Industries places a high priority on open and transparent dialogue with its customers concerning any potential risks of interruption or cessation of critical services. The company has instituted several mechanisms to guarantee that customers are swiftly notified under such circumstances.

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 whole? (Yes/No)

Not Applicable